

Proceedings

11th National Occupational Safety and Health Congress

**“Zero Accident Program:
Key to Safe, Healthy and Productive Workplaces”**

**October 8 to 10, 2008
Occupational Safety and Health Center
Diliman, Quezon City
Philippines**

Program

Executive Summary

Welcome Remarks

Messages

Keynote Speech

Paper Presentation

Closing Remarks

Photo Exhibit

Snapshots

Organizing Committee

List of Participants

Joint Resolution

11th National Occupational Safety and Health Congress
“Zero Accident Program:
Key to Safe, Healthy and Productive Workplaces”

Day 1 (October 8, 2008)
PM

1:00 - 2:00

OPENING CEREMONIES

Welcome Remarks:

Hon. Lourdes M. Trasmonte, Undersecretary, DOLE

Messages:

Atty. Democrito R. Mendoza, President, TUCP

Mr. Sergio Ortiz Luis, Jr., President, ECOP

Ms. Linda Wirth, Director, Sub-Regional Office, ILO, Manila

Keynote:

Hon. Marianito D. Roque, Secretary,
Department of Labor and Employment

OSHC Chorale

2:00 – 2:30

Opening of Photo and Product Exhibits

2:30 – 4:30

PLENARY 1

Chair: Prof. Jose C. Gatchalian, UP-SOLAIR

Zero Accident Program: Key to Safe, Healthy and Productive Workplaces

Dr. Dulce P. Estrella-Gust, Executive Director, OSHC

Region VII Experiences on Labor Standards Enforcement Framework

Engr. Elias A. Cayanong, Director, DOLE-RO VII

Practicing Occupational Safety and Health in the Government:

The National Power Corporation (NPC) Pulangi IV HEP Experience

Engr. Diogenes B. Esmade Jr., Principal Engineer

6th GKK DOLE Secretary's Award (Institutional Category)

Rights-Based Approach and the Rights of Workers

Dr. Purificacion Quisumbing, Special Envoy for Human Rights and
International Humanitarian Law/Chairperson, International and
Human Rights Law Department, Philippine Judicial Academy

*Lessons from Explosive Outbreak of Asbestos-Related Cancers in Japan:
Suggestion to Asian Countries*

Dr. Naomi Hisanaga, Professor, Center for Campus Health and
Environment, Aichi University of Education, Japan

Hospitals Safe from Disasters Campaign

Dr. Carmencita Banatin, Health Emergency Management Staff-DOH

OPEN FORUM

4:30 – 5:00 **Poster exhibition¹**

Day 2 (October 9, 2008)
AM

8:30 - 10:00

PLENARY 2

Chair: Mr. Reydeluz D. Conferido, Assistant Secretary, DOLE

Growing OSH in the Countryside

Engr. Arthur Mencius B. Quiblat, OSHNET-10
6th GKK DOLE Secretary's Award (Individual Category)

Alternative Development Program in the Eradication of Marijuana

Undersecretary Romeo Vera Cruz, Vice Chairman,
Dangerous Drugs Board (DDB)

Workplace Health Partner Program in Korea

Dr. Yoon Jang-Ken, Assistant Manager,
Korea Occupational Safety and Health Agency (KOSHA)

OPEN FORUM

10:15 - 12:30

Simultaneous Sessions

Session 1

Vulnerable Sectors

Chair: Ms. Keiko Niimi, Deputy Director, ILO

*Occupational Safety and Health for Women Workers in
Small Enterprises and Informal Economy*

Dr. Ma. Teresita S. Cucueco, OIC-Deputy Director, OSHC

Occupational Safety and Health of Older Workers

Dr. Gert A. Gust, President, ILAPI

*Occupational Safety and Health Concerns of Older Workers in the
Philippines*

Dr. Maria Beatriz G. Villanueva, OIC-Health Control Division,
OSHC

Gawad Kaligtasan at Kalusugan sa Gawad Kalinga

Mr. Leandro C. Palma, Gawad Kalinga North B

*Young Adult Peer Education: Responding to Young Workers Sexual and
Reproductive Health*

Mr. Arnold Leyran, Chairperson, Youth Committee, Kilusan -TUCP

OPEN FORUM

¹ Poster exhibition up to October 10, 2008

Session 2

Linking ZAP and Labor Standards Enforcement Framework

Chair: Atty. Hans Cacdac, Deputy Administrator, POEA

OSH in Labor Relations

Atty. Rebecca C. Chato, Director, Bureau of Labor Relations,
DOLE

Occupational Safety and Health: The DOLE Region X Experience

Mr. Atheneus Vasallo, Supervising TSSD, DOLE-RO X

Compliance to Department Circular 1 s. 2008 in the Call Center Industry

Dr. Marie Yvette S. Jaramillo, FPCOM,
Consultant, Maxicare Health Corporation

Historical Use of Endosulfan in the Philippines

Dr. Dario Sabulase, CESO IV, PhD, Deputy Executive Director,
Fertilizer and Pesticide Authority (FPA)

OPEN FORUM

Session 3

Chemical Safety

Chair: Ms. Chona Mantilla, Director, DOLE-CARAGA Region

Emerging Risks and their Link to Industries

Mr. Arnel Capili, Emergency Services Officer, ADB

Phase Out of Ozone Depleting Substances (ODS) in the Philippines

Ms. Ella Deocadiz, EMB-DENR

Rapid Mercury Assessment in Selected DOH Hospitals:

A Preliminary Study

Engr. Ana Trinidad F. Rivera, DOH

Updates to the Stockholm Convention on Persistent Organic Pollutants (POPS)

Engr. Nelia Granadillos, Chief, Environment Control Division,
OSHC

OPEN FORUM

PM

1:30 - 3:30

Simultaneous Sessions

Session 4

Construction Safety

Chair: Mr. Francisco Valois, ALU-TUCP

Construction Safety Orientation at the Site

Arch. Lyndon Magsino, Association of Construction Industry Workers

Health and Safety in Shipbuilding

Engr. Carlos M. Cortes, Jr., Supervising Industrial Hygienist, OSHC

Injury Statistics: Basis for Safety Performance?

Engr. Jason D. Hermano, TMX Philippines, Inc.

Construction Safety - The Leighton Experience

Engr. Ronald Paungan, Safety Mgr., Leighton Contractors Phils., Inc.

Zero Accident Program of National Transmission Corporation

Engr. Catalino E. Rana, Safety Officer, TransCo Pangasinan

OPEN FORUM

Session 5

OSH in Various Sectors

Chair: Atty. Gloria Tango, Director, DOLE-RO XI

Achieving Millions of Safe Man-Hours

Dr. Onesimo M. Panaligan, TeaM Energy – Sual Power Station

Development of A Checklist and Its Application for the Evaluation of Office Furniture in Compliance to Ergonomic Requirements

Mr. Jaypy T. Tenerife, Research Associate, Technological Institute of the Philippines

Developing a Culture of Both Patient Safety and Occupational Safety in the Hospital Setting

Ms. Mary Ann E. Artates, Safety Officer, The Medical City

Application of Occupational Safety and Health Standards in the Academe

Mr. Raymund P. Arcega, VP for Administration, University of Makati

Recent Progress in Occupational Safety and Health in a Japanese University of Education

Dr. Naomi Hisanaga, Professor, Center for Campus Health and Environment, Aichi University of Education

OPEN FORUM

Session 6

Work-Related Illnesses

Chair: Dr. Marianita Mendoza, Commissioner - SSS and OSHC

Work-Related Neurologic Diseases

Dr. Rustico Jimenez, President, PCOM

Hearing Loss in a Group of Professional Symphony Orchestra Musicians

Dr. Rina Reyes-Quintos, Department of Otorhinolaryngology, UP-PGH

Workplace TB DOTS Initiatives

Dr. Victoria Dalay, College of Medicine, De La Salle University

Metal Allergy in the Workplace

Dr. Lonabel A. Encarnacion, St. Luke's Hospital

The Application of Industrial, Community and Public Relations to Occupational Medicine and Health

Dean Jorge Sibal, UP-SOLAIR

OPEN FORUM

3:30 – 5:30

Simultaneous Sessions

Session 7

OSH Interventions

Chair: Arch. Lyndon Magsino, Assn. of Construction Industry Workers (ACIW)

Database of Workers' Compensation Claims Filed with the Social Security System, 1997-2000

Dr. Marissa San Jose, Sr. Occupational Health Officer, OSHC

Redesigning Sanitary Masks for Continued Use and Safety

Mr. Jay-pee Montealegre, Technological Institute of the Philippines

Potential Shock Resistant Gloves

Mr. Joeriz Guy-Joco, Technological Institute of the Philippines

Making the POSITIVE Approach in Improving OSH Work!

Ms. Mary Ann Dumaraog, Chairperson, Education Committee, KILUSAN-TUCP

Health and Safety in AMKOR

Ms. Sharon Joy Garcia, Safety Officer, AMKOR Philippines, Inc.

Pursuing a Remedy: OSH in the Informal Sector

Dr. Teresita V. Atienza, Senior Lecturer, UP-SOLAIR

OPEN FORUM

Session 8

OSH Interventions

Chair: Dean Jorge Sibal, UP-SOLAIR

Developing the Occupational Safety and Health Management System Course

Engr. Onna Cruz, Engineer II, OSHC

Dupont Safety Training Observation Program (STOP)

Mr. Johnas E. Almoite, Facility Safety Supervisor,
Quezon Power Plant- Covanta Philippines

Training Innovations: The Qatar Experience

Engr. Allan B. Cuya, Sr. HSE Training Officer
Consolidated Contractors International Company, Qatar

Basic Occupational Safety and Health (BOSH) Course through Distance Learning in the Philippines

Ms. Rosanna M. Tubelonia, Chief,
Training and Public Information Division, OSHC

OSH Network in Cebu

Dr. Easter Joy Prosia, Occupational Health Officer, OSHC-Cebu

OPEN FORUM

Session 9

Working with OSH Networks

Chair: Atty. Ponciano Ligutom, Director, DOLE-RO IX

Safety and Health: Elements in Maintaining Industrial Peace

Atty. Carlo Pontico C. Fortuna, Vice Mayor, Mandaue City, Cebu;
Program Manager, Mandaue Tripartite Industrial Peace Council

Challenging the Safety Mindset

Mr. Ameerali Abdeali, CEO,
Team-6 Training & Consultancy Pte. Ltd., Singapore

ZAP Network

Engr. Jose Maria Batino, Chief, Safety Control Division, OSHC

Social Partnership Approach to Building a Culture for Health and Safety in the Banking Industry and the Service Sector

Mr. Rolando G. Librojo, Education Officer,
National Union of Bank Employees (NUBE)

OSH Network 10. ... After two years

Engr. Teodoro V. Cahoy, Safety Officer, CEPALCO, Inc

ZAP: Continuing the Partnership

Mr. Gilbert Rafer, People Resource Developer, Moog Controls Corp.

OPEN FORUM

**DAY 3 (October 10, 2008)
AM**

8:00 –10:00

PLENARY 3

Chair: Dr. Dulce P. Estrella-Gust, Executive Director, OSHC

The Status of Globally Harmonized System of Classification and Hazard Communication of Chemicals (GHS) Implementation

Dr. Hiroshi Jonai, United Nations Sub-Committee of Experts on GHS (UNSCEGHS) / Professor, Nihon University

KOSHA's Role in Accident Prevention in the Korean Shipbuilding Industry

Dr. Jin Woo Lee, KOSHA

Occupational Safety and Health Training Modules During Pre-Departure Orientation Seminar (PDOS)

Atty. Hans Cacdac, Deputy Administrator, POEA

OPEN FORUM

10:00– 12:00

Simultaneous Sessions

Session 10

Transportation/Mining

Chair: Engr. Jose Maria Batino, Chief, Safety Control Division, OSHC

OSH Concerns in the Maritime Labor Convention

Mr. Noriel P. Devanadera, Deputy Administrator, OWWA

Preparations for the First OSH Summit in Northern Luzon

Atty. Ana Dione, Director, DOLE-CAR

Managing Risks and Safety of Ships: The Domestic Shipping Experience

Engr. Rey Eustaquio, Sea Shore Consultancy

Typhoon Preparedness and Response –

Rapu-Rapu Polymetallic Project Experience

Engr. Melvin R. Alonzo, Rapu-Rapu Minerals, Inc.

Socio Economic Impact of Commuters' Experiences

and Possible Jeepney Economic Redesign

Prof. Elnora T. Lucero, Technological Institute of the Phils. (TIP)

Alternative Fuels for Transport in the Philippines

Mr. Arnel Mathew C. Garcia, Sr. Science Research Specialist,
Department of Energy

OPEN FORUM

Session 11

OSH Protection of Fire Fighters and Disaster Preparedness

Chair: Dr. Teresita S. Cucueco, OIC-Deputy Exec. Dir., OSHC

OSH in the Downstream Oil Industry

Director Zenaida Monsada, Oil Industry Management Bureau, DOE

Competency Level of Chemical Emergency Responders

Supt. Jose C. Embang, Jr., City Fire Marshall, Makati City

Climate Change

Ms. Gigi Merilo, Sr. Environment Specialist,
Environmental Management Bureau, DENR

Assessment of the Health, Safety and Environmental Conditions of Basement Parking Areas in Shopping Centers in Metro Manila

Engr. Lauro C. Canceran, Sr. Industrial Hygienist, OSHC

Innovative Communication on Emergency Preparedness and Response

Mr. Edgar G. Patajo, Hitachi Global Storage Tech. Phils., Corp.

Preventing Chemical Incidents

Engr. Nelia Granadillos, Chief, Environment Control Division, OSHC

OPEN FORUM

Session 12

Environment Concerns

Chair: Mr. Gilbert Rafer, People Resource Developer, Moog Controls Corp.

Assessment of Indoor Air Quality following Typhoon "Milenyo"

Mr. Jose Lauro M. Llamas, Ind'l. Hygienist, Intel Tech. Phils., Inc.

Assessment of Indoor Air Quality of Selected Shopping Malls in Metro Manila

Engr. Jonathan Anastacio, Faculty, School of Engineering,
Mapua Institute of Technology

Improving Safety Performance in the Construction Industry (The Challenge!!!)

Engr. Don R. Orido, OSH Practitioner

Divine Proportion in Relation to the Health and Safety of Workers

Prof. Ma. Teodora Gutierrez, Chair, Industrial Engineering Dept.,
Technological Institute of the Philippines

OPEN FORUM

PM

1:00 - 3:00

Learning Sessions

Lock Out - Tag Out

Engr. Denis Aquino, Safety Engineer, OSHC
Engr. Alex Sacabon, Safety Engineer, OSHC

Defensive Driving

Engr. Edward Andrew Ang, Safety Engineer, OSHC

Confined Space

Ms. Jeane R. Mendoza, Sr. Industrial Hygienist, OSHC

Work-Relatedness of Diseases

Dr. Maria Pureza Fontelera, Occupational Health Officer, OSHC

Demonstration of PPEs

Engr. Ramon Fernando, Safety Engineer, OSHC

3: 15 - 4:30

CLOSING CEREMONIES

OSHC Chorale

Awarding of Winners of On-the-Spot Poster Making Contest on ZAP

Presentation of Joint Resolution

Messages

Undersecretary Dionisio R. Santiago, Director General
Philippine Drug Enforcement Agency (PDEA)

Atty. Jose Sonny G. Matula, National Vice President
Federation of Free Workers, (FFW)

Mr. Rene E. Cristobal, Vice President
Corporate Social Responsibility Committee
Employers Confederation of the Philippines (ECOP)

11th National Occupational Safety and Health Congress

“Zero Accident Program: Key to Safe, Healthy and Productive Workplaces”

The 11th National Congress made it eminently clear that in the years to come Occupational Safety and Health (OSH) will remain a primary concern for the social partners – government, employers and workers and society at large. In her Key note address, DOLE Undersecretary Trasmonte recognised the Zero Accident Program (ZAP) as the main operational framework for the implementation for National Medium Term OSH Plan 2006-2010 at the national, regional and local levels.

“We intend to expand quality OSH services in our workplaces through training and information, education, research and technical services, and thru policies. These are ambitious goals but they are within reach. Workers, supervisors and managers will play key roles together with OSH experts. We can also count on the youth. Pilot safety and health education in schools and colleges has shown promising results.”

Discussing OSH achievements and challenges, some 450 managers, OSH practitioners, workers and resource persons agreed that, with imagination and determination, major progress was possible towards the ambitious goals of accident free workplaces.

Some 70 resource persons provided concrete examples where effective OSH management systems, and close labor-management cooperation in OSH Committees, had resulted in millions of accident-free work-days; the immense impact of sound OSH programs on individual workplaces was reflected in the prevention of countless grave accidents and illnesses; a rise in workplace productivity and the avoidance of substantial cost for treatment and rehabilitation.

Numerous examples were given on how OSH programs could benefit both the workers of the establishment and the wider community: Progressive disaster preparedness programs that did not only cover the firm’s own workers, but also the members of the surrounding communities. Also, many companies practicing Corporate Social Responsibility (CSR), were extending good OSH practices to the communities, for example by training small farmers and rural the communities in the correct use of fertilizers or in environment-friendly waste disposal.

The participants noted, with great interest, the public and private initiatives of extending OSH services to the informal sector. In the case of Mandaue City the municipal Tripartite Industrial Peace Council was integrating OSH into its social and economic development programs. The Occupational Safety and Health Center (OSHC) was promoting, with considerable success, good OSH practices in cooperation with LGUs, DAF, SSS, PhilHealth, as well as informal sector associations. Substantial improvements of OSH services in the informal sector were being achieved through low cost methods.

The Congress agreed, that in response to emerging hazards, OSH initiatives had to be proactive, not reactive. In particular the Philippines must come to grips with the threat of toxic chemicals known as Persistent Organic Pollutants (POPS) and should actively join the Globally Harmonized System (GHS) of labeling chemicals. There should be a total ban on asbestos. The hazards in new and fast developing service industries needed attention, like contact centers and tourism industry.

As far as the future of OSH was concerned, the Congress endorsed DOLE's flagship ZERO Accident Program as the centerpiece for the National Medium Term OSH Plan and Program for 2008 to 2010.

The participants recognized that the real and potential benefits of OSH cannot be achieved single-handedly, overnight. They are the result of persistent efforts by all stakeholders: by government, management, workers unions, family and the community.

To meet the challenges of an increasingly complex world of work the OSH stakeholders could draw on the rich experience, available locally and internationally. Cooperation with the UN system and with ASEAN was mutually beneficial. The ratification, by the Philippines, of relevant ILO Conventions Numbers 155 and 187 on the promotion of OSH systems would give a great boost to spreading an OSH culture and mobilizing resources for the implementation of effective programs.

Dr. Dulce P. Estrella-Gust
Executive Director
Occupational Safety and Health Center

Magandang hapon sa inyong lahat!

I'd like to welcome all of you to the 11th National Occupational Safety and Health Congress. We have, as guests today, the Honorable Undersecretary Lourdes M. Trasmonte, our cluster head for social protection and labor standards; Ms. Linda Wirth, the Director of Sub-Regional Office of the International Labour Organization; Mr. Sergio Ortiz-Luis, President of the Employers Confederation of the Philippines; and Atty. Democrito Mendoza, President of the Trade Union Congress of the Philippines. Also with us are participants from the different regions of the country, the winners of the 6th Gawad Kaligtasan at Kalusugan, the Regional Directors of the Department of Labor and Employment, representatives from the private and public sectors, the academe, the NGOs and the safety and health organizations.

You will be treated to a very sumptuous meal of papers, posters, audio-visual presentations and photo exhibits today and for the next 2 days.

Again, welcome to the 11th National Occupational Safety and Health Congress!

Mr. Sergio Ortiz-Luis, Jr.
President
Employers Confederation of the Philippines

On behalf of the Employers Confederation of the Philippines, I wish to extend my warmest greetings to the participants and guests on the occasion of the opening of the 11th National Occupational Safety and Health Congress.

I would also like to congratulate the Occupational Safety and Health Center for its initiative in organizing this congress and bringing together the various stakeholders involved in occupational safety and health. The theme adopted for this Congress is “Zero Accident Program (ZAP): Key to Safe, Healthy and Productive Workplaces.” Come to think of it, this is what occupational safety and health is all about.

No one can dispute that occupational safety and health plays a very important role in the working environment. In an industrializing democratic society, the humanization of work through safe and decent and environmental-friendly working conditions should occupy the highest priority. I should go as far as to say that the entitlement of workers to safe and humane working conditions should stand on the same level as any other human rights. Moreover, in the final analysis, occupational safety and health is a vital key to higher productivity and industrial harmony.

It is of historic interest that when the Labor Code was drafted more than three decades ago, the idea of including violations of safety and health standards or failure to provide decent and humane conditions of work as acts of unfair labor practice by the employer was seriously considered. This proposition rested on strong moral grounds, for injury or illness of a worker as a result of exposure to dangerous or hazardous working conditions is certainly more serious and threatening than unfair labor practices such as union busting or discrimination. However, it appeared that this new orthodoxy was too radical for the time, and was not adopted.

Nevertheless, we are pleased to note that over the recent years, the existence of the critical link between health and safety programs and their beneficial impact on productivity and bottom-line of businesses have continued to gain recognition and acceptance by employers as good business.

ECOP recognizes that satisfactory working conditions and workers' protection are important if companies are to be competitive. Businesses that have a high level of awareness on the direct and indirect costs of health and safety initiatives are in a better position to understand the cost implications of illnesses and injuries within their firms. They will also be able to value health and safety measures and the positive effect on their firm's operations. Recent studies revealed that the cost of compensation, healthcare and disabilities from work-related accidents is about 10% of GDP in developing countries and by up to 3.8% of global GDP in European Union countries.

Under the Labor Code, the primary responsibility for promoting and enforcing compliance with labor standards particularly on occupational safety and health rests on the coordinated efforts of the various agencies of the Department of Labor and Employment, such as the labor inspectorate of the regional offices, the Bureau of Working Conditions and the Occupational Safety and Health Center. Nevertheless, the best efforts of the Department of Labor and Employment to promote and enforce occupational safety and health will not ensure success unless occupational safety and health is internalized not only as a work ethic but also as a basic value in itself by all sectors of our society.

Occupational safety and health should therefore be inculcated as a way of life for everyone - workers, employers and plain citizens. This is an objective which can best be achieved through multi-sectoral cooperation.

Of course, since it is the employers who provide and create the working environment, they should not only take the lead but assume prime responsibility in providing what the theme of this Congress envisions: *"Zero Accident Program (ZAP): Key to Safe, Healthy and Productive Workplaces."*

An accident-free workplace would provide leeway for firms to channel their resources to improvements in other aspects of the business such as quality, service and production.

I am glad to say that ECOP is doing its fair share in promoting occupational safety and health among employers in cooperation with organized labor, the government and other non-governmental organizations concerned.

We, in ECOP, wish this Congress the success it truly deserves.

Thank you and good day to all.

Ms. Linda Wirth
Director, Sub-Regional Office
International Labour Organization (ILO), Manila

Good afternoon.

On behalf of ILO, I would like to congratulate the Occupational Safety and Health Center for two things: first, on the occasion of the 11th National OSH Congress and secondly, for organizing this knowledge-sharing platform for more than ten (10) years now. Based on the depth and breadth of participation today and of the issues to be discussed during the next two days, I have no doubt that this Congress will be as successful as in previous years. I would also like to extend my congratulations to all participants, guests and speakers. Your presence today makes a big difference. Your unceasing commitment to make workplaces safe is every Filipino worker's gain in his or her quest to realize decent work.

Decent work must be safe work and increasingly green work. Safety and health are fundamental elements of the ILO's Decent Work Agenda which is based on the understanding that work is, among others, a source of personal dignity, family stability and peace in the community. Promoting occupational safety and health is therefore a means to make Decent Work a reality.

It is difficult to promote OSH effectively if we are not forward-looking. One thing that I find innovative about this year's Congress is the fact that it not only deals with what is already there - established measures to prevent and control hazards and risks - it also looks at strategies and solutions for emerging issues, such as the impact of climate change and changing patterns of contract. There are factors that will need to be considered when dealing with these issues such as gender differences, demographic, employment shifts, the fast pace of technological progress, among others. These issues can generate new types of patterns of hazards, exposures and risks. The OSHC's ability to ensure the participation of a broad range of actors in this Congress is to be commended because the development of an appropriate response to these issues relies on and makes use of the collective body of knowledge and experience coming from as wide and diverse a group of experts and practitioners as from around the country.

Let me just stress that safety and health measures are undertaken not only to create and sustain a safe and healthy working environment. In fact, more evidence is emerging showing that such measures also enhance quality, productivity and competitiveness.

The theme of this year's Congress was obviously formulated to prove the point that there is a business case for OSH. I would cite a specific example here by way of a paper that the European Agency for Safety and Health at Work published in 2004. The paper is based on a joint project between the Finnish Ministry of Social Affairs and Health and the ILO-SafeWork programme, in close collaboration with an international working group.

The findings of the study indicate that there is a strong relationship between OSH and productivity: the higher the OSH standards, the higher the productivity and vice-versa. In some cases, a good safety record can even be used to predict future profitability. According to this study, factors that enable higher OSH standards to translate into increased productivity include: close cooperation between the company's management team and its employees; giving staff greater autonomy and more challenging tasks; and introducing more ergonomic working methods and equipment

I hope that your discussions will likewise lead you to identify similar cases in the Philippines that this paper has identified. It would be worthwhile to document them and disseminate these stories to the widest audience as possible. Also, I hope that this 2-day Congress will bring renewed energy and commitment to take more concrete actions toward fostering a safety culture which is key to achieving lasting improvements in safety and health at work in the country.

Ladies and gentlemen, we are all participants of this Congress. But I say we must all be leaders in promoting occupational safety and health at work. And together we must build the partnerships that are needed to bring about the changes we seek.

Thank you.

Atty. Democrito T. Mendoza
President
Trade Union Congress of the Philippines

On behalf of the officers and members of the Trade Union Congress of the Philippines (TUCP), I congratulate the Occupational Safety and Health Center of the Department of Labor and Employment for the successful programs and activities that it has undertaken to promote occupational safety and health.

The TUCP acknowledges the Center's current efforts to do relevant studies, engage stakeholders, build capacities, and implement interventions. An occupational safety and health program that is managed well can be the lever that supports better productivity and competitiveness. The daunting challenge then is to sustain our efforts and keep pace with the changing times. To borrow the ILO Director General's words: "greater focus on coherence, challenges and new forms of cooperation — to keep pace with accelerating changes in the global world of work - is necessary." Zero accident is ideal and occupational safety and health issues are not simple! As our experiences taught us, the trick is to persevere, not to lose our cool. We need to work collectively, overcome barriers, and calibrate our actions to reach the ideal.

Very briefly, allow me to share about TUCP's POSITIVE Program.

POSITIVE stands for "Participation-Oriented Safety Improvements by Trade Unions Initiative." As the acronym connotes, the program promotes participatory approaches. It gives priority to low-cost, high impact, and easy to implement safety and health improvements. It builds capacities of workers to teach, to participate in the identification of workplace hazards and risks, to negotiate and to cooperate with management in ensuring that safety and health of workers are protected and promoted.

We are proud to say that TUCP has been able to sustain the program for over a decade now. We are even prouder to say that in 2007, we started to share the technology to non-TUCP unions. In cooperation with the ILO, our TUCP POSITIVE Core have trained around 75 union leaders, educators, OSH Committee members and OSH activists on the POSITIVE Approach. This year, three more regional POSITIVE programs are in the pipeline to benefit non-TUCP unions.

In closing, let me say that in these difficult and fearful times, the **virtue of cooperation** most relevant especially on the following key points: Better safety and health at the workplace; Improved productivity and competitiveness; and Decent Work for all.

As a social partner, the TUCP commits to be part of the team. Together, we hope to steer away from current challenges and move towards a better world of work for everyone.

Maraming salamat at magandang umaga sa ating lahat!

Delivered by: **Hon. Lourdes M. Trasmonte**
Undersecretary
Department of Labor and Employment

GREETINGS!

It is my pleasure and privilege to welcome you all to the 11th National Occupational Safety and Health Congress; over the past two decades these biennial events have played a central role in taking stock of the state of the art and in defining priorities for future action in occupational safety and health. These congresses have been attracting participants from employers and workers organizations, from individual establishments in the public and private sectors, experts in safety and health and from academe.

Today, I see that attendance has surpassed the previous congresses, and that it is being held back-to-back with the Gawad Kaligtasan Kalusugan award (GKK) held this morning in this hall. The best practitioners of occupational safety and health in the country are here with us today. Let us give a big hand to those who garnered the Secretary's GKK award: the NAPOCOR IV from Pulangi, Bukidnon and Engr. Arthur Mencius Quiblat, who organized the first OSH Network in Mindanao, specifically in Cagayan de Oro. Let us also show our appreciation to all the establishments and individuals who are here today who have raised the bar of safety and health in the country.

We have in store a program packed with much information: three plenary sessions, and 12 simultaneous sessions, not to speak of the documentary film showing upstairs, the photo and poster exhibits. I am certain that we will all come out of these three days with much more information on the many aspects of prevention. For these, I would like to congratulate the organizer the Occupational Safety and Health Center for putting together such a program. Let me take this opportunity to thank the sponsors, the KOSHA, ILO, UP-SOLAIR, SSS, and the partnership with DENR and the World Bank's Ozone Program; and the partners: ECOP, TUCP and FFW.

We have always welcomed the contributions from OSH specialists from abroad, who have greatly enriched the Congresses. I wish to welcome Dr. Jin-Woo Lee and Mr. Jang-Ken from the Korean Occupational Safety and Health Agency (KOSHA), which has hosted in June 2008 the very successful 18th World Congress on Safety and Health at Work in Seoul last July. I also welcome Ms Wirth, the Director of ILO's Subregional Office in Manila and Dr. Hiroshi Jonai, from the Graduate School of Science and Technology, Nihon University, Japan. and Mr. Ameer Ali Abdeali, our colleague from Malaysia formerly from NIOSH and the ASEAN – OSHNET but is now a private OSH practitioner. I understand that Dr. Jin-Woo Lee will be giving us a paper on the "Seoul Declaration" signed by the Ministers and experts from 40: countries during the 18th World Congress. We look forward to that.

This year's Congress on ZAP **“Zero Accident Program: Key to Safe Healthy and Productive Workplaces”** is a fitting contribution to the celebration of the 75th Anniversary of the Department of Labor and Employment under the theme of “Commitment to Service”; as we see it, the national Zero Accident Program (ZAP) will play a major role in DOLE's campaign to expand social protection to more and more workplaces and segments of the workforce. ZAP also provides the operational framework for the National Medium Term OSH Plan for 2006.-2010; it is expected to make a major Philippine contribution to the success of the Asian Decade on Decent Work, 2006-2015 adopted at last ILO Asian Regional Conference.

Ladies and Gentlemen, the program of the Congress gives you a broad overview of recent developments and plans for the future; we can say, with much satisfaction, that we have made steady progress in spreading a culture of occupational safety and health nationwide. We believe in action by the social partners in the regions. The OSH Summits in Mindanao and the Visayas in 2006 and 2007 were designed to reflect regional concerns in plan design and implementation of the national OSH Medium Term Plan. The response and cooperation have been overwhelming; concrete results include the establishment of regional OSH networks where government offices, LGUs, firms and OSH practitioners cooperate in sharing “good practices” and in providing mutual support. DOLE's regional staff stands ready to provide technical guidance and training. To strengthen our technical presence in the Visayas the Occupational Safety and Health Center has opened a Branch Office. A similar move is planned for Mindanao.

We have been stepping up our efforts to meet the specific OSH concerns of individual industries. There are more construction, shipbuilding activities in Cebu and Cagayan de Oro and Zambales; the call center industry has more than 80,000 seats; and tourism is at an all time high. As policy response, DOLE's Department Circular No. 2, further expands coverage of the OSH Standards to establishments engaged in land, sea and air transportation; Department Circular No 1-08 focuses on the health and safety of call center workers; technical guidelines are being issued for many of these sectors.

We in DOLE feel that Occupational Safety and Health (OSH) has great potential for expanding social protection to workers in the informal sector, where some 60 per cent of our workforce are located. Several studies by the Occupational Safety and Health Center (OSHC) have revealed tremendous OSH deficits in such micro-firms in metal and woodworking, garment and footwear, small-scale mining, agriculture and fishing. I am happy to note that a project on informal sectors and women “the GREAT Women” project is being implemented by OSHC in partnership with the national Commission on the Role of Filipino Women with the support of the Canadian International Development Assistance (CIDA) The challenges are enormous but the rewards are potentially substantial. Improved OSH services would not only raise the welfare of workers in the informal economy but also generate substantially efficiency and productivity gains. Even in the informal sector higher OSH standards make for better business. I am therefore heartened by the many company reports in our souvenir program about initiatives by firms to share their progressive OSH experience with their suppliers and the communities, where they operate thru their Corporate Social Responsibility and social accountability programs.

Ladies and Gentlemen,

We can all agree, that work-related accidents and illnesses are preventable in small and large establishments. Still, on a daily bases we are reminded by the media how poor OSH systems and management or ignorance have led to harm for limb and life of workers.

Prominent cases like the Glorietta blast, the Guimaras oil spill, the Sulpicio disaster and the many construction and ship building accidents are indicative of system failure and missed opportunities of protecting workers and the public. DOLE's technical competence stands ready to provide technical assistance and advise on preventive measures. In response to these disasters, the DOLE has included disaster management and links of industrial processes to climate change in its training and technical services. Following inspection of Hanjin accidents, an intensive program of training and technical assistance has been put in place to develop their OSH system.

It is a truism, that Prevention is always better than action after the incidents. For that reason we welcome the initiatives, described in many of your reports in the souvenir program, of instituting early warning systems and of making emergency preparedness an integral part of your OSH management systems. I see that many papers on these are found in the program. As conventional ways of accident prevention may no longer be effective in reducing accident rates, there is a need for modernising safety and health practices in line with national and international standards. This is the reason why we are pursuing the ratification of the ILO Maritime Convention 2006; title IV of which is on occupational safety and health. This is also the reason why recently the Governing Board of the OSHC asked the OSHC to start the background work on the ILO Convention on Promotional OSH Framework.

Looking to the future, the Zero Accident Program (ZAP) will provide the main operational framework for the implementation for the medium and long term programs on safety and health. We intend to expand quality OSH services in our workplaces through training and information, education, research and technical services, and thru policies. These are ambitious goals but they are within reach. Workers, supervisors and managers will play key roles together with OSH experts. We can also count on the youth. Pilot safety and health education as part in schools and colleges have shown promising results.

We see much scope in up-grading the skills of occupational safety and health practitioners and raising the awareness of the general public. The demand is enormous. In the last decade, the OSHC has trained around 8,000 individuals in its Basic Occupational Safety Health (BOSH) Courses, not to speak of specialized courses in construction, occupational hygiene or work environment measurement. These opportunities for skills in construction are evident from reports of DOLE and OSHC staff who have worked abroad. In response to a growing demand from private and public establishments from all over the Philippines, alternative modes of learning have been introduced specifically, by using the internet for Basic Distance Learning

Ladies and Gentlemen, the 11th NOSH provides a unique opportunity for all of us to compare notes on national and international developments to formulate strategies that serve our country, its establishments and worker in a most cost-effective manner.

I wish you fruitful discussions and a pleasant time at this Congress. I can assure you that your contribution will receive the attention they deserve in shaping the direction and content of the Zero Accident Program. I look forward to seeing all of you in future events held by OSHC and its partners.

Mabuhay tayong lahat at magandang hapon!

**DAY 1 October 8, 2008
(2:30 – 4:30 PM)**

**Plenary Session Chair: Prof. Jose C. Gatchalian
UP School of Labor and Industrial Relations (UP-SOLAIR)**

**ZEROACCIDENT PROGRAM: KEY TO SAFE, HEALTHY AND
PRODUCTIVE WORKPLACES**

Dr. Dulce P. Estrella-Gust

Executive Director

Occupational Safety and Health Center

The OSHC's Zero Accident Program (ZAP) has been a flagship program of the DOLE since its launching in 1997. ZAP has five components: advocacy which includes the biennial Gawad Kaligtasan at Kalusugan award; capability building; networking; voluntary compliance; and productivity link up.

The different partners in Occupational Safety and Health, i. e., the Occupational Safety and Health Center, include the following: the DOLE regional Offices and their Inspectorate, OSH practitioners such as safety officers, physicians, nurses, the workers organizations through the trade unions, employers organizations, contributions from the private and public sectors and also the informal sector, this comprise the tripartite partnership on OSH. Within the DOLE system, there are the Bureau of Working Conditions, the DOLE Regional Offices and the Employees Compensation Commission.

In 2004, the then DOLE Secretary Patricia Sto. Tomas issued a memorandum for the strengthening of the Zero Accident Program. To expand and widen coverage of ZAP, it is being brought to the regions, provinces and the local government units. A series of regional consultations, trainings and seminars were conducted to strengthen OSH capabilities of partners in the regions. Also the OSHC facilitated and strengthened technical assistance to OSH partners. The DOLE Regional Offices and partners requested for capability on addressing OSH implications of children in most hazardous situations and also assistance in the strengthening of mass media for information and advocacy. The OSH Summits in Mindanao and Visayas in 2006 and 2007 respectively, made it possible for the extensive sharing of information and expertise on OSH and in widening the OSH networks particularly in the regions. To add to that, the OSHC Cebu office was inaugurated in July 25, 2008 to serve the Visayas region.

To further strengthen and widen OSH networks, the regional offices through designated core groups have integrated OSH in their respective Regional TIPC, and RCC agenda. This is already being done in Regions VII, VIII, X and XI. They have also widened networks through partnerships with LGUs and the academe. Some of the region-based OSH organizations were organized as a result of ZAP trainings and networking and after regional information campaigns. Multimedia materials have been developed and disseminated under ZAP.

The different partners were involved in regional planning workshops which identified the specific OSH issues and concerns in their regions and these are incorporated in the National ZAP Plan. Concerns such as pesticide use in agriculture, OSH in tourism and the call center industries, are also part of the ZAP plan. The plan also include such elements as national and regional statistics on accidents, illnesses and injuries, availability of OSH resources in terms of manpower, financial, infrastructure, materials and equipment.

In conclusion, the guiding principle of ZAP is respect for human lives. There should be a balance between measures to provide healthy and safe workplaces to employees, and expectations from establishments for sustained productivity and competitiveness. Most work-related disorders and injuries are preventable subject to awareness and appropriate processes as well as to compliance with existing OSH policies and programs for which ZAP is anchored. To realize the Zero Accident Program for Filipino workers, will require the sustained efforts from tripartite partners.

REGION VII EXPERIENCES ON LABOR STANDARDS ENFORCEMENT FRAMEWORK

Dir. Elias A. Cayanong, CESO IV

*Regional Director
DOLE-ROVII*

The department's capability of preventing and minimizing work related accidents and illnesses causing physical, mental or health damage to workers has been enhanced since 2004, with the development and implementation of the DOLE's new national labor standards enforcement framework (LSEF),.

The LSEF has taken a paradigm shift from the traditional regulatory police power to a developmental approach where advisory and information component are being used as preventive interventions, along with the enforcement component. Compliance on Occupational Safety and Health (OSH) Standards is generated by intensifying education and information efforts that would encourage adherence to the value of safety, health, welfare at the workplace and the acceptance of self-regulation.

The following are the components of the LSEF:

- Technical Assistance Visits – for establishments employing less than 10.
- Self-Assessment – for organized establishments regardless of the number of employees and for non-organized establishments with 200 employees up/
- Regulatory Inspection – for non organized establishments employing more than 10 but less than 200 workers.
- Complaint Inspection – for all complaints filed relating to wages and occupational safety and health in connection with work.

- Accident Investigation – conducted within 24 hours from the occurrence of work-related accidents.
- Technical Safety Inspection – Validation and monitoring of operating equipments within the premises of the establishment whether it conforms to the minimum requirements of the technical safety standards.

The LSEF approaches in Region VII include advocacy, dissemination of information, education and provision of communication materials to employers and workers; Moreover, partnering with local government units (LGUs), trade unions and management thru the very active Tripartite Industrial Peace Councils (TIPC) in the cities of Cebu, Mandaue, Lapu-lapu, Talisay, Bohol and industry based Labor Tripartite Council in Education in Metro Cebu provided a very good support in creating an environment conscious of risks and hazards. TIPCs in Bohol, Negros Oriental and Bayawan have also been very active in providing joint advocacies with DOLE to encourage proactive measures for the prevention and elimination of risks and hazards as well as for expeditious correction of labor standards violations. For the year 2008, TIPCs have embarked on the following OSH activities: trainings, learning sessions, convention and strengthening of professional groups on OSH.

As a result of the implementation of the LSEF, working conditions of workers were improved and accidents were prevented through the conduct of results-focused inspection activities. Comparing the region's performance for the 1st semesters of 2005 to 2008, the number of establishments with OSH organization markedly increased and reports of actual accidents and illness have decreased. Inspection program for year 2008 focused on identified hazardous workplaces and industries namely construction, manufacturing, agriculture and the problem of child labor.

There were unified efforts from partners, the Philippine College of Occupational Medicine, Occupational Health Nurses Association of the Philippines, Association of Safety Practitioners Inc., Southwestern University, the plant level safety and health practitioners, and the Mactan Export Processing Zone Administration who supported good governance and significantly contributed to the improvement of working conditions through self-regulation. OSH partners have been very active in planning and implementing proactive safety and health programs in addition relevant, accurate and timely reporting of OSH data have significantly improved.

Despite all efforts to encourage zero accident in the workplace, Region 7 has not been spared of a few work-related accidents. This however, has been expeditiously and appropriately responded to by DOLE 7 and thru the services of the OSHC which established the OSHC Cebu office at the ground floor of the DOLE Regional 7 office. This will open more opportunities for easy access to OSH services thereby intensifying education, information and capability building efforts so that it would encourage adherence to the value of OSH and welfare at the workplace to complement the DOLE's LSEF for the acceptance of self-regulation.

PRACTICING OCCUPATIONAL SAFETY AND HEALTH IN THE GOVERNMENT: THE NATIONAL POWER CORPORATION (NPC) PULANGI IV HEP EXPERIENCE

Engr. Diogenes B. Esmade, Jr.

Principal Engineer

*National Power Corporation (NPC), Pulangi IV Hydroelectric Power Plant
Maramag, Bukidnon*

The Pulangi IV Hydroelectric Plant is a government owned and operated power plant. It is the largest single-operated Hydroelectric Plant in the island of Mindanao, with a dependable rated capacity of 255 MW. The power plant contributes about 20% of hydrogenation mix for the Mindanao grid.

The Improvement Milestones were discusses which are as follows: in 1997, it was the first NPC HE Plant to be ISO 9002:1994 certified; in 2002 they were recognized by the Department of Health Region X for having sustained the award “ Most Healthy Workplace Award” for three (3) consecutive years; in 2003 saw the reorganization of the National Power Corporation with the implementation of RA 9136 or the Electric Power Industry Reform Act (EPIRA); in 2005, the Pulangi IV HE Plant Integrated Management System was conferred Certification on ISO 9001:2000 (Quality), ISO 14001:2004 (Environmental) and OHSAS 18001:2007 (Occupational Health and Safety). The first Hydroelectric Plant to be conferred with triple Certifications; in 2006, it was the first government institution to participate and win recognitions during the 5th Gawad Kaligtasan at Kalusugan (GKK) Program of the Occupational Safety and Health Center of the Department of Labor and Employment and was also awarded as one of the Best Asian Electricity Projects in the Philippines during the Conference of the Electric Power Supply Industry in Mumbai, India; and in 2007, its IMS was presented in the Heads of ASEAN Power Utilities and Authorities Generation Forum & Exhibition in Kuala Lumpur, Malaysia; this year 2008 is another milestone for the plant for garnering the Secretary’s Award in the 6th GKK.

The plant’s IMS, has created to address the needs of its employees, supplier and contractors, costumers, host communities, and the environment. It vision, mission and QEHS policies serve as its guidelines while RA 9136 or the Energy Power Industry Reform Act of 2003 serves as the legal basis for all the programs. Furthermore, the system is regularly being audited through management review. The management and employees regularly communicate with each other through regular supervisory meetings, Monday pep talks and EHS Committee meetings. The employees are made aware of the system and program, and by providing them with regular trainings and seminars. The EHS capability is strengthened by proper documentation of OSH related incidents and activities, Fire Control and Passive Fire Protection Systems, provision of personal protective equipment, enhancement of emergency preparedness and response, trainings, Hazard Identification Risk Assessment determination and controls (HIRA), information and education campaign, and workplace environment measurement, monitoring, and control.

The Occupational Health Program of the plant includes the following: annual physical examinations, provision of in-house clinic and examinations, health information drive, Drug-Free workplace which includes random drug testing, TB-Free Workplace, and sports programs and 15-minutes stretching breaks.

To address security aspects, the following activities are being conducted: Bomb Threat Detection and Response, Seminars on Gun Handling and Responsible Gun Ownership, and police situational updates.

The plant has also participated in various OSH related activities: expositions and fairs, fire fighting competitions and seminars, forums, and conferences. The internal environmental programs include 5S, Waste Management, Material Recovery, and regular tree-planting within the plant's property.

For the past 2 years, the plant improved its passive fire protection and fire sprinkler system in the switchyard and powerhouse, fire alarm system in the switchyard, administration building and technical document center and warehouse and motor pool, safety signs, billboards in the stockyard, and rehabilitation of fire hydrants in the housing compound.

In addition, in order to portray its role in the society and in its effort to improve its corporate social responsibilities, the Plant has continually contributed to the development of its host communities through funding more than 74 Million Pesos worth of project for the past ten years. These includes rural electrification and street lighting, livelihood trainings, construction of facilities, and vehicle and equipment purchases. It is presently implementing the family approach in providing benefits to the farmers involved in the watershed management projects that we believe vital in the existence of the hydro plant. With its quest to achieve continual holistic improvement, the Pulangi IV Hydroelectric Plant continues to be a leader that stands to be at par with the best in the industry.

RIGHTS-BASED APPROACH AND THE RIGHTS OF WORKERS

Dr. Purificacion C. Valera-Quisumbing

*Special Envoy for Human Rights & International Humanitarian Law
and Chairperson, International and Human Rights Law Department
Philippine Judicial Academy*

The Rights-Based Approach is a conceptual framework for processing of human development that is based on international human rights standards and directed to promoting and protecting human rights. It focuses on the individual and not on the corporation, the workplace, and on the macro of economic development. Human rights are presented in two general categories: 1. Civil and political rights; and 2. Economic, social and cultural rights. Civil and political rights are also called "First Generation Rights" because these are the rights that are generally considered to be justiciable meaning if there is violation, one can go to court and have access to justice and ask for redress of one's grievance. Some examples of civil and political rights are: right to life, freedom from torture or cruel, inhuman or degrading treatment or punishment, freedom from slavery, right to liberty and security of persons, freedom of movement, right to equality before the law, rights of accused persons, right against retroactive penal laws, right to recognition as a person before the laws, right to privacy, freedom of thought, conscience and religion, freedom of opinion and expression, right to international peace and security, right of peaceful assembly, and freedom of association, family and marriage.

On the other hand, economic and social rights are usually described as rights that enable people to achieve social and economic development and ensures their well-being, happiness and financial security. Cultural rights are those that ensure the well-being of the individual, foster preservation, enrichment and dynamic evolution of national culture, are based on the principle of unity in diversity, and are in a climate of free artistic and intellectual expression. Examples of economic, social and cultural rights were given as follows: right to work, right to enjoy just and favorable conditions of work, right of trade unions, right to social security, marriage and family rights, right to adequate standard of living, right to health, right to education, and rights to culture, arts and science. The unique aspect of the Rights Based Approach is that all these rights are indivisible rights meaning one cannot enjoy one right as against another. There is no hierarchy in enjoying these rights. They are also universal in the sense that every person should be able to enjoy and realize these rights and that the 1987 Constitution expressly enunciates that “The State values the dignity of every human person and guarantees full respect for human rights.” (Section 11, Art. II).

The different core human rights treaties or international agreements in which the Philippines is a signatory are: International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic, Social and Political Rights (ICESCR), International Convention on the Elimination of All Forms of Racial Discrimination (ICERD), Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Convention on the Rights of the Child (CRC), Convention Against Torture and other Cruel Inhuman and Degrading Treatment or Punishment (CAT), International Convention on the Protection of the Rights of all Migrant Workers and members of their Families (CMW), Convention on the Protection of Persons Against Enforced Disappearance, and Convention on the Rights of Persons with Disabilities.

The Human Rights Based Approach to development or to decision making means that the state has a legal obligation. Once a state has accepted or become a party to a treaty she is obliged legally to enforce and respect the provisions of the treaty. The state’s principal obligation is to take steps to the maximum of its available resources towards achieving progressively the full realization of human rights by all appropriate means.

State obligation was further expounded by discussing its categories, namely: obligations of conduct which means respect human rights limitations and constraints on their scope of action. In other words, the actions, decision and policies of the government should be in accordance to the provisions of the treaty. On the other hand, obligations of result are the role of the state as protector and provider. The three levels of state obligations were stated as: obligation to respect, obligation to protect and obligation to fulfill. Obligation to respect means that the state must abstain from doing anything that violates the integrity of the individual or infringes on the individual’s freedom. In this way, the state practices non-interferences. Obligation to protect compels the State to take steps to prohibit others from violating recognized rights and freedoms, to preclude further deprivation while obligation to fulfill (facilitate, promote and provide) ultimate provider of productive resources and, if necessary, goods and services. It means the State should take the necessary measures to ensure that each individual has the opportunity to obtain the entitlements of human rights that cannot be secured by personal or individual efforts alone. If the three levels of state obligations are to be applied to the theme of the Congress, that is, to respect, to protect and to fulfill, the State is willing to ensure that workers are to have safe, healthy and productive workplaces. The question now is does the government make this a reality?

This is the important question that should be answered and I would like to congratulate Dr. Gust for having this Congress in this month of October, the UN month while this year is the 60th Anniversary of the Universal Declaration for Human Rights.

The different international instruments on rights of workers, namely are: Universal Declaration of Human Rights (UDHR) Article 23 states that everyone has the right to work, to free choices of employment, to just and favorable conditions of work, and to protection against unemployment. But the key question is the status of implementation of these rights.

Another instrument is the International Covenant on Economic, Social And Cultural Rights (ICESCR) Article 7 and states that the State Parties to the Present Covenant recognize the right of everyone to the enjoyment of just and favorable conditions of work, which ensure, in particular safe and healthy working conditions; ICERD Article 5(e)(i) states that the right to work, to free choice of employment, to just and favorable conditions of work, to protection against unemployment, to equal pay for equal work, to just and favorable remuneration; and CEDAW Article 11 Section 1 states that the State Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular: (a) The right to work as an inalienable right of all human beings; including (f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

In summary, there are specific cases where the workplace is made to have conditions in order to make the workplace healthy, safe and productive. The decision to do this is not a choice on part of management but an obligation because these are rights of workers. This is, in simple terms, the meaning of Rights Based Approach. If these conditions are not present, workers should have access to justice, should be able to go to an administrative or a judicial body in order to able to enforce the protection and fulfillment of all those rights. The decision is not a prerogative of the management but rather a responsibility.

The present crisis in our country that is affecting every single one of us including workers, is the crisis of inadequate food. While there is talk about the right to health, the right to safety, the right to be productive in the workplace but if we are hungry or if our families are hungry, how can one be then safe, healthy, and productive. It was pointed out that the right to adequate food is a human right and stressed that adequate does not mean eating noodles is enough. This has become a major concern and she then shared the report of the UN Special Rapporteur on the Right to Food, Mr. John Ziggler: The special rapporteur is outraged to report that global hunger is still on the rise. According to the latest report of the Food and Agriculture Organization (FAO) on the state of food insecurity in the World 2006 there is a rising global hunger. Whereas in 1996 the number of people suffering from undernourishment was estimated at some 800M people, FAO's latest estimate suggests that there are now about 854M people who do not have enough to eat everyday. Every year more than 6M children die from hunger-related illness before their 5th birthday. In a world overflowing with riches, hunger is not inevitable. It is a violation of human rights. The right to food is a human right that protects the right of all human beings to live in dignity, free from hunger. It is protected under international human rights and humanitarian law.

In the end of the presentation, the audience was asked "If you are going to get out of this Congress after two days, what do you want to get out of it?" Firstly, for each one to be able to appreciate the Rights Based Approach and know our rights, how to enforce and protect it.

However, these rights are not absolute. One's rights end where the rights of one's neighbor begins. Secondly, a global dimension of our strategy and production. There must be a national strategy but more importantly a strategy in the workplace which is one of the important elements of the Rights Based Approach. The Rights Based Approach has 2 important elements and they are accountability of the duty bearer and the participatory right of the right claimant. It is in the workplace where one gets participation and we should find out ourselves how we can get solutions to our problems instead of asking the national government what they can do for us.

Lastly, the speaker urged the body to pass or adapt a statement to protest the slur and insult against Filipino women workers who work as domestic helpers in England where they were portrayed in a BBC program as a sex tool. The dignity of a human person particularly the Filipino workers especially those abroad who are helping to save the economy should be protected. Again in the program "Desperate Housewives," a US portray Filipino educated doctors are incompetent. When we talk about safety, health and productivity, we should not think small. We should think big because Filipino workers are everywhere in this world and we should all be proud of them.

LESSONS FROM EXPLOSIVE OUTBREAK OF ASBESTOS-RELATED CANCERS IN JAPAN – SUGGESTION TO ASIAN COUNTRIES

Dr. Naomi Hisanaga

Professor

Center for Campus Health and Environment

Aichi University of Education, Japan

A total of ten million tons of asbestos was imported by Japan in 2004. Since that time, concerns have been repeatedly raised on the effects of asbestos-related health diseases.

The study aimed to examine the background of explosive outbreak of asbestos-related cancers in Japan and get lessons to share among Asian countries where asbestos is still being used.

The results of the study were presented which showed that the major events which raised the concern of the society were: air pollution by asbestos in Tokyo and the heavy asbestos exposure in small-scale textile manufacturers in Osaka in 1970s; high prevalence of pleural plaques among the elderly in industrialized cities; asbestos exposure in shipyards and an US naval base in Yokosuka; sprayed-on asbestos in schools and asbestos exposure in construction sites in 1980s. In 2005 a mass outbreak of mesothelioma developed in the community of a factory manufacturing asbestos cement pipe in Amagasaki. This occurrence had a strong impact on the society and this prompted amendments in workers' compensation criteria, acceleration of asbestos ban, and the establishment of a new act relieving workers who lost their right to receive compensation due to prescription and members of the community who suffered from mesothelioma or lung cancer caused by asbestos and are not covered by workers' compensation insurance system.

During the period 2006-2007 the number of compensated workers, relieved prescribed workers, and those not covered by workers' compensation insurance system was 2,778,931 and 3,321, respectively. Though, there has been a decline in the importation of asbestos, the number of compensated asbestos-related cancers sharply increased.

This may be due to insufficient enforcement, technical difficulty in controlling dust emissions, unavailability of substitutes, underestimation of carcinogenicity of asbestos especially chrysotile, insufficient information on asbestos exposure and asbestos-related cancers in Europe and USA, etc.

In conclusion, "managed use of asbestos" is not possible in Japan as asbestos exposure from building demolition and repair still continue. This condition may be common in Asia and international exchange of learnings and good practices may help solve the problem.

HOSPITAL SAFE FROM DISASTERS CAMPAIGN

Carmencita A. Banatin, MD, MHA

*Director III, Health Emergency Management Staff
Department of Health*

The Department of Health has a program on safe hospitals and how hospitals should be prepared for any emergency and disaster. With the recent disasters in Asia and in the Philippines, the DOH in collaboration with its partners has set its approach in addressing disaster situations which focus on improving the emergency preparedness of health facilities/ hospitals for future events.

The aims of the DOH "Hospitals Safe from Disaster Campaign"

- Protect the lives of patients and health workers by ensuring the structural resilience of health facilities
- Make sure health facilities and health services are able to function in the aftermath of emergencies and disasters, when they are most needed
- Improve the emergency management capacity of health workers and institutions

Hospitals and health facilities should remain safe in terms of structure and functional capacities because of its role as the receiving end of victims during emergencies and disasters, they are the prime responders to emergencies. Hospitals are symbols of social and economic development. These structures are expected to provide not only good medical care but also to ensure the safety of their vulnerable clients.

To ensure that hospitals are safe from disasters, the DOH intends that for new hospitals to be built with a level of resilience that will strengthen their capacity to remain functional in disaster situations, to implement measures to reinforce existing health facilities, particularly those providing primary health care. She emphasized that hospitals and health facilities are the primary safe refuge during disasters and these facilities should remain standing and able to provide continuous services during and even after disasters.

OPENFORUM:

Q1 (Mr. Joey Molina, Employers Confederation of the Philippines): Does tripartism really work in Region VII in so far as the Labor Standards Enforcement Framework (LSEF) is concerned?

A1 (Dir. Elias Cayanong, DOLE Region VII): The Regional Tripartite Industrial Peace Council (TIPC) of Region VII was among the awardees for outstanding TIPCs. During the monthly meetings, the council members composed of management and workers representatives and the government (particularly DOLE) actively discuss and offer solutions for issues and concerns, not only on OSH but also for other industrial relation cases related to safety and health compliance.

Q2 (Dr. Jin-Woo Lee, Korea Occupational Safety and Health Agency for NPC): What risk assessment method do you use to make the utility system stable?

A2 (Engr. Diogenes Esmade, National Power Corporation Pulangi Hydro-Electric Plant) : We use the HIRAC (Hazard Identification, Recognition and Control).

Q3 (Construction Workers Association): What are preventive measures are being implemented to protect construction workers exposed to asbestos?

A3 (Dr. Naomi Hisanaga, Aichi University): It is very important to reduce exposure but this is easily said than done. Another is to ensure that workers quit smoking because smoking increases the risk for asbestos-related disorders including cancer. Exposed workers also need to undergo medical surveillance.

Q4 (Construction Workers Association): How can the Commission on Human Rights (CHR) intervene with cases filed at NLRC?

A4 (Dr. Purificacion V. Quisumbing): It is true that our justice system is slow and I think this is already a violation of human rights. If the cases filed take a long time to be processed and it is already unreasonable, what one can do is to go to the CHR. One can also go to small claims courts that can handle minor legal disputes.

DAY 2 October 9, 2008
PLENARY 2 (8:30 – 10:30 AM)

Plenary Session Chair: Mr. Reydeluz D. Conferido
Assistant Secretary, DOLE

GROWING OSH IN THE COUNTRYSIDE

Engr. Arthur Mencius B. Quiblat

*Occupational Safety and Health Network 10
6th GKK DOLE Secretary's Award (Individual)*

Engr. Quiblat shared how OSH is “grown” in his countryside, Mindanao. The increasing number of businesses in the country and the limited resources of the government necessitate for OSH practices to be applied in far places like Mindanao. According to him, compliance to OSH standards is a key for safety practitioners to be competitive, grow businesses and contribute to nation building.

“Growing” OSH in the countryside involves:

Committing to ZAP to practice the principles of OSH and minimize accidents in workplace

Understanding OSH through trainings by OSHC

Raising Awareness in a variety of media

Empowerment – a measure of maturity to OSH standards by trusting workers and providing guidance

Big Brother/Small Brother Concept – a concept which involves teamwork

Accreditation to regionalized OSH Network

Growing ourselves by sharing talents, expertise and excellence in practice.

OPEN FORUM

Comments: (Dir. Agravante, DOLE-NCR) Through the efforts of the DOLE, accreditation of safety practitioners is now decentralized.

ALTERNATIVE DEVELOPMENT PROGRAM ON THE ERADICATION OF MARIJUANA

Undersecretary Romeo G. Vera Cruz

Vice Chairman, Dangerous Drugs Board (DDB)

The “Alternative Development Program” aims to: prevent and eliminate the illicit cultivation of narcotic plants; to implement rural development measures and provide a comprehensive and permanent solution to the problem of illicit drugs. The Alternative Development Program was part of the ACCORD (ASEAN and China Cooperative Operations in Response to Dangerous) Plan of Action which also includes: Civic Awareness, Demand Reduction and Law Enforcement.

The National Anti-Drug Strategy aims to significantly reduce the production of marijuana and eventually eliminate its cultivation through sustainable rural development and alternative livelihood programs. Its principal activities include redirect marijuana producing areas, constructing necessary infrastructure and provide socio-economic programs, promote community awareness and advocacy against drug-abuse and encourage the direct involvement and participation of local officials.

Examples of programs implemented is providing alternative livelihood to marijuana farmers in Benguet (sericulture), Balamban, Cebu (abaca plantation) and San Fernando, Bukidnon (Jathropa plantation). A video presentation on Sericulture in Benguet was shown.

OPENFORUM:

Q1 (Mr. Bong Cruz, Baliwag Transit): What are the initiatives of PDEA to increase the awareness of our children on the ill-effects of drugs? Are you collaborating with DepEd on this matter?

A1 (Usec. Vera Cruz, DDB): Republic Act 9165 includes provisions on instruction on drug abuse prevention and control in the elementary, secondary and tertiary curricula of all public and private schools. This is being implemented by DepED and CHED. Student leaders are also encouraged to include in their program the referral system, advising their peers where to go for help.

Q2 (Ms. Rose Samonte, M-Plast): What has UN done to eradicate the production of opium, taking note that Myanmar and Afghanistan are prominent producers of these prohibited plants.

A2 (Usec. Vera Perez, DDB): Eradication of opium has been slow in Myanmar. The UNODC now focuses its attention on Afghanistan.

WORKPLACE HEALTH PARTNER PROGRAM IN KOREA

Dr. Yoon-Jang Ken

Assistant Manager

Korean Occupational Safety and Health Agency (KOSHA)

Mr. Yoon introduced the Workplace Health Partner (WHP) Program of KOSHA which aims to change owner oriented safety & health services to workers oriented services. The WHP is KOSHA's complimentary technical assistance program which the employers, employees and administrators of workplaces. The program aims to resolve challenges and problems and enhance the capacity of SMEs.

Various activities are provided by the Ministry of Labor (MOL) and KOSHA on safe use and management of chemicals, engineering control and work management of chemicals, prevention of MSD and management of carcinogenic substances, promoting worker's health and so on. The feature of these activities is developed in collaboration with the owner or safety & health manager. These activities are very useful and effective in large firms with existing safety & health management system. But most cases of occupational diseases have occurred in Small and medium sized enterprises (SMEs) because many of them have not safety & health management system. Furthermore, workers do not know the health effects of the chemicals used at the workplace.

OPENFORUM:

Q1 (Mr. Ferdinand Mendoza, MARINA): Based on the official data of KOSHA, what are the most common work-related illnesses affecting Korean workers? Which type of industry has the highest number?

A1 (Dr. Yoon, KOSHA): The automotive industry has the most number of work-related diseases cases in Korea. Most of these cases are work-related musculoskeletal diseases. Cardiovascular diseases among office workers were noted because of stress.

Q2 (Mr. Ferdinand Mendoza, MARINA): How about in the shipbuilding industry?

A2 (Dr. Lee, KOSHA): We do not have the exact figures right now but most of work-related diseases seen among shipbuilding workers are cardiovascular and cerebro-vascular diseases.

Asec. Conferido summarized the papers presented in Plenary 2. He called on all OSH practitioners to provide the leadership and support in order to improve OSH in the Philippines. Enforcement must be complemented by alternative measures to solve the problems related to OSH. Practical methods and “Big Brother” partnership are some of these measures. Public-private partnership schemes may be explored to enhance OSH service provision and to develop skills and expertise.

10:15 AM – 12:30 PM

SESSION 1: VULNERABLE SECTORS

**Chair: Ms. Keiko Niimi
Deputy Director, ILO Manila**

**OCCUPATIONAL SAFETY AND HEALTH FOR WOMEN WORKERS IN
SMALL ENTERPRISES AND INFORMAL ECONOMY**

Dr. Ma. Teresita S. Cucueco

OIC-Deputy Director

Occupational Safety and Health Center

The DOLE estimates that of the 14.6 Million workers in the informal sector, there are 10.6 million unregistered self-employed workers and 4.0 million unpaid family workers and almost half or 49 percent of workers in the sector are women, many of them household heads providing the main source of income. With the rapidly expanding informal sector and many of these involving women workers, the Canadian International Development Agency or CIDA and National Commission on the Role of Filipino Women (NCRFW) is implementing a collaborative activity, the Gender-Responsive Economic Actions for the Transformation of Women (GREAT Women) Project. The Occupational Safety and Health Center (OSHC), as a partner of the project, has conducted case-studies to determine the OSH awareness of workers in the informal sector in several sites in the Metro Naga Area. The case studies serve as the training needs assessment tool to be used in developing the capacity building programs on occupational safety and health (OSH) in the livelihood activities of the informal sector workers.

Case studies on OSH were conducted in the following livelihood programs: Pili processing, bamboo craft manufacturing including bag and picture frame making, sea grass or agas processing, slippers and bags production from sea grass, and crab paste processing. Safety and health audits were done in the above-mentioned workplaces and interviewer guided questionnaires were conducted among the workers. Focus group discussions were also conducted among local government officials.

The OSH survey was conducted in the City of Naga and in the following municipalities: Gainza, Milaor, Bula, San Fernando, and Pasacao. Preliminary results from the 32 workers revealed that usual tools used were knives, cutters and scissors for pili and sea grass processing, handsaw and “bolo” for bamboo craft manufacturing, ladles and hand-made scooping utensils for crab paste and pili processing. Almost all workers using sharp tools were aware of the risk in handling their tools, although, less than 5% reported actual accidents, the most frequent being finger cuts. Usual symptoms experienced by the respondents were musculoskeletal symptoms, joint pains and headache. Many of the workers and LGU officials acknowledged the need for safety and health training for the informal sector.

The living and working areas are one and the same for those engaged in informal sector work. Because of this situation, there is continuous exposure to occupational hazards, specifically from the tools, chemicals and other materials used. A majority of the respondents identified the need for a common service facility for them to do their livelihood activities while still being close to their own homes. They also said that it is important to integrate occupational safety and health awareness in their work practice. These recommendations would provide better working conditions with good OSH mechanisms in place and would reduce exposure to hazards.

OCCUPATIONAL SAFETY AND HEALTH OF OLDER WORKERS

Dr. Gert Gust

President

International Labor Association of the Philippines, Inc. (ILAPI)

The research project on OSH of Older Workers (OW) drew on a wide range of sources of information. The project is a follow up to the 2006 study on Equality and Non-Discrimination. The concerns identified during the World Day on OSH in 2005 and reflected in the drafted Resolution were underscored. These were the potential of older workers for continued high performance and productivity, the need for preventive and curative health care as well as affirmative policies and programs, advocacy, research; the importance of organizational arrangements dealing with flexible working hours, rotation etc.; and the urgency of eliminating age-related discrimination.

The study was a collaborative project between the ILAPI and the Occupational Safety and Health Center. It is divided in two parts: Part 1 focused on the preparatory activities including literature review of publications related to OSH of older workers, from the Philippines and from other countries. Focus Group Discussions (FGDs) and Key Informant (KI) interviews were also conducted.

Based on the analysis of available information, there is no definition of “older workers” established in international instruments, in the literature or in research. For the purpose of this study, the working definition of Older Worker is “Male and female members of the labor force aged 55 years and above in the private and public sectors, irrespective of their sources of income, conditions of employment or status in the establishment.”

Part 1 of the study provides a solid basis for further investigation. There is general agreement, that older workers are an important economic and social factor. To keep them safe, healthy and productive are primary concerns of social partners and stakeholders, especially government, employers’ and workers’ organizations. Mechanisms must, therefore, be strengthened to make preventive OSH a greater reality for older workers in the Philippine formal and informal sectors.

OCCUPATIONAL SAFETY AND HEALTH OF OLDER WORKERS IN PHILIPPINES

Dr. Maria Beatriz G. Villanueva

OIC–Health Control Division

Occupational Safety and Health Center

The study on the OSH of older workers is important in the Philippines for various reasons : such as the absence of specific OSH laws, guidelines governing working conditions of older workers; the desire of Filipino workers to remain economically active beyond retirement age of 65 years, mainly for economic reasons; and the dearth of researches dealing with this segment of the working population.

The study has been designed to explore the OSH concerns of older workers in four sectors: manufacturing, maritime, and government health and postal services. A total of 147 workers were interviewed originating from the government health service (13), the Central Post Office (86), from manufacturing (12) and the maritime industry (18). The age of respondents ranged from 45 to 64 years. Both sexes were equally represented, by 73 males and 74 females, respectively.

The preliminary findings showed that physical and cognitive changes associated with ageing are well recognized by the older workers themselves. Measures to address OSH concerns of older workers are vital and must take into account their capabilities and limitations. Emphasis was placed on the importance of adequate OSH measures for workers of all ages in order to prepare them for work opportunities in their later years. Based on these preliminary findings, further studies are needed to explore the scope for and content of OSH policies and programs that safeguarding the capacity for a productive and rewarding work of older workers.

GAWAD KALIGTASAN AT KALUSUGAN SA GAWAD KALINGA

Mr. Leandro C. Palma

Gawad Kalinga North B

The presentation dealt with the capability building activities on safety and health in the Gawad Kalinga projects. The vision is to have safe and empowered GK. An assessment of the safety and health needs of the GK volunteers, made up of students, women, lay men, members of NGOs, ordinary office workers, showed that they have little or no background on construction and construction safety. In partnership with the Occupational Safety and Health Center, the Gawad Kalinga KB Coordinators (40 caretakers) attended the Construction Safety Orientation for on 2 August 2008. Another 2 GK project directors attended the 40-hour Basic Occupational Safety and Health Course.

The immediate outcomes of these capability building activities included the organization of the Safety and Health Committees and First Aid Team. The GK focal persons have started to implement regular Toolbox meetings, hazard identification, housekeeping and tools and equipment inspection and upgrade. Re-echo of OSH Training to Kapitbahayan leaders was provided by the trained GK volunteers.

The future goal of the GK is integration of the Zero Accident Program in all of its projects as well as raising awareness on OSH in all Gawad Kalinga villages and surrounding communities.

YOUNG ADULT PEER EDUCATION: RESPONDING TO YOUNG WORKERS SEXUAL AND REPRODUCTIVE HEALTH

Mr. Arnold G. Leyran

Kilusang sa Jollibee – KILUSAN – TUCP

The phenomenon of increasing youth participation in employment was highlighted by Mr. Leyran in his introduction. He reported that based on the data from the Department of Labor and Employment, young people ages 18 to 25 years old accounted for 20% of the total labor force. The Trade Union Congress of the Philippines believes that concrete programs addressing the specific needs of the young workers are essential to guarantee the safety and health and continued productivity throughout their working life.

A variation of yuppie (young professional), YAPE or Young Adult Peer Education Program was conceptualized to address the increasing need of young people for sexual and reproductive health information and services. The program builds capacities and mobilizes young people to serve as front-line sources of correct and accurate information through counseling, interactive discussion sessions, conduct of plant-level seminars and referrals.

From the TUCP experience, the YAPE program is a viable and effective approach in reaching young workers on matters related to sexuality and reproductive health but also on matters related to their employment, working conditions, benefits and other workers' rights.

OPENFORUM

Q1 (Ms. Rose Samonte, M+W Zander Phils., Inc.): For Dr. Cucueco - How will you promote the safety mindset to women workers outside of Metro Naga?

A1 (Dr. Cucueco): The OSHC is establishing a model OSH program for the informal sector by identifying the safety and health needs of women workers in Metro Naga. This model may be replicated in other areas. The safety and health interventions for the informal sector and for other women workers must address not only the general OSH needs but must also address the peculiar OSH needs of women workers in specific workplace undertakings.

Q2 (Ms. Samonte): Are you looking at the possibility of partnering with the local government units so that prior to issuance of business permits, the establishments must require their focal staff to undergo training on OSH?

A2. (Dr. Cucueco): The OSHC has already initiated partnerships with several LGUs including Metro Naga to implement capacity building activities on OSH for the program to become sustainable. The OSHC would like to orient the informal workers on OSH but there is difficulty asking them to take some time off from work to attend the activity.

Q3 (Ms. Samonte for Mr. Palma): In the construction of Gawad Kalinga houses, if the structure collapses or the foundation fails, who is responsible?

A3 (Mr. Palma) : Before, GK used light materials only. We are trying to engage volunteer engineers and architects to make structural designs that are safe and strong.

Q4 (Ms. Samonte): My concern also is the safety and health conditions of the construction volunteer workers for the GK projects.

A4 (Mr. Palma): The GK has partnered with the OSHC to slowly introduce OSH to the construction sites. As of now, OSH programs are in place in 2 sites only within the GK North B area. We hope that the OSH programs will be implemented in GK undertakings nationwide and we also hope that North B will be the benchmark in OSH for all other GK projects.

Q5 (Mr. Marcelino Cruz, Baliwag Transit): I am concerned about the older workers. What is the definition of older worker? For example, the SSS pegs the age of older workers at 60 years while the GSIS places it at 65 years. It is important to specify at what age a worker is considered as older worker especially when research is being done to look into their OSH needs.

Older workers may also be afflicted with diseases such as cardiovascular disease or diabetes. What measures are in place to take care of older workers with non-communicable or degenerative diseases?

A5 (Dr. Gert Gust): The question on definition is very important. The doctors, HR people, the government, the security system have different views with regards the starting age when one is considered as an older worker. For example, the retirement age for the clergies is 80 years old and 56 years old for the military. There are different retirement age and different understanding of who is considered as older worker and those who are not.

Twenty years ago in Germany, at 45 years old, workers were considered obsolete. At 55 years old, workers were considered retired. Many researches were done to look at the age structure of companies. It was seen that 40 – 50% of the companies did not have any employee with age of 50 years or more.

At present, a complete reversal of the age structure can be seen. The sorry state of the pension system contributed to the increase in the number of older workers in companies. The insurance system is unable to finance the workers up to the age of 85 years. There is also a shortage of workers that led countries to bring in younger migrant workers. However, older workers are also needed in companies because of their experience, drive and skills. To recognize the importance of older workers would need a complete rethinking of what to do with workers who are 40 years old and above. Western European countries, Japan and even China are seeing the graying of their population.

A6 (Dr. Villanueva): Programs to address cardiovascular disease and diabetes should not only be established when the diseases have set in. It becomes expensive to manage the mentioned diseases because of the cost of medicines and other therapeutic modalities. Programs that will reduce the risk of developing these degenerative diseases must also be implemented not only to reduce cost of management but also to improve the quality of life of the workers. Proper diet, exercise, cessation of smoking and alcohol consumption are strategies targeting modifiable risk factors for non-communicable diseases such as cardiovascular disease, diabetes and cancer.

COMMENTS (Dr. Ricardo Jose Miranda, Maynilad): Lifestyle modification is indeed very important and can be achieved through proper education. May I also share my experience with the older workers? Before retirement, we prepared our workers by giving them livelihood seminars including finance management. We also extended the medical benefits or the HMO coverage of the workers for an additional year after retirement. These are some measures taken by the company to show that they care about their employees.

Q6 (Dr. Francisco Cojuangco, Philippine Postal Corp., Inc.): Why is OSH awareness low among government employees compared to workers in the private sector?

A6 (Dr. Villanueva): Workers in the private sector are given OSH information in a systematic manner, augmented by materials on existing policies and programs such as the company handbook, visibly posted OSH statements and reminders, orientation activities for new hires, re-orientation seminars for incumbent employees, etc. There may also be a lack of resources to establish and implement OSH programs for government employees that will result in the lack of awareness on this matter. Nonetheless, it is important to know that there are existing CSC circulars that deal with OSH of the public sector workers such as the conduct of annual medical examination and the assessment of the working conditions through the use of a checklist.

Q7 (Dr. Cojuangco, PhilPost): Is the Gawad Kalinga the same as Habitat for humanity?

A7 (Mr. Palma): The Gawad Kalinga is different from Habitat for Humanity. The GK is a ministry of the Couples for Christ. But GK also involves sponsors and volunteers who are non-CFC members. We are accepting assistance from all those who are willing to volunteer and share their resources.

COMMENTS (Dir. Irma Valiente, DOLE-RO V): We would like to thank the OSHC for the OSH initiatives in Region V particularly in Metro Naga. Some of the areas mentioned were recipients of assistance provided by the DOLE-RO V specifically the crab paste processing sector. The presentation also validated our findings when we monitored these areas. We have also started providing OSH seminars and orientation on anti-child labor not because there are child laborers but because we have seen some child workers. The DOLE-RO V is also working together with the LGUs in the region apart from having forged a partnership with Metro Naga. I would also like to thank Dr. Gust for featuring the pandays of Albay. The LGU having recognized the needs of the workers provided a common production center for the blacksmith industry in Tabaco. Tiwi likewise launched its common production center that greatly benefited the informal sector workers.

On older workers, I believe that the focus should be on the capacities and capabilities of these workers. The government should create job opportunities, networks and skills development so the older workers can continue to be active and gainfully employed.

SESSION 2: LINKING ZAP AND LABOR STANDARDS
Chair: Atty. Hans Cacdac
Deputy Administrator
Philippine Overseas Employment Administration (POEA)

OCCUPATIONAL HEALTH AND SAFETY IN LABOR RELATIONS

Atty. Rebecca C. Chato

Director, Bureau of Labor Relations (BLR)

Department of Labor and Employment (DOLE)

It was noted that not all Collective Bargaining Agreements (CBA) have OSH provisions, and among CBAs which were made by unions themselves, a minimal number has provisions on OSH. In addition, the CBA has less influence on having a Zero Accident Program (ZAP) in the workplace, because only few enterprises (12.1%) have unions. The unions will supposedly help in bringing back OSH consciousness in the mainstream but there is a static unionization rate and non-primacy of CBAs in the scenario.

This deficiency does not augur well for improving OSH conditions, because OSH advocacy would be at the bottom of unions' concerns, The focus would still be on acquiring jobs, maintaining jobs and right for self-organization. The challenge is to mainstream an active OSH in labor relations especially when it is confronted by globalization of business operations. The latter created tension and fear to competing local and foreign operators as caused by: 1) increasing demand for educated workers, 2) shrinking agricultural workforce, 3) growing labor flexibility, 4) antiquated labor laws, and 5) labor relation that is adversarial. In effect, it has further placed least importance to OSH.

The stress is for stronger advocacy on equal treatment of right to work and rights at work through the decent work agenda. Rights at work includes: 1) right to dignified working condition, 2) right to limited work beyond remunerated periods of rest, 3) right to safe and hygienic working condition, 4) right to work, 5) right to adequate remuneration, 6) right for equal pay of work for equal value and 7) right to equal treatment. The government must mainstream OSH in the policies such as withdrawing registration or license for establishments without OSH policy. There should be more grants on OSH education. In unions, it is encouraged to inculcate OSH preventive measures and popularize OSH to management, HRM and workers.

**OCCUPATIONAL SAFETY AND HEALTH:
THE DOLE REGIONAL OFFICE NO. X EXPERIENCE**

Mr. Athenesius Vasallo

Supervising Technical Support and Services Division Officer

DOLE-RO X, Cagayan de Oro City

Success in the attainment of compliance to labor and OSH programs in Region X can be attributed to the implementation of the new labor standards enforcement framework (LSEF) as mandated by the DOLE Department Order No. 57-04 as well as to the participation of DOLE-RO X and the region's OSH stakeholders. The method of enforcement shifted from regulatory to developmental approach.

The new framework formulated three approaches: 1.) Technical and Advisory Visits (TAV) for small and micro establishments (SME); 2.) Routine Inspections for medium enterprises; and 3.) Self-Assessment for large enterprises. With the new framework, more SMEs were covered in advocating OSH programs through TAV. The documentary requirements for large enterprises were more reliable in its self-assessment strategy.

The regional office performs advocacy through its OSH Network 10. It also empowers other private OSH stakeholders by their involvement in the screening of safety practitioners for accreditation, and participation in assemblies to assess improvement of the regions activities. Their strategies to success were made through: 1) active coordination with safety organizations; 2) fast track TAV implementation to penetrate significant number of small land micro enterprises; 3) year end program assessment of the Labor Standards Enforcement Approaches; and 4) holding of stakeholder assembly to assess improvement of activities of the region.

COMPLIANCE TO DEPARTMENT CIRCULAR NO. 1, SERIES OF 2008, IN THE CALL CENTER INDUSTRY

Ma. Yvette S. Jaramillo, MD, FPCOM

Occupational Health Consultant - Maxicare

The call center industry is presently the most dynamic and the fastest growing employment provider in the country. Its growth was credited to low operating cost, the English language proficiency, high IT skills and low cost of wages. Along this development, the health risks were identified and found that call center agents are exposed to static posture, vocal cord exertion, shift work, vision problems, stress and unhealthy lifestyle. The DOLE issued the Department Circular No. 1 or Policy Guidelines governing the Occupational Safety and Health Workers in the Call Center Industry to address the emerging problems of health risks and non-compliance to OSH standards in this industry.

In the study of the call center clients of Maxicare Healthcare Corporation, only 1 out of 15 call centers is compliant to the department circular. The compliance on creation of OSH policy was very low. None of them complied with the required programs of DOLE (Drug-Free, HIV/AIDS, TB). The company physicians have no OSH training and due to high turn-over rate, there was no time to train first-aiders. The study also indicated a high number of STD cases with 2 HIV cases claimed to be due to risky sexual behaviour.

The partnership of HMOs and OH physicians calls for helping the management in addressing safety and health issues. To address low compliance, it was recommended that there should be strict monitoring of compliance with the D.O. This, along with an information drive, can do much to improve the health and safety situation among call centers and its agents.

HISTORICAL USE OF ENDOSULFAN IN THE PHILIPPINES

Dario C. Sabularse, PhD

Deputy Executive Director

Fertilizer and Pesticide Authority (FPA)

Endosulfan has been used as a pesticide in the Philippines in 1960 when it was initially marketed as an acaricide and an insecticide. The product has been registered and commercialized in more than 50 countries. It has been banned in 10 countries, severely restricted in 21 countries, including the Philippines, and being considered for reassessment in 4 countries. It has the following uses: control of insect pests, as aphids, leafhoppers, and cabbage worms; control of pests in rice, corn, cotton, sugarcane, tomato, and many other crops; and for wood preservation, home gardening and tse-tse fly control. Annual worldwide production is estimated to be about 20 million lbs.

The following are key historical developments in the use of endosulfan in the Philippines:

- 1977 - under P. D. 1144, the Fertilizer and Pesticide Authority had jurisdiction over all existing handlers of pesticides, fertilizers and other agricultural products;
- 1978 – registration of endosulfan with the FPA was formalized.
- 1980s – farmers used the chemical to fight golden kuhol, although it was not registered for this pest.
- 1991 – usage increased to 1.71 million liters. It became the foremost cause of pesticide poisoning through inhalation and skin absorption.
- 1991-1993 – review went on. Dialogue with stakeholders proceeded.
- 1993- FPA Board Resolution No. 01, S. of 1993, restricted endosulfan from being used in paddy rice, and the concentration was reduced from 35% EC to 5% EC or lower for other uses. However, two big plantations requested FPA to consider use of 35% endosulfan to control “pink disease” due to technical incompatibility to their computerized applicator tractor. After a series of consultations, the two companies were allowed to formulate 35% as an intermediate technical solution used for stocking purposes but will not be used for outside the formulating plant. They were required to prepare 5% endosulfan from the 35% endosulfan formulation before it can be brought out to the field. They were also required to comply with the FPA Guidelines on the Institutional Use of Endosulfan in Pineapple Plantations.

Under the same Board Resolution, the use of endosulfan entered the phase out period. After 6 months, companies distributing the banned formulations withdrew them from the dealers' shelves.

Upon representation by the pineapple industry and because of the technical complexities encountered in the compliance by companies, approval on the use of the chemical was extended several times so that by 2008, the chemical was still being used by the pineapple companies. By July 2008, a shipment of 10 tons of the chemical was stowed on the ill-fated MV Princess of the Stars, which sank off Romblon during a storm. Environmental and health advocates raged over the scenario.

The Department of Health banned the consumption of fish caught in the area. The matter was brought up in six (6) sessions to the Congressional Committee on Transport and Communications.

The FPA has listed several alternative chemicals to counter the threat of pink disease which can adversely affect the pineapple industry, a major dollar earner of the Philippines. However, it is still preferred over the other chemicals since it is broad-spectrum; very cost-effective; high selectivity on pollinators and many beneficial insects; has excellent crop tolerance; no insect resistance; and as a tool for IPM and Resistance Management due to unique mode of action.

The paper ends with the recommendation that growers and users must follow the International Convention on the Regulation of Endosulfan.

SESSION 3: CHEMICAL SAFETY
Session Chair: Director Chona Mantilla
Regional Director
DOLE-CARAGA Region

EMERGING RISKS AND THEIR LINK TO INDUSTRIES

Mr. Arnel C. Capili

Emergency Services Officer

Asian Development Bank (ADB)

The emerging risks of today threatens our life, family, health, properties environment. These are natural hazards, human-made hazards, climate change, pandemics and terrorism. Risks assessment is determining what is to be prevented.

Climate Change has brought about more rainfall and drought in some parts of the world which is not being experienced several years ago. Furthermore, terrorism that used to deal with localized issues has emerged to bringing about widespread destruction.

Measures has to be in place in order to reduce risks like monitoring and surveillance by understanding its probability and assessing its impact, planning and coordination through thorough preparation, providing early warning and ensuring a business continuity plan as a back up to ensure the continuous system.

As part of its security measure, the ADB has a security operations center operating on a 24/7 system. The staff are provided with an emergency information system using group text messages on a regular basis, emergency contact system and a staff mapping project. Those who are on field are advised to check in with the security system at certain intervals to determine their locations and to assess security risks if any.

PHASE OUT OF OZONE DEPLETING SUBSTANCES (ODS) IN THE PHILIPPINES

Ms. Ella Deocadiz

Environment Management Bureau (EMB)

Department of Environment and Natural Resources (DENR)

In 1985, a hole was detected at the earth's ozone layer. As such, an international agreement was drawn in 1987 to protect the stratospheric ozone layer. The agreement, called the Montreal Protocol, came into force on January 1989. As of 2008, a total of 193 countries have committed themselves to phase out the use and production of ozone-depleting (ODs) substances. The Philippines had ratified the Montreal Protocol on March 21, 1991.

There are a number of substances controlled under the protocol, to wit: chlorofluorocarbons (CFC) specifically, CFC 11 and CFC 12; Halons; Methyl chloroform; carbon tetrachloride (CTC); Methyl bromide ; Hydrobromofluorocarbons (HBFCs); Bromochloromethane (BCM); and Hydrochlorofluorocarbons (HCFC).

The Philippine government developed several control measures to implement the Montreal Protocol in the country. These includes the Phase-out Investment Program in two phases. Other action include the strengthening of procedures for ODs importation; the creation of ozone desk and establishment of an info system to track ODs consumption; and coordination with BOC (import controls); industry consultations and announcement of ODs phase out schedules; the waiving of duties and inclusion of ODs-free requirements for new firms seeking bOI incentives and cooperation with the private sector in the adoption of alternative materials and technology.

As of said date, technical and financial assistance have been provided to foam manufacturers; tear gas/ aerosol producers and refrigeration equipment manufacturers. A number of said manufacturers have converted to alternative technologies. A public information campaign have also been launched to educate the public on the issue of ODs.

However, certain issues still confront the full implementation of the Protocol, such as the illegal trade of ODs (proliferation of non-registered, fake, banned and adulterated ODs); sustainability of initiatives; service shop accreditation; lack of standards; operation of the reclamation facility; HCFC phase out; and replacement of CFC-based chillers.

As consumers, five things can be done to help in the efforts to save the ozone layer: 1) check the labels of consumer goods and patronize OD alternatives; 2) patronize tear gas and metered-dose inhalers (used by asthma patients) that do not contain CFCs; 3) support service shops accredited by the DTI to ensure that their technicians are capable of handling refrigerants and are not recharging their aircons or efs with incompatible refrigerants; 4) owners of cars with R-134a as refrigerant in their aircon should not back-convert or change their system into CFC-12 or R-12; and 5) owners of cars with R-12 manufactured in 1998 and below are advised to retrofit or change their aircon system to an alternative system (R-134a or HC).

In summary, the ozone layer can be saved only by phasing out the use of CFCs, Halons and other ozone-depleting substances, and everyone's effort is needed to ensure that this is done.

RAPID MERCURY ASSESSMENT IN SELECTED DOH HOSPITALS

Engr. Ana Trinidad Francisco-Rivera

Supervising Health Program Officer

Department of Health (DOH)

The study aimed to conduct a rapid assessment of ambient mercury levels in selected DOH hospitals. Specifically, it aims to: 1) determine the mercury levels in the work areas and wards including potential exposure of health workers and patients in hospitals; 2) to determine the possible sources of mercury in hospitals, 3) to compare the mercury levels with existing standards; and 4) to provide recommendations to mitigate or reduce mercury exposure, whenever necessary.

Seven (7) randomly- selected tertiary DOH hospitals in Metro Manila were the objects of the study. It made use of the Jerome 431X direct reading mercury vapor analyzer (MVA). Sampling was done during the May 21-30, 2007 period.

Ambient sampling was done on the work areas, beds, floors, trash cans, receptacles and equipment . It was directed to monitor the following: 1) ambient environment; 2) within the breathing area of patients and health workers; 3) immediate vicinity of a recent spill/breakage; 4) surface area of a medical equipment and 5) trash cans/garbage bins, as the case may be.

The results showed that highest reading of mercury was obtained in trashcans in the hospital bins, refill areas where mercury is stored and placed in an open container among others. But in general, mercury levels in the hospital wards were within the occupational guidelines. However, these levels are considerably higher than the minimal risk levels for children and possibly for patients whose immunological and other organ systems may be affected by their exposure to mercury especially in the long run.

Recommendations include: 1) review of the guidelines on work practices on repair and maintenance of mercury containing equipment and disposal of mercury and mercury-contaminated wastes as well as the work area; 2) awareness campaign and trainings should be undertaken for hospital staff and janitorial service providers; 3) clean-up and retrieval kits should be provided hospitals; 3) require disclosure of all hazardous materials in purchase of products; 4) choose mercury-free materials, if possible. And 5) DOH should invest on a direct reading mercury vapor analyzer.

WEM: THE PHILIPPINE SCENARIO

Ms. Charlene Parafina

Sr. Industrial Hygienist

Occupational Safety and Health Center

WEM or work environment measurement is a technical service offered by the OSHC to establishments in compliance with Rule 1077 of the Occupational Safety and Health Standards (OSHS). Under said rule, WEM can be performed by the BWC/OSHC/Regional Labor Office and other institutions accredited or recognized by the BWC. However, no institution have been accredited so far to conduct WEM services. In addition, the OSHC has been the sole government entity offering WEM since 1988.

WEM is the identification, evaluation of environmental health hazards in the workplace and recommending control or corrective measures for improvement.

Covered in the study were: 1) companies which had requested WEM conduct form 2003-2007; 2) companies which had received WEM services for three to four consecutive years between 2003 to 2007. Data on purpose of requests, the number of companies served and the results of parameters monitored and controlled were also analyzed.

A total of 1,104 requests were made during the period of the study. More than 50% of the requests were for workplace monitoring, EHS program implementation and compliance to OSHStandards. Majority were from large companies (46.5%), which is just 10% over small companies. Private companies dominated the annual requests (90%) in five years. OSHC was able to serve mostly the nearby regions of Region IVA, NCR and III as well as Region VII.

Because of the large number of requests, OSHC instituted a system of prioritization in this order, to wit: 1) to aid enforcement/investigation of imminent danger cases by government; 2) compliance to DOLE and PEZA requirements; 3) small and medium enterprises; 4) for baseline data gathering; 5) regular environmental monitoring for HSE programs to check the effectiveness of interventions/installations; and 6) compliance to ISO and other business requirements.

Results of the study included the following: 1) the increase in the number of WEM requests is a good indicator of an increased awareness on OSH; 2) regular workplace monitoring may not always be an assurance for a safe and healthy workplace; 3) majority of the companies has no commitment for workplace improvement, thus compliance is the main purpose of their requests; 4) OSHC needs partners who are capable and competent to perform WEM services among its clients; 5) companies are encouraged to upgrade the capacity of Health and Safety practitioners on IH practice.

Recommendations are in the two following areas: 1) capability-building (as academic programs on IH; develop prescribed basic 40-hour training course on IH; continuing IH trainings; recognition of OSHC as reference laboratory; employment of IH in private companies; and publication and IH information materials and consultations); and 2) legal requirements – accreditation of IH practitioners, WEM service providers and the Industrial Hygienists Association of the Philippines (IHAP) as a WEM service provider; and review of Rule 1077.

UPDATES TO THE STOCKHOLM CONVENTION ON PERSISTENT ORGANIC POLLUTANTS (POPs)

Engr. Nelia Granadillos

*Chief, Environment Control Division,
Occupational Safety and Health Center*

POPs are chemical substances that persist in the environment, can bio-accumulate through the food web, can travel long distances and pose a risk of causing adverse effects to human health and the environment. The Stockholm Convention on POPs is a global treaty that aims to protect human health and the environment from POPs by eliminating and reducing the release of POPs in the environment. It has been in force in several countries since its signing on May 23, 2001. The Philippine Senate ratified the convention on February 2, 2004. Subsequently, the Philippines submitted its instrument of ratification on February 27, 2004 making it the 51st party to the Convention.

The so-called Dirty Dozen were the initial POPs- Aldrin; Chlordane, DDT, Dieldrin, Endrin, Heptachlor (pesticides) and Toxaphene, Hexachlorobenzene, Mirex, PCBs (industrial chemicals) and the by-products as Dioxins and the Furans.

The following POPs have so far been banned in the Philippines : Aldrin, Chlordane, Dieldrin, Endrin, Heptachlor, Hexachlorobenzene, Mirex, and Toxaphene. However, DDT use is classified as Restricted where all uses are cancelled except for malarial control purpose by the DOH. Five other POPs are not regulated by the Fertilizer and Pesticides Authority (FPA) – these are: Dioxins; Furans; Polychlorinated Biphenyls; Hexabromobiphenyls; and Polychromatic Hydrocarbons (PAHs)

Five substances are new candidates as POPs: Pentabromo-biphenyl ether; Chlordecone; Hexabromobiphenyl; Lindane and Perfluoro Octane Sulfonates (PFOs).

The provisions of the Stockholm Convention include the regulation and evaluation of the existing and new chemicals, import-export of POPs, waste management, environmental system and hazard communication and replacement.

The Philippines as part of the Convention will benefit should our country ratify the said convention as it will open access to financial support and technology, improve chemical safety through information campaign, as well as provide opportunities for safer and alternative strategies and continuous monitoring

1:30 – 3:30 PM

SESSION 4: CONSTRUCTION SAFETY

Chair: Mr. Francis Valois

Trade Union Congress of the Philippines (TUCP)

CONSTRUCTION SAFETY ORIENTATION AT THE SITE

Architect Lyndon Magsino

Association of Construction Industry Workers (ACIW)

The highest rate of accidents occur in the construction sites and that it is important to provide the proper training of workers on the knowledge on safety and health. The use of toolbox meetings is a communication strategy where workers are constantly reminded to follow safe practices. The role of the workers in reducing hazardous practices in the workplace must be emphasized and clearly discussed in these meetings.

It was also pointed out that the orientation of workers at the construction site will benefit all workers for all trades of work because the orientation will provide information for each activity being performed and where every detail on environmental safety and health procedures in the project are discussed.

The objective of the orientation course is to provide basic information on safety and health at the construction site. For greater effectiveness, the training must be presented in a simple way so that the workers can understand, make the correct application of the information and will internalize the concepts of safety at the worksite. Alternative modes of learning in construction sites may be explored by safety practitioners and safety officers in to further motivate workers to follow safety and healthy practices and procedures at the work site.

HEALTH AND SAFETY IN SHIPBUILDING

Engr. Carlos M. Cortes, Jr.

Supervising Industrial Hygienist

Occupational Safety and Health Center

Shipyard work has traditionally been hazardous, with an injury-accident rate twice than that of construction and the general industry. Locally, the level of compliance on occupational safety and health in the shipbuilding industry is very low.

In view of the highly hazardous nature of work in this sector and the large number of workers that can be potentially exposed to such hazards, there is an urgent need for a tailored-fit occupational safety and health standards specific to shipbuilders. This should include effective mechanisms for inspection, enforcement and training. At the moment, no specific guidelines are being followed on the conduct of inspection of accidents in shipbuilding industries and that the existing standards are applicable only to the general work areas.

INJURY STATISTICS: BASIS FOR SAFETY PERFORMANCE?

Engr. Jason D. Hermano

Occupational Health, Safety and Security Manager

TMX Philippines Incorporated

This important question was initially posed to the audience at the start of the presentation, "If we are in the profession of promoting Occupational Health and Safety, Why do we use failures as the measure of our success?" The current practice of measuring injury statistics in a company, with loss time statistics at its core, is not an effective indicator of a company's safety performance. Loss time accidents only promotes number manipulation and can only monitor performance at the final stage as it will only show fatalities, injuries and injury rates. Likewise, lost time accidents have Is not able to capture other significant losses such as non-disabling and major accidents.

It was recommended that a revision of the Occupational Safety and Health Standards be made with priority placed into the measures of performance, full enforcement of the reportorial requirement of the OSH standards to obtain injury statistics and record keeping for effective comparison, and to legislate the GKK framework and make it mandatory for all industries to comply.

CONSTRUCTION SAFETY – THE LEIGHTON EXPERIENCE

Engr. Ronald Paungan

Safety Manager

Leighton Contractors Philippines, Incorporated

The Leighton group of companies are engaged in a variety of construction work around the world including the Philippines. Amongst their projects in the country are nickel projects, tower and silo construction, mining and power plant contracts, tollway projects and many others. The Leighton Asia approach, which includes the Philippines is anchored on the Leighton Holdings Safety Framework which has the following components:

- Leadership and Accountability – articulation and commitment of the LAL approach, dedication of resources, safety as a value; and OHS manager with wide safety responsibility
- Analysis and Assessment – standard hazard assessment and management; common audit process; consolidated audit register; standard reporting and benchmarking; subcontractor improvement plan with single accreditation system
- Implementation, Monitoring and Improvement – audit regime and safety training at all levels

As a result of the implementation of the said Framework, the company counts on the following program gains:

- 6+ million Manhours without Lost Time Incident as of today
- 99% Risk Assessments/JHA conducted every time;
- 95% trained and competent staff by June 2009
- 90% Professional staff by December 2009
- Safety inspections will be conducted by supervisors to top managers by July 2009; and
- Safety leadership trained staff, from supervisor to top management by June 2009.

ZERO ACCIDENT PROGRAM OF NATIONAL TRANSMISSION CORPORATION

Engr. Catalino E. Rana

TRANSCO Pangasinan

District 3, San Manuel, Pangasinan

The paper is about the Corporate Safety Program of Transco Safety and Health Program of the National Transmission Corporation in District 3 North Central Plains Area, located in the fringes of the provinces of Pangasinan, Nueva Ecija and Aurora. It consists of 5 major and 2 load-end sub-stations. A total of 161 employees are employed for a total of 1,236 circuit kilometers of transmission and sub-transmission lines. It focuses on the Integrated Management System and its various components which made the implementation of Zero Accident Program successful.

The safety program begins with a Quality, Health, Safety and Environment (QHSE) Policy, which commits the company to transmit electricity through safe, reliable and environmentally responsible operation and maintenance of transmission lines. Secondly, it speaks of a hierarchy where the safety and health committees have a direct line to the Assistant Vice-President/Regional Safety Engineer.

It includes an Integrated Management System (IMS) OSH Programs and Activities including Hazard, Aspect, Risk, Impact (HARI); Register of Objectives, Targets and Programs (ROTP) for activities assessed to be of high and medium risk; Monitoring of ROTPs; Intrnal Audit and Management Review, Planning and Improvement

It also includes specific Corporate OSH Programs and Activities such as Employee Selection and Placement; Safety Trainings and Orientation; Safety Promotion; Materials Management Safety; Procurement of Safety Equipment and Offices Safety; Transport Fleet Safety; Power Transmission Safety; Safety Inspection and Reporting; Accident Reporting, Investigation and Analysis; Emergency Planning; Health Control and Services; and Community Awareness and Public Safety, among others.

A commendable fruit of the OSH IMS and OSH programs is that the last recorded accident resulting to man-hours lost was way back in August 24, 2004.

OPENFORUM:

Q1 (Mr. Vic Rosi , First Philippine Industrial Corp.): In the measurement of statistics on accidents and incidence, in a company with regulars and contractuels, are contractual workers included in the statistics?

A1 (Engr. Jason Hermano): Based on my knowledge and in the practice that I am doing for the past several years, only regular employees are included because the contractual workers are covered under Department Order No. 13 as contractor. Department Order No. 13 on Construction Safety requires that they should have their own safety programs running in their own workplace.

Q2 (Mr. Rosi): What about the contractual workers that are working and staying in the premises of the company where the accidents happened?

A2 (Engr. Hermano): Contractuals or the contractor should be covered by DO 13 on construction safety and health.

Comment (Engr. Casem, Safety House): Severity rate is nothing but a quantitative analysis of what is happening in the workplace based on facts. But if you would really come up with something definite, you have to do an audit. You have to audit the facilities to know the risks and to come up with interventions. Frequency rate and severity rate are quantitative measures. However, qualitative assessment is important as well to identify physical and behavioral factors that may be the cause of accidents in the workplaces.

Q3 (Mr. Norman Morte, Meralco Development Center): With the permission of the Chair, could I request Engr. Hermano to present the KPI of Timex?

A3 (Engr. Hermano): Timex implements the KPI approach to assess the safety performance of the company. KPI captures positive performance indicators and is linked with performance appraisals of employees especially the safety process owners and the safety committee. The deliverables being considered are committee meetings, audit reports, safety forums and ERT participation. Compliance, on the other hand, is about site-specific standards. I concur with the comments of Mr. Casem. We need to do safety audits or inspection to prevent failures in safety and injuries. The company sets targets annually that must be achieved by all concerned. These targets include timeliness and thoroughness of incident and accident reporting and investigation.

Q5 (Mr. Ferdinand Mendoza, MARINA, for Engr. Cortes): You mentioned that shipyard workers may be exposed to radiation. What is the source of radiation exposure?

A5 (Engr. Cortes): Welding processes being performed by workers in the shipbuilding industry produce non-ionizing radiation such as ultraviolet rays. This type of radiation may produce eye problems.

Q6 (To Mr. Rana): In your presentation you did mention about internal audit being conducted once a year and the involvement of a third party. What certifying body are you referring to?

A6 (Mr. Rana): The internal audit is conducted by a pool of internal auditors of North Luzon Transco, including us and the district safety engineers. We have been trained to conduct audit to check the implementation of the management system. The third party audit is conducted by TUV, a certifying body.

Q7 (To Mr. Rana): I think the security aspect, which is also very important, was not mentioned in your presentation .

A7 (Mr. Rana): The company considers security as a vital concern. Security is included among the many functions of the district safety engineer apart from safety, energy conservation, environment, and transportation.

Q8 (To Engr. Cortes): Do we have a handbook related to health and safety standards in shipbuilding?

A8 (Engr. Cortes): There is no handbook available containing all OSH standards specific to the shipbuilding industry. The existing OSH Standards of the Philippines contain provisions that are nonetheless applicable to the industry. These provisions include the essential requirements to ensure the safety and health of workers such as the need for an OSH policy, committee, safety personnel, etc. The ILO also has the code of practice on the safety and health in shipbuilding and ship repairing.

Q9 (To Engr. Paungan): In ensuring safety in the construction site, how do you monitor your contractors if they are complying with the labor standards? How do you select your contractors?

A9 (Engr. Paungan): Our company has a safety and health management framework that applies to all contractors doing business with us. The company also has a single accreditation system for our subcontractors. The management system makes sure that the coordination or implementation is seamless.

Q10 (To Engr. Pangan): Is safety incorporated in the requirements for the selection of contractors?

A10 (Engr. Paungan): The company is requiring all bids to include the safety program that will be implemented by the contractors. However, Leighton would like to come up with a more detailed set of requirements for the OSH program.

Q11 (To Engr. Rana): What is your company doing to safeguard the power transmission lines from thefts?

A11 (Engr. Rana): Pilferage and stealing of transmission lines are problems that have serious implications like potential power shortages, economic costs and potential revenue losses. The steel towers in the Bicol area were designed to withstand winds with speed of up to 300 kilometers per hour. In 2007, the towers collapsed when the region was hit by a strong typhoon. The collapse was attributed to pilferage and stealing of the parts of the transmission line. The security groups have formed community groups called "Bantayos," short for Bantay-Ayos in villages where pilferages have been taking place. The program mobilizes and provides incentives to communities to monitor and report pilferaging.

Q12 (Engr. Rana): How do you implement HIRAC to ensure safety near the transmission lines?

A12 (Engr. Rana): The company addresses both security and safety issues and concerns near our facilities. Information dissemination is being conducted to make the residents aware of the dangers near the transmission lines. Safety tips to prevent accidents include advise, especially to children, to avoid kite-flying in areas close to transmission lines; not to build any structures under the lines; to inform TransCo immediately if there is a need to cut trees growing near power lines, etc.

Q13 (Mr. Roseler Bertodazo, National Anti-Poverty Commission, representing the construction workers): For those involved in the construction industry, are you aware of RA 6685 that requires priority hiring of residents in the locality for public works projects funded by either the National Government or any local government unit including foreign-assisted projects? What is the procedure used for hiring these workers?

A13 (Arch. Magsino): The procedure for hiring of local workers follows the typical process used in hiring workers for any job. The basic requirements are police and NBI clearances, medical certificate for fitness to work, etc. The resume or bio-data must contain the complete personal and occupational information, including skills and experience. The applicants are also interviewed. We would like to find workers who have the right skills and qualification for the job.

(Engr. Paungan): The company looks for workers with skills that match the requirements of the job available. If the skills needed are not available and the job is considered low risk, we can still hire local workers and train them to obtain the skills needed. But if the job is considered high-risk, the company would expand the hiring to skilled and technical workers who are not residents of the locality. The barangay or the local government unit is made to understand that the process of hiring does not discriminate against local workers and are informed that the local applicants do not have the qualifications needed.

SESSION 5: OSH IN VARIOUS SECTORS

Chair: Dir. Gloria A. Tango
Regional Director, DOLE-RO XII

ACHIEVING MILLIONS OF SAFE MAN-HOURS

Dr. Onesimo M. Panaligan

*Fire, Safety and Health Section Head
TeaM Energy – Sual Power Station*

A company can successfully achieve millions of safe man-hours in the same way that Team Energy did. It starts with the creation of the Safety, Health and Environment Policy. The next step is the Setting of Goals and Objectives followed by the Development of a Comprehensive Safety and Health Program. A key element of the program is the flow and forms of communication to employees, guests and contractors. These may take the form of safety and health orientations; contractor's safety, health, and environment management program; e-learning systems; toolbox meetings; safety, health and environment committee meetings; regular and special meetings; and root cause analysis (RCA) committee. The program has resulted in the achievement of 7,928,772 safe man-hours.

DEVELOPMENT OF A CHECKLIST AND ITS APPLICATION FOR THE EVALUATION OF OFFICE FURNITURE AND WORK-SURFACE IN COMPLIANCE TO ERGONOMICS' REQUIREMENTS

Mr. Jaypee T. Tenerife

*Research Associate, IE Department,
Technological Institute of the Philippines*

The Technological Institute of the Philippines (TIP) conducted a study to show the relationship between the compliance to ergonomic principles of the office furniture used by the university's staff and their productivity. It is based on ergonomic's fundamental concept- all human made tools, devices, equipment, machines and environment should advance directly or indirectly, the safety, well-being and performance of human beings. Three variables were used to calculate for productivity and efficiency of the user: customer focus, flexibility and learning curve.

The study came up with the following conclusions: while all types of furniture combination used by TIP_QC employees are ergonomically-designed with an average conformance of 85.23% in general, it also showed that the better the furniture conformed to ergonomic requirements, the more productive the workers became. As such, the use of adjustable chairs and adjustable furniture is highly recommended.

DEVELOPING A CULTURE OF BOTH PATIENT SAFETY AND OCCUPATIONAL SAFETY

Ms. Mary Ann E. Artates

Safety Officer

The Medical City

Healthcare is said to be the 2nd fastest-growing sector of the US economy, employing over 12 million workers. Women represent nearly 80% of the health care work force. Health care workers are experiencing increasing numbers of occupational injuries and illnesses. Hazards include needle stick injuries, back injuries, latex allergy, violence and stress.

In a hospital setting, the term “safety” would both refer to occupational safety and patient safety. The various hazards present in a hospital that may affect both the workers and patients are the following : infectious/biological; chemical; psychological; physical; environmental and mechanical/biomechanical. Examples of infectious/biological hazards are bacteria, viruses, fungi and parasites that may be transmitted by contact with infected patients or contaminated body secretions/fluids. Medications, solutions and gases on the other hand, are examples of chemicals that are potentially toxic or irritating to the body. Physical hazards may be in the form of radiation, lasers, noise, electricity and extreme temperatures. Violence, bomb threat and fire may be considered as psychological hazards. Health care personnel also are exposed to environmental and biomechanical hazards as tripping hazards, unsafe/unguarded equipment, slippery floors, confined spaces, cluttered work areas and obstructed passageways.

In response to such concerns, the different preventive training activities and programs being conducted by the Medical City in order to build the capabilities of its staff, to control all potential and existing hazards and to develop a culture of safety in the hospital include : infection control policies, security guidelines, admitting policies and safety and health guidelines.

Personnel have been trained on Disaster Preparedness. Buildings have built-in bio-safety features such as HEPA filter, positive and negative pressure zoning. In addition, safety features include building management systems, fire rated walls/doors, smoke compartmentalization and structural design is 200% above the Phil. Building Code.

Security/admitting procedures in the other hand, include screening of visitors, no smoking policy, alcoholic beverages and electrical appliances are not allowed, security surveillance and door lock policy, among others.

For infection control, the hospital uses standard precautions as : hand hygiene; use of physical barriers, use of antiseptic agents, use of safe work practices, safe disposal of infectious waste materials and decontamination/ sterilization procedures. A special ventilation system for high-risk immune-compromised patients is also instituted.

For safety concerns, there is the hazardous materials policy, hazard surveillance and risk assessment; contractors' safety policy; incident/accident reporting; disaster preparedness plan; and safety trainings. For hazardous materials, they have chemical inventory, the use of the MSDS, proper storage/ labeling, proper handling of chemicals, use of PPEs, spill response program and proper disposal of chemical wastes.

Contractors also undergo work permitting; hot works monitoring, incident reporting and safety orientation of contractors. There are also disaster preparedness plans as in fire drills, earthquake drills, fire/life safety equipment monitoring and disaster preparedness trainings.

APPLICATION OF OCCUPATIONAL SAFETY AND HEALTH STANDARDS IN THE ACADEME

Mr. Raymund P. Arcega

Vice President for Administration

University of Makati (UM)

Occupational safety and health program in schools and universities are inline with the school's objective to provide quality education to their clients.

Accordingly, the University of Makati started its OSH program with a document review of the records from the Human Resource department, the security and medical reports. Results of the document review indicated that 84.7% of employee absences were due to health concerns; while urinary tract infections were the most common medical cases recorded in 2006 followed by headaches/migraines. From safety and security aspect, cases of lacerations due to falling debris were noted; stabbing incidents reported; miscarriage of pregnant student while at the computer laboratory; and skin pigmentation due to silver nitrate contact during laboratory class; falls/slips due to slippery stairs and eye irritation.

Policy initiatives were made as a result of the document review. One of the key initiative is the institutionalization of the school's safety and health committee. (SHC) Among the activities initiated by the SHC include preventive and corrective maintenance of school equipment and facilities; housekeeping, esp. of stairways, entryways, lobbies, bathrooms, canteens and offices; partnership with the Ospital ng Makati as to special health care; regular meeting of health service providers; expansion of medical services to include HEPA test, ECG, eye exam and bone test; disease prevention programs for dengue, extended family health program; healthy lung program, and capability building activities with the OSHC (Appreciation Courses on OSH); sportsfest ; and provisions for walkways. With the continuous implementation and continuing monitoring and evaluation of the measures, the UM feels that the institutionalization of a number of Safety and Health programs are well on the way.

RECENT PROGRESS IN OCCUPATIONAL SAFETY AND HEALTH IN A JAPANESE UNIVERSITY OF EDUCATION

Dr. Naomi Hisanaga

Professor, Center for Campus Health and Environment

Aichi University of Education

With the development of cooperative work among newly assigned OH managers, OH doctors and other staff across universities in Japan, it was discovered that the university's OSH status lagged behind that in private companies. Various OSH issues such as dangerous machines, asbestos, mineral dusts, lead, organic solvent, ionizing radiation, ergonomic load in office work, long working hours, mental stress have been ignored before. In order to resolve these issues, different measures such as removal, substitution, ventilation, information dissemination have been implemented and eventually produced tangible results. There are still many remaining issues but the OSH personnel and the management continuously looks for ways to control and correct these issues in order to improve the safety and health conditions in the university.

SESSION 6: WORK-RELATED ILLNESSES
Chair: Dr. Marianita Mendoza
Commissioner, Social Security System (SSS) and OSHC

WORK-RELATED NEUROLOGIC DISEASES

Dr. Rustico Jimenez

President

Philippine College of Occupational Medicine (PCOM)

This is a presentation based on the most common neurological diseases often encountered by the speaker in the course of his practice.

Common complaints include headache, migraine, dizziness, epilepsy, numbness and weakness of extremities, blurred vision and insomnia. The neurological diseases may oftentimes lead to workers taking sick time off and therefore translates to loss in man-hours. It is therefore important that employers and employees must be aware of how to prevent these diseases.

Headaches, the most often complaint are largely received from call center agents, construction workers, those working in cement and linen factories. Secondary headaches may be manifestations of error of refraction, migraine, hypertension, diabetes or lack of sleep. Sometimes, the worst types of headaches are secondary to brain tumors or epilepsy.

Migraine was differentiated from headaches as this disease can only be felt on one half of the brain and not accompanied by vomiting. It can also be prevented by less consumption of chocolates, getting enough sleep and avoidance of exposure to direct heat (wear hats or other protective equipment when working outside).

HEARING LOSS IN A GROUP OF PROFESSIONAL SYMPHONY ORCHESTRAMUSICIANS

Maria Rina Reyes-Quintos, M.D.

Philippine National Ear Institute, National Institutes of Health, UP Manila

Department of Otorhinolaryngology, UP-PGH

There are many conflicting reports about hearing loss among professional symphony orchestra musicians due to music. In related foreign literature, prevalence rates of hearing lost among musicians range from 0 to 58%. No local studies are available.

The study involved forty professional symphony orchestra musicians who were surveyed and screened for hearing loss.

Findings show that fifty percent of the musicians have hearing loss. Males being significantly more affected than females. Factors such as the presence of tinnitus, length of time playing for the orchestra and type of instrument played were not able to determine whether or not the musician had hearing loss.

The survey results and hearing screening tests indicate that there is a need to educate the musician regarding noise, hearing protectors and the necessity to monitor their hearing.

TB DOTS INITIATIVES IN THE WORKPLACE

Dr. Victoria Dalay

College of Medicine

De La Salle University (DLSU)

TB has become a major threat in the workplace, therefore through the years, TB in the workplace programs have been established. TB remains a workplace issue as it affects business (increased absenteeism, disrupted workflow, reduced productive and increase in direct cost); the community (increases poverty level, decreases source of workers, services, contactors and consumers); and the country (increase in budget needed to treat cases and decreases overall productivity)

A study conducted on the Pilot Industrial TB DOTS Center Model - concentrated in local economic zones looked into the effectiveness of TB DOTS. Data was gathered from the results of health examinations, and were also detected by chest x-rays during annual physical exams. The clinical and demographic characteristics of TB cases affecting the workforce in an industrial estate and the factors to determine asymptomatic and symptomatic cases were also presented. The components of the DOLE DO 73-05 on TB Prevention and Control in the Workplace were explained, such as TB awareness campaign 2x a year; case finding; case holding; health education of confirmed cases and contact tracing.

The results of the study indicated that DOTS is a cost-effective, preventive and sustainable and accessible way of controlling TB in the workplaces.

METAL ALLERGY IN THE WORKPLACE

Dr. Lonabel A. Encarnacion

Dermatologist

St. Luke's Hospital

The most common occupational skin disorder is contact dermatitis and the best way to avoid this is by prevention. The best way to determine local allergens is through patch testing. Case studies made from 1996 to 2005 using patch testing on individuals proved that exposure to Nickel Sulfate is the number one cause of skin disease at 23.6 percent of the cases, followed by potassium dichromate which is at 21.5 percent. In the three cases of allergic reaction to nickel compounds that the study came across, the causes of the three cases of contact dermatitis was accurately determined with the use of the patch tests.

Initially, in cases involving employees, the first thing to consider is to view chronic itchy skin as contact dermatitis and then confirm the diagnosis with patch testing.

Patch testing therefore, is the most important investigative technique in contact dermatitis. Patch testing is an indispensable tool in managing occupational disease and identifying the chemical allergen in the workplace.

THE APPLICATIONS OF INDUSTRIAL, COMMUNITY AND PUBLIC RELATIONS TO OCCUPATIONAL MEDICINE AND HEALTH

Dean Jorge V. Sibal

University of the Philippines

School of Labor and Industrial Relations (UP-SOLAIR)

According to the ILO and the WHO Committees on Occupational Health, the primary aim of occupational health professionals and practitioners is to promote and maintain the physical, mental and social well-being of all workers, and prevent health deterioration by minimizing risks and hazards in their workplace and its surrounding. Their secondary objectives are to protect other stakeholders such as customers, outsourced workers, suppliers, nearby communities, and other members of the public who are affected by the workplace. In order to realize these goals, occupational physicians and health professional would have to pro-actively work with their counterparts in the fields of industrial, community and public relations.

Cooperation among various health professionals and those involved in industrial/community/public relations is very vital towards achieving a healthful and safety workplace, including that of its stakeholders. The corporate social responsibility (CSR), community relations (CR), public relations (PR) practitioners and occupational health professionals share the same vision of empowering people and communities. The active participation of other players in the field such as the NGO's, academe, church and civil society organizations, also contributes to the successful implementation of responsive community social initiatives.

In conclusion, Dean Sibal said that "the goals of sound occupational medicine and health are not the sole responsibility of the occupational physicians and other health professionals. These noble goals are shared with other actors who are also concerned with the welfare and empowerment of the working people".

OPEN FORUM

Q1 (Dr. Miranda, Maynilad Water, for Dr. Jimenez): Based on Dr. Jimenez's experience, headache is the most common complaint of workers and this symptom may be associated with hypertension. However, ninety percent of the time, hypertension is asymptomatic. Hypertension is diagnosed through regular monitoring of the blood pressure.

Also on Obstructive Sleep Apnea, recent studies have shown that there is correlation between obstructive sleep apnea and hypertension. In the workplace, there are employees that easily fall asleep easily while seated. In cases like this, the best thing to do is for the employee to go to the clinic and have his/her blood pressure checked as he/she may have a hypertension.

A1 (Dr. Jimenez): It is true that headache is not a common manifestation of hypertension. Regarding sleep apnea, it is worthwhile to discuss this disorder since we see an increasing number of cases. It is possible that it is not sleep apnea but epilepsy, especially the absence type of epilepsy. Sometimes the patient or the worker would be talking to you and then he/she would suddenly stop - this is absence seizure. However, proper diagnosis is important because sleep apnea is treatable.

Q2 (Dr. Miranda for Dr. Dalay): Do we have enough DOTS centers to handles cases of MDR-TB (Multiple Drug Resistant TB)? Are patients enrolled in the DOTS required to report to the clinic daily while undergoing treatment? This may mean time away from work. Is it still required for the patient to personally get their medicines from the DOTS centers?

Is there a standard for granting of sick leave for PTB cases? I usually advise patients with smear positive sputum to go on a 2-month sick leave. For cases who have smear negative sputum, I advise one-month sick leave.

While there is national TB program in the Philippines, stigma still exists in the workplace for people with PTB. It is best to educate management about TB. Having the sputum tested may be one way of showing them that TB can be cured.

A2 (Dr. Dalay): MDR-TB means multi-drug resistant tuberculosis - resistant to 2 of the most commonly prescribed anti-TB drugs, namely rifampicin and isoniazid. Makati Medical Center, Quezon Institute and the Lung Center are referral centers for MDR-TB. There are plans to set up one MDR center per region. Capability building of the targeted treatment centers in other regions is now ongoing. My advice is to refer TB patients especially the smear positive cases to TB DOTS centers right away because if you treat these patients outside of the DOTS centers, the chance to develop MDR increases. MDRTB cases should not be treated by physicians outside the DOTS facility because it is costly. It costs P200,000 (13 tablets per day compared to only 4 tablets for regular PTB patients) to treat one patient with MDRTB and treatment that will be given for 18-36 months.

We have also devised a way to implement DOTS in the workplace setting. Company doctors or nurses are encouraged to go to the centers to get the medicines for their worker-patient. In the first month of the treatment, relatives of the patients are asked to get the medicine. The relatives can be their treatment partners during this period. But once they go back to work, the company health personnel, not the worker-patient, can get the medicines from the DOTS center. The patients need to be followed up at the DOTS center at least every two months to monitor weight gain, clinical and radiological improvements.

Some pulmonologists advise only 2 weeks of sick leave especially for workers engaged in highly specialized tasks. After 2 weeks of treatment, patients are no longer contagious for those who are smear positive. It is quite difficult to advise patients to have at least 2 months of leave without evidence. SSS will also not grant the sick leave of two months automatically. Based on the SSS procedures, it is sufficient to give a 30-day sick leave initially. Sputum examination is required after one month of treatment. If the sputum test turns out negative, the worker is cleared to return to work. But if it turns out positive, then the leave period can be extended to another one month for a maximum of two months. Majority of TB cases are smear negative and asymptomatic. 30 days is the advised length of sick leave.

Q3 (Dr. Miranda for Dr. Quintos): What are the frequencies tested in the audiometry for employees exposed with noise?

A3 (Dr. Quintos): The frequencies tested are at 250, 500, 1000, 2000, 4000, 8000 hertz.

Q4 (Dr. Miranda for Dr. Encarnacion): How much is patch testing?

A4 (Dr. Encarnacion): The cost of the patch test is about Php3,500 for 25 allergen tests and Php7,000 for 70 allergen tests. The price is inclusive for all materials required for the patch testing. It is usually the company physician that refers the patients to us.

3:30 – 5:30 PM

SESSION 7: OSH INTERVENTIONS

**Chair: Arch. Lyndon Magsino,
Association of Construction Industry Workers (ACIW)**

**DATABASE OF WORKERS' COMPENSATION CLAIMS
FILED WITH THE SOCIAL SECURITY SYSTEM, 1997-2000**

Dr. Marissa L. San Jose

Senior Occupational Health Officer (Sr. OHO)

Occupational Safety and Health Center

Reliable data is needed in order to have an effective Occupational Safety and Health (OSH) program. These will give us an understanding of the trend of injuries and illnesses in the industry. The sources of data in the Philippines on occupational illnesses and injuries are very limited. Figures can be taken from the administrative reports submitted by the industry, it is the work accident and illnesses report in the annual medical report. These reports are very important to give us an idea of what is happening in the industry when it comes to injury and illnesses. Also, the Department of Labor and Employment (DOLE) conducts survey through its Bureau of Labor and Employment Statistics. Such survey gives us an idea of specific hazards in a particular industry. Other sources are from the Labor Standard and Enforcement Framework and from the databases maintained by the Occupational Safety and Health Center (OSHC).

This study is an integral part of the medium term effort of the OSHC to establish in cooperation with the other stake holders a comprehensive OSH database for policy formulation and program development purposes, and generally the objective is to present or provide an analysis of claims of work related injuries and illnesses approved by the Social Security System (SSS) of workers in the private sector from year 1997-2000, specifically, intended to review the employees compensation case records to determine the socio-demographic profile of claimants and the distribution of occupational disorders and injuries among workers, and make proposals on preventive occupational safety and health policy and program.

The study has limitations since the analysis only covers claims from the SSS. It did not include the nature of the injury and the job description of the claimants so it was difficult to validate doubtful information and in doing so there is a need to check on the records in which the OSHC does not have any access, and to make the data compatible for statistical analysis. In the process, loss of some information may occur.

The records were reviewed and out of the 45,146 claims there were only 12,779 which were approved for compensation by SSS. The result shows that most of the claimants on illnesses were male which is 86.7% and ages from 35-54 and occupations were lathe operators, laborers and skilled workers. Among industry, 55% comes from manufacturing firms where most cases involved are genital urinary system problem, circulatory system, infectious/ TB, Skin diseases due to allergies and from industries like manufacturing industry, construction, transportation and agriculture.

The significant output is that, they were able to develop a system to determine the distribution of occupational disorders and injuries by industry, by trade, and by occupations and also start a database of injuries in the Philippines. It was mentioned that there is still room for improvement, as a common coding system for injuries and illnesses and unified coding system is much recommended.

REDESIGNING SANITARY MASK FOR CONTINUED USE AND SAFETY

Mr. Jay-pee Montealegre

Technological Institute of the Philippines (TIP)

Dusts and other form of air pollutant inside the plant and production areas poses a variety of occupational hazards to workers. Vehicle emissions along the road also contribute to the problem. The effects may not be felt at once or in the immediate period except for coughing for those who have allergic reactions.

A full-face mask is therefore essential for those immediately exposed to the dust. Most dust mask users complain about the heat, suffocation and dizziness. The effort to clean the air by inhaling and exhaling through the same filter causes much discomfort to the user so that the user can only wear the mask for a maximum of 2 hours interval

The study involved the interviews of 3 types of workers - construction work, wood production and garments. Questionnaire were distributed and immediately collected. Questions asked included the nature of the work, the position or title of the respondent, number of working years, safety gadgets in use, work related illnesses if any, nature of illnesses, standard operating procedures, comments and suggestions on health and safety of respondents. For the materials, expert on chemical properties were consulted, 2 Chemical Engineers from their school conducted an identification of materials that could be use and that will not jeopardize the health condition once the material is used for the mask.

The objective of the study was to identify the needs of mask users to eliminate the air pollution in-take. The study is limited on the users' requirements in terms of dust mask, design, analysis and how to improve usage of mask. It did not consider the causability of illnesses or other aspects of working conditions. Prevention and protection are viewed as barriers to trade instead of considering them as integral parts of quality management. While hazards may vary according to occupation, some of the most prevalent problems identified in the research conducted by the International Labor Organization (ILO) are ventilation, excessive heat, poor lighting and housekeeping, poor workspace and tools, lack of personal protective equipment and exposure to hazardous chemicals.

Only in 1 construction site were workers observed to be wearing dust masks even if almost all of them were exposed to dust. There were also complaints of difficulty in breathing. Four out of 14 or 28% honestly claimed that they feel that their illness were due to dust.

In the garments industry, only 17% of the respondents wore masks. Eighty-three (83%) were totally exposed to air pollutants. In the wood lumber production, almost 60% complained of recurring coughs and colds and 30% were with respiratory problems. They complained that the masks were small, and painful on the ear part.

As an outcome, the study proposed a gel mask which has hydro-gel on both sides, detachable and can be subjected to cool or hot temperature depending on the temperature desired. The inner covering is an absorbent fabric. As a conclusion the new design of dust mask can reduce complaints of suffocation or any other discomfort. It is also cost effective since it is washable and the fabric is durable though a prototype is needed.

POTENTIAL SHOCK RESISTANT GLOVES

Mr. Joeriz Guy-Joco

Technological Institute of the Philippines (TIP)

Industrial gloves are intended to reduce the shock, impact, or vibration created by tools while some are for avoidance of contamination and hygiene purposes. However, there are numerous causes of discomfort of the gloves. Some cause the hands to sweat resulting to non-wearing of gloves.

This study evaluates and shall explore the potential design of gloves that can counter the product design and user mismatch. The study will focus on the Construction (9-storey condominium), Automotive (Machine shop), Furniture Manufacturing (Furniture and Sash), and Wood and Lumber Production industries where workers are potentially exposed to Hand-Arm Vibration. A total of 200 subjects agreed to participate in the study. The distribution is as follows: 16 respondents from the construction industry, 12 from Machine Shop/Car/Automotive, 8 from Furniture and Sash, and 4 respondents from Wood and Lumber Production. Cluster sampling was used.

The profile of the respondents were initially obtained such as position/ title, safety equipments currently used, the number of working years, nature of work, standard operating procedure, number of working days in a week, injuries and frequency. The study used 40 sample gloves.

The objective was to identify the gloves requirement, specify materials, properties and specification that will reduce vibration impact and injury to the hand specifically the finger and thumb. The study focuses on the effects to the hands and the fingers, being the 2nd highest body part where injury may mostly occur. The methods of task performance or training needs are also contributing factors and are not included in the scope of his study. This is only limited to product.

Often gloves are worn either because of extreme temperature, to avoid mechanical injuries, alleviate transmission of vibration from the tool to the hand. Wearing suitable gloves reduces the friction between hand and handle. The survey shows that 81% injuries in the construction occurs, 92% injuries in automotive or machine shop, 75% in furniture and 75% in wood/lumber production. Most of the affected parts are the thumb and index finger and nails. Construction workers with 2 to 10 years experience complained of blisters, pain in the palm, or getting pinned between slipping steel bars. Gloves are worn with no shock protection, non-sweat absorption, too small and non-water resistant. From the furniture respondents with 3-14 years of experience complaints were on abrasive, pounding, swelling and only 1 personnel have gloves while in the lumber production with 2-7 years of experience most injuries are cuts, abrasion, laceration, and nail or finger caught between clamps or equipment and do not wear gloves because according to them that it is uncomfortable.

As a result of the study it was concluded that the glove design can fit any outer cover, the inner part has absorbent fabric, elastic rubber connecting each silicon ring for the thumb and it is with adjustable tip.

MAKING THE POSITIVE APPROACH IN IMPROVING OCCUPATIONAL SAFETY AND HEALTH WORK

Ms. Mary Ann Dumaraog

*Union Secretary for Education of Kilusan sa Jolibee
Trade Union Congress of the Philippines (TUCP)*

The Trade Union Congress of the Philippines (TUCP) is the largest confederation of labor in the Philippines. It has maintained a long tradition of providing comprehensive health and welfare services to its members, as well as legal, economic, social and recreational services. TUCP is dedicated in building democratic trade union organizations, strengthening capacity and skills of workers and in improving their members' workplaces, families and communities.

TUCP has a program called POSITIVE: Participation Oriented Safety Improvement by Trade Union Initiative. This course is designed to be participatory and caters to trade union leaders. They are equipped with practical knowledge on how to implement health and safety improvements using local material, the program is geared towards strengthening trade union organizations and can be used as an essential tool for mutual dialogue among workers and employers. POSITIVE prioritizes on low cost safety improvements.

POSITIVE is a 4-day training program, done twice a year for trade union leaders nationwide. Various training methodologies are used; actual plant visits were done wherein participants were coached to identify work settings that may need practical improvements using a checklist covering material handling, work station changes, machine safety, physical environment, welfare and environmental protection. Training participants were also required to formulate action plans applicable to their respective workplaces. Most of the action plans done included proposals for management dialogue on OSH improvement and for organizing OSH committees. Of significance was the acknowledgement of participants to include OSH system in their collective bargaining agreements.

The following are some of the accomplishments of the POSITIVE program: improved OSH awareness among trade union leaders and members nationwide, a training manual for the conduct of the course was developed, published to be used by TUCP trainers, duplication of POSITIVE training courses have been conducted and funded by management. To facilitate sharing of information on OSH, an e-group was created.

The POSITIVE program contributed largely in the building of training skills, improved and strengthened knowledge and leadership on OSH among union members. It supported the promotion of industrial peace, solidarity and a responsible trade unionism with accountability.

HEALTH AND SAFETY IN AMKOR

Ms. Sharon Joyce Garcia

Safety Officer

AMKOR Philippines, Inc.

The presentation focused on the Occupational Safety and Health (OSH) system of AMKOR that made them one of the awardees of the 6th Gawad Kaligtasan at Kalusugan¹. A main component of the system is capacity building on OSH. AMKOR takes pride of their trained OSH personnel. Management of OSH at AMKOR focuses on providing training programs such as advanced fire safety training for the emergency response team, proper handling of liquid nitrogen, and environmental health and safety awareness. To ensure contractor safety, AMKOR implemented the contractor management system wherein contractors are required to follow the OSH program of AMKOR. To remind each and every employee and visitor, AMKOR post OSH signs in conspicuous areas. As part of continuing improvement, AMKOR implemented a system of reporting and accessing OSH information through an intranet where employees can exchange experiences and read updates through their local network. There is also a “right to know” corner in every section of the plant. Radiation safety is another newly instituted program in the company, workers who handle X-ray machine are being trained, currently they have one radiation safety engineer in the plant.

AMKOR also conducts regular internal audit and loss control monitoring which includes inspection of fire and safety equipment, conducts evacuation drills twice a year. As part of their industrial hygiene (IH) program, chemical spill drills are being conducted, chemical spill kits are provided, and work environment measurements are being done for identified hazards.

As part of their occupational health program they provide the following: hearing conservation program, medical examinations, respiratory protection program, tuberculosis prevention program and ergonomics program.

For community relations, they donate used batteries to Bantay Baterya of ABS-CBN and to Bantay Kalikasan Foundation, tree planting is done yearly, HIV and AIDS prevention and control and drug awareness activities are also done in neighboring schools and other neighboring areas. Employees also donate blood to the Philippine Red Cross quarterly.

AMKOR has received various certifications such as ISO 14000 - 2000 (EMS) and the OSHAS 18001. As a performance indicator, AMKOR has maintained its zero accident goals and maintained its different certifications.

¹GKK Gawad Kaligtasan at Kalusugan is under the DOLE's Zero Accident Program implemented by the Occupational Safety and Health Center. GKK showcases the best programs and practices on OSH in workplaces.

**PURSUING A REMEDY:
OCCUPATIONAL SAFETY AND HEALTH IN THE INFORMAL SECTOR**

Dr. Teresita V. Atienza

Senior Lecturer, UP School of Labor and Industrial Relations

Asian Public Intellectual Fellow, Nippon Foundation

As in most Asian countries, informal labor in the Philippines is derived from the surplus labor of the agricultural sector that migrate to the cities to make a better life eventually and eventually end up settling in slums and working in informal economy.

The informal sector is difficult to define, it has so many definitions; it has shifted from informal sector to informal economy. The International Labor Organization (ILO) defines it “as all economic activities by workers and economic units in law and in practice not covered sufficiently by formal arrangements; no contract and no specific working place.” This includes broad range of occupations, ranging from old resilient casual jobs in construction and sub-contracted work plan at home for the garments and handicrafts industry to new emerging forms such as temporary or part time in home-based computer works such as medical transcription. Although there is a trend for the informal sector to go into the formal sector, the population of informal sector still remains large. The 2006 data shows that the informal sector comprises 65% of the total labor force in the country. It is difficult to offer support services to this sector, likewise they also have difficulty in accessing social and economic support services because of the nature of the sector. They lack the appropriate licenses or permits thus they remain unrecorded. Because of their mobility, labor inspectors find it especially difficult to serve the informal sector.

The literacy level of informal sector workers were noted to be high, skills were from informal exchanges; experience, from neighbors, parents and relatives. Systems for information dissemination, promotion, inspection and monitoring need to be creative, a strategy should be thought of to reach them for OSH programs. Innovative schemes that would lead to economic viability, productivity, occupational health, environmental and public health must be put together. OSH risks in the informal sector are still high because of their use of old technology.

The study recommends the inclusion of informal sector concerns in the national policy. There have been so many studies done on the informal sector but their concerns has yet to be included in national policies on OSH, education, public health and others. The government should provide common facilities where the formal sector could sell their products. The informal sector should have a representation in the tripartite with the assistance of the local government. Child labor in the informal sector should also be looked into and duly monitored. The OSH situation in the Philippines will not improve significantly unless all sectors of business will be covered. Cooperation of workers and organizations would greatly improve performance in relation to Occupational Safety and Health.

SESSION 8: OSH INTERVENTIONS
Chair: Dean Jorge Sibal
UP School of Labor and Industrial Relations (UP-SOLAIR)

**DEVELOPING THE OCCUPATIONAL SAFETY AND
HEALTH MANAGEMENT SYSTEM COURSE**

Engr. Onna O. Cruz

Engineer II

Occupational Safety and Health Center

The presentation focused on the experience of the OSHC in developing the training course on Occupational Safety and Health Management System (OSH-MS) which were largely-based on the International Labor Organization's OSH-MS guidelines. Topics of the course include the importance and the main elements of developing the system: policy, organizing, planning and implementation, actions for improvement, which should come into play to realize a functioning and effective OSH-MS. Implementation of OSH-MS ought to ensure continuous improvements in OSH performance.

The OSH-MS course is currently being developed by OSHC. Realizing the need for advanced training for OSH stakeholders, the OSH-MS course aims to strengthen the knowledge and skills of stakeholders in developing, planning and implementing effective OSH management in their workplaces.

DUPONT SAFETY TRAINING OBSERVATION PROGRAM (STOP)

Mr. Johnas E. Almoite

Facility Safety Supervisor, Radiological Health and Safety Officer

Quezon Power Plant – Covanta Philippines Operating Inc.

At the core of the company's OSH program is the Safety Training Observation Program (STOP). This is being implemented by four sub-committees of their safety and health committee, namely the Environment, Health and Safety, Wellness and Housekeeping committees. STOP program is adopted from the DuPont Safety Services and has been practiced at Covanta since 2004 to improve the culture on safety and health in their plant.

STOP is a behavior-based program that enables the company to identify safe and unsafe acts and conditions and recommend corrective measures to address recurring issues. The STOP method is being used to benchmark and enhance Covanta's safety and health programs. They were able to monitor, analyze occupational risks that need to be addressed. To encourage STOP, one initiative by the company is the incentive or reward system that encourages full participation and cooperation among workers in the implementation of STOP. The STOP method, once properly applied can have very good results in behavior change in favor of OSH, minimizing risks from hazards in the workplace, protecting resources and manpower.

TRAINING INNOVATIONS: THE CCIC QGX2P QATAR EXPERIENCE

Engr. Allan B. Cuya Sr.

HSE Training Officer

*Qatar Gas II Onshore LNG Facilities Development (QGX2) Project,
Consolidated Contractors International Company,
Ras Laffan Industrial City, Qatar.*

The speaker related his experience in being part of a Health, Safety and Environment (HSE) training center for a large international workforce in Qatar. He was a part in the conduct of two major training courses: 1) development and implementation of the Manual Handling Education Course (MHEC), and 2) Training Video Support Productions. These courses were carried out attuned to the demands of a huge construction workforce. Different training modalities were used, from classroom type to practical methods. Training materials were constantly updated and trainers also receive training updates in terms of knowledge and skills. The trainings resulted to positive outcome in terms of productivity, such that the trainings were done in other project sites of the company and extended to contractors. Quality trainings made a lot of difference in accident and illness prevention in the company.

BASIC OCCUPATIONAL SAFETY AND HEALTH COURSE (BOSH) THROUGH DISTANCE LEARNING IN THE PHILIPPINES

Ms. Rosanna M. Tubelonia

Chief, Training & Public Information Division

Occupational Safety and Health Center

Another training innovation done by OSHC is the conduct of BOSH training through the distance mode. This is done through the use of the modern technology like the internet. The BOSH Distance Learning Course was developed as an alternative mode of learning to meet the increase in the demand for the course in the different regions of the country. The BOSH Distance Learning Course has been on-line since 2006. It has been designed to harness modern communication technology for providing quality OSH training without the participants having to travel from afar, thus reaching out to a larger number of participants even to those Filipinos working overseas but interested to take up BOSH. On-line communication facilitates the exchange of ideas and practices between the trainers and the course participants. The course is usually completed in sixteen weeks through a modular program equivalent to the 40-hour BOSH course. The on-line course uses mixed media: print, audio-visual and electronic formats.

As of August 2008, three batches have been conducted, with 30 participants finishing the course. Challenges were also met as the on-line course progressed, among these were lack of time management, difficulty in accessing the internet, or no access to internet, although these problems are minor. Many participants were eager to use this mode of learning. With proper facilitation, participants did not encounter major problems. To use the distance mode of learning to its full advantage, continuous upgrading and reviewing of the course is needed as well as improvement of the administrative aspects of the training.

OSHNWORKINCEBU

Dr. Easter Joy Prosia

Occupational Health Officer,

Occupational Safety and Health Center-Cebu (OSHC–CEBU)

The presentation focused on the experiences of the OSHC-Cebu staff in providing OSH services in Cebu. It was pointed out that the Cebu office does not conduct enforcement activities since these are regularly being done by the DOLE Regional Office. Among the technical assistance provided by the Cebu office are the following: conduct of Training/Learning Sessions on various topics, Information Dissemination (press conferences, press releases, radio/TV guestings, distribution of posters, brochures and other informational materials), Technical Services (safety audit, work environment measurements, health examinations), Research and Network and Productivity Linkages.

SESSION 9: WORKING WITH OSH NETWORKS

Chair: Dir. Ponciano Ligutom
Regional Director, DOLE-RO IX

SAFETY AND HEALTH: ELEMENTS IN MAINTAINING INDUSTRIAL PEACE

Atty. Carlo Pontico C. Fortuna

Vice Mayor of Mandaue City

Program Manager

Mandaue Tripartite Industrial Peace Council

The National Tripartite Industrial Peace Council (NTIPC) was created through Executive Order 403. Its mandate is to ensure the implementation of the Industrial Peace Accords adopted by the tripartite partners that is the Labor, management and government sectors. Succeeding Presidents have endorsed the concept by encouraging the creation of similar Councils at the regional, provincial, city and municipal levels.

The local councils have two important functions: conflict prevention and conflict resolution. The councils empower tripartite social partners and stakeholders in promoting industrial peace and address employment matters such as security of tenure, issues on layoffs, wages, freedom of association, outsourcing or labor-only contracting and safety and health issues and productivity.

The Mandaue City TIPC is composed of multi-sector representation from industries, government, NGOs and unions. It had its beginnings in 1992 and remains to be a key mechanism for conflict prevention and resolution in labor-management disputes.

The Mandaue Council vigorously supports the principle that workers should be protected from sickness and injuries as these cause hardships for the workers and their families, economic losses from decreased productivity and high cost for compensation or rehabilitation. Activities of the Mandaue TIPC include monthly tripartite board meetings, tri-annual assemblies, Industrial Peace Month celebration, and trainings, in addition to their regular planning.

Mandaue and Cebu TIPC's included occupational safety and health as one of their core programs. Local Government Units are encouraged to establish their respective Tripartite Occupational Safety and Health Councils. Future plans are laid out to assign a Safety and Health Officer in every LGU to promote OSH in line with the programs of OSHC and DOLE. This is also a way of monitoring OSH conditions and ensuring compliance with established safety and health standards.

CHALLENGING THE SAFETY MINDSET

Mr. Ameerli Abdeali

Chief Executive Officer

Team-6 Training & Consultancy Pte. Ltd.

Singapore

Mindsets result from ones paradigm, beliefs and life experiences. Some common negative mindsets of management on safety are “safety slows down production and cut profits”, “accidents are bound to happen”, “accidents happen mainly because of carelessness of workers”, “responsibility is just to comply with the law” and “insurance will cover accident loss”. Mindsets like these compromise safety and health of workers. If management believes that accidents happen as part of the job then it is bound to happen. There is a law that is called the “self fulfilling prophecy”. It means that if you believe in something then it is bound to happen.

The common negative worker mindset about safety are “accidents happen only to other people”, “if something is really dangerous the danger can be clearly seen and avoided”, “it’s my life so how I work is my business”, “taking risks is a sign of courage and bravery”. These mindsets are the root cause of accidents at work. Many lives are destroyed because of accidents. The miseries and sufferings of accident victims are real and families also suffer. Every worker’s basic right is to go home in the same condition that he or she arrived at work. Employers are responsible to make sure that their workers go home safely. Workers have a fundamental right to safety. The challenge is to change these negative mindsets. Though it will not be easy, it is possible. Changing the negative mindset towards safety is the key and it should begin at the top.

ZAPNETWORK

Engr. Jomar Batino

Chief, Safety Control Division

Occupational Safety and Health Center

The Zero Accident Program or ZAP is a DOLE flagship program spearheaded by the Occupational Safety and Health Center and participated by multi-sector stakeholders. Its aim is primarily to create and increase awareness and commitment on occupational safety and health (OSH) in the Philippines.

As part of the program, the ZAP Network was created. This network currently have about 5,000 members from various industries all over the country. ZAP trainings have been conducted over the years and graduates of these training courses became members of the ZAP Network. The members collaborate by attending OSHC activities for accessing and sharing OSH information on programs, practices and initiatives. Members become resource persons on OSH trainings, involve themselves and their organizations in research studies and surveys, and actively advocate OSH to their organizations, business partners, and the communities that they serve or those who are beneficiaries of their community relations activities.

The OSHC, as part of its commitment to the ZAP Network members, provide regular OSH information materials, updates, invitations to trainings and OSH congresses, and make available in-plant trainings and assistance. A regular updating and dissemination of the members' list is being done to foster communication among the group.

In relation to this and the ZAP program, the OSHC is strengthening its regional presence by establishing the OSHC Cebu office to cater for the Visayas regions and hopefully an OSHC Mindanao office, to bridge the gap between OSHC and the regions.

In closing, the speaker challenged the different regions to set up their OSH Networks and come up with OSH programs to be OSHC's partners in their respective areas of concern.

SOCIAL PARTNERSHIP APPROACH TO BUILDING A CULTURE FOR HEALTH AND SAFETY IN THE BANKING INDUSTRY AND THE SERVICE SECTOR

Mr. Rolando G. Librojo

Education Officer

National Union of Bank Employees (NUBE)

OSH Program Co-Coordinator

Union Network International -Asia Pacific Regional Organization (UNI APRO)

The UNI-APRO's Programme for Safety and Health in the Service Sector involves different stakeholders. Employers, government, OSH practitioners, institutes, employees and their unions - stand to gain if there is substantial improvement in safety and health conditions in workplaces of the service sector. The UNI-APRO envisions the evolution of social partnerships for OSH promotion at the regional, national, industry and workplace levels. Ultimately, the aim is to evolve a culture of safety and health in the different workplaces of the service sector characterized by joint employer and union efforts to progressively improve OSH conditions.

In 2006, the UNI-APRO initiated the establishment of the ASEAN Partnership for the Promotion of Occupational Safety and Health for Service Sector Workers. Locally, the NUBE is working through the Banking Industry Tripartite Council (BITC) in addressing issues of bank security and occupational safety and health in banks. A social partnership of labor, industries, the academe and government is also being established and OSH promotion program is also being pursued for the long term.

There is an evolving OSH paradigm from emphasis on remedial measures to prevention and building a culture of safety and health. It was emphasized that building a culture of safety and health be done through social dialogue. This provides equal opportunity for employers and workers (as social partners) to develop their OSH policies and programs.

THE OSH NETWORK – 10... AFTER 2 YEARS

Engr. Teodoro V. Cahoy

Board of Director

Occupational Safety & Health Network - 10, Inc. (OSH Network – 10)

Safety Officer, CEPALCO, Inc.

The OSH Network-10 is a safety and health organization in Northern Mindanao that pursued the gains of the 1st Mindanao Summit on Occupational Safety and Health held at the Waterfront Insular Hotel in Davao City last May 24 & 25, 2006.

The primary objective of OSH Network -10 is to establish a network of committed safety and health officers, professionals and organizations that would be instrumental in the promotion of safety and health for the attainment of “Zero Accident” in workplaces in Region 10.

To attain its objective, OSH Network -10 adopted the following strategies: 1. Organize those interested in having safe and healthy workplaces; 2. Promote a culture of safety and health; 3. Professionalize the safety officers and practitioners in the industries; 4. Establish contact with other safety organizations to promote collaborations; 5. Maintain information and educational materials for the promotion of OSH; 6. Advocate OSH through seminars, conferences and trainings; and 7. Share best safety practices among members, and extend safety and health support to other interested parties particularly small and medium enterprises (SMEs).

So far, OSH –Net 10 counts some member-companies. It had initiated the conduct of such trainings as BOSH, construction safety, with the assistance of the DOLE Regional Office No. X and the OSHC. It was also instrumental in the dissemination of key and current OSH information materials among its members and the general public as a whole.

ZERO ACCIDENT PROGRAM: CONTINUING THE PARTNERSHIP

Mr. Gilbert Rafer

People Resource Developer

Moog Controls Corp.

Awareness on occupational safety and health is noticeably lacking among companies and workers of the Cordilleras. As such, OSH must reach all people in the community and the best beneficiaries are the future workers.

Recognizing this need, in 2001, a proposal was initiated to integrate Zero Accident Program in the TESDA-CAR training curricula. Thus TESDA, DOLE-CAR, the private sector, with technical support coming from OSHC, integrated ZAP training in the regular course programs of TESDA-CAR for six years.

Graduates of TESDA-CAR for which ZAP was part of their training curricula have become leaders in their own teams in promoting OSH within their respective work areas. Those who applied for overseas employment were at an advantage with regards to employment because of their ZAP training.

In closing, TESDA-CAR and the private sector agreed to improve and strengthen the ZAP course integration in the TESDA trainings in that year. There is a need for more workers' involvement and empowerment in managing safety and health in the workplace.

OPENFORUM

Comment (Dr. Estrella-Gust, OSHC): We are very grateful that Mr. Ameerli is here with us. Mr. Ameerli was the representative of Singapore to the ASEAN OSHNET. After he retired, he established his own safety training organization and continued his work in OSH. I am very happy to note that all of our panelists are part of the Zero Accident Program network. I am also very happy to have the Vice Mayor of Mandaue City, Cebu, Mayor Carlo Fortuna. He has explained to us what the Mandaue City Tripartite Industrial Peace Council is doing. I am very proud that the Occupational Safety and Health Center plays a big part in the Mandaue TIPC. To our other partners, from the banking industry, OSH 10 Network and the private sector, we are here to support 33 million plus workers. We fully appreciate the presence of our panelists today. Our session is really important to gauge where we are right now in terms of our OSH network.

Q1 (Dr. Gert Gust): On the big brother-small brother relationship – you are all from big companies, so how does this system work? How do the big shots in the industry go down to smaller industries and make the relationship work?

A1 (Engr. Cahoy, OSH Network 10): Currently, most of the members of the OSH Network 10 come from large companies - Del Monte, Philippine Sinter, Pilipinas Kao, NPC Pulangi, CEPALCO. In this concept of big brother-small brother, the big companies are there as the big brothers, helping these marginalized industries in aspects on OSH.

Q2 (Engr. Batino): What is the extent of the partnership on safety and health with the big brother - small brother relationship?

A2 (Engr. Cahoy): The big companies help the smaller companies set up their safety and health committees and encourage them to attend activities where they can get information and learn from best practices on OSH. For instance, large companies can assist their contractors in establishing OSH programs or corporate social responsibility (CSR) projects.

Q3 (Dr. Dulce Gust): Do you teach safety and health in schools as part of your corporate social responsibility? It is very important that OSH start at home and in schools. A school is like a workplace or a company, are we helping them do safety and health audits?

A3 (Engr. Cahoy): We are planning to submit a proposal on integrating safety in the curricula in elementary and high school.

(Mr. Gilbert Rafer, Moog): We have a partnership with St. Louis University in the development of a module that will integrate OSH training in the curriculum, including the safety audit of the entire university. The program has been in place since 2003.

Q4 (Dr. Dulce Gust): Can we invite the panelists to share your best practices on October 28 in Cebu? We also would like to invite everyone present here to attend the conference in Cebu. It is a one day seminar on best practices on Occupational Safety and Health.

A4 (Vice Mayor Carlo Pontico C. Fortuna): We are willing to strengthen the OSH network in Region 7. We can have an exchange of experiences through that conference.

**DAY 3 October 10, 2008
(8:00 – 10:15 AM)**

**Plenary Session Chair: Dr. Dulce P. Estrella-Gust
Executive Director
Occupational Safety and Health Center**

STATUS OF GHS IMPLEMENTATION

Dr. Hiroshi Jonai

*United Nations Subcommittee of Experts on the GHS (UNSCEGHS)
Graduate School of Science and Technology, Nihon University*

The Globally Harmonized System of Labeling Chemicals or GHS is a United Nations Recommendation issued in 2003. It aims to enhance the protection of human health and the environment by providing an internationally comprehensible system for hazard communication. The system is expected to be fully operational by 2008. In the meantime, many countries are requesting for capability building assistance from the GHS experts to assist in the system's operationalization. UNITAR has supported many countries and the reports of the activities are available at this website (<http://www.unitar.org/cwm/ghs/index.html>). In 2008 - 2009, UNITAR projects on national GHS implementation and capacity building will focus on Vietnam, Jamaica and Uruguay. In 2005 - 2007, UNITAR supported projects in Cambodia, Indonesia, Laos, Nigeria, Senegal, Slovenia, Thailand, The Gambia and the Philippines. ; ;

The status of implementation of the GHS is monitored by the Secretariat of the UN ECOSOC Subcommittee of Experts on the GHS (SCEGHS). Information on GHS implementation in 65 countries are verified by the secretariat and included in the website of the United Nations Economic Commission for Europe (http://www.unece.org/trans/danger/publi/ghs/implementation_e.html). Among the countries that have partly implemented GHS include New Zealand, Singapore and Japan. The European Commission and Thailand have plans to commence implementation in 2008.

By the end of February 2007, Japan has classified approximately 1,400 chemicals in accordance with the GHS. The final classification results can be seen from the website of the National Institute of Technology and Evaluation (http://www.safe.nite.go.jp/english/ghs_index.html).

In conclusion, GHS has great potential as a preventative strategy in achieving chemical control. Even in the absence of regulations that require the implementation of GHS, he recommended that stakeholders must be familiar with the data source of GHS classification. Companies trading with foreign enterprises should seriously consider adopting the system to facilitate international trade. For safer use of chemicals in the workplace and in the home, it is urgent for employers and manufacturers to raise the awareness of workers and consumers on the GHS.

KOSHA'S ROLE IN ACCIDENT PREVENTION IN KOREAN SHIPBUILDING INDUSTRY

Dr. Lee Jin-Woo

Korea Occupational Safety and Health Agency (KOSHA)

Republic of Korea

The presentation focused on the following topics: current status of Korea's shipbuilding industry, profile of occupational accidents, KOSHA'S role, accident preventive measures, and future plans.

The shipbuilding industry of Korea secured its leading position in the global market because of timely delivery of high quality outputs. The growth of the shipbuilding industry is boosted by Korea's advanced technology based on abundant human resources and an equally robust steel industry.

As of June 2007, there are about 3,000 enterprises engaged in shipbuilding with around 131,000 employees. Container-type ship accounts for 41.6% of all vessels being constructed followed by tankers (30.4%) and LNG (Liquefied Natural Gas) carriers (20.0%). Seven (7) Korean companies are among the world's top 10 shipbuilding companies according to Clarkson, the global leading market Insight Company in marine and shipping based in the UK. It also predicted that Korea will keep the top position in the field of shipbuilding industry for the next 10 years because they keep adopting automated working process and developing new technical method including on-land construction methods besides having the foremost technology and high level of experience.

The industry accounted for 1.52% in 2007, which was 2.1 times higher than the Korea's average occupational accident rate, 0.72%. The accident rate in small companies is 1.8 times higher than the accident rate recorded in large companies. The higher accident rates in smaller companies may be attributed to relatively inferior safety management organizations, lower workers' awareness on safety and health, higher work intensity including overtime work and poor working environments. These inadequate conditions, in turn, arise from the complex relationship between the parent corporation and the numerous subcontracting companies involved in jobs under vulnerable working conditions.

Shipbuilding involves many processes requiring the use of machinery, electricity, chemicals, etc. Workers in the industry are exposed to multiple safety and health hazards that stem from work in high places, handling of heavy weights, painting, welding and works in confined spaces or in cramped working areas. Therefore, it is difficult to control, which results in an increased potential for fatal accidents including fire and explosion.

In particular, short adjustment periods for equipment and working processes, and high reliance on collaborating companies make it extremely hard for managing safety and health systematically. Increasing of shipbuilding volume and remain amount of orders received causes excessive work from the workers in order to finish the job within the time limit for delivery. Thus there are always omnipresence of risk factors including confined working spaces, frequent installing and dismantling of temporary construction equipment, difficulties in sling handling, fire and explosion caused by gas welding, suffocation from enclosed area, electric shock caused by powered tool and musculoskeletal diseases caused by heavy weight handling. When we classify the accidents occurring in shipbuilding companies, those can be divided into falling from height, tripping, crushing, collision, and being hit by flying and falling object.

These conventional accidents account for 64.3% of total accidents, where the large proportion indicates that safety and health education is required in order to enhance the workers' consciousness as well as facility complements. For securing more fundamental improvement, It is also required to improve working environment, production facility, and working methods and procedures considering the human body's characteristic at the viewpoint of ergonomics.

OCCUPATIONAL SAFETY AND HEALTH TRAINING MODULES DURING PRE-DEPARTURE ORIENTATION SEMINAR

Atty. Hans Cacdac

Deputy Administrator

Philippine Overseas Employment Agency (POEA)

The Pre-Departure Orientation Seminar (PDOS) Program of the Philippine Overseas Employment Agency (POEA) is nearly as old as the government's migration management program created in 1974 under the Labor Code. The migration management program maximizes the benefits of overseas employment and minimized or eradicated the negative effects of overseas employment.

The POEA was created in 1982, within a year the PDOS was established. Specifically, POEA Memorandum Circular No. 3, Series of 1983 provides for the guidelines on the conduct of compulsory PDOS for all first time workers and requires every deploying agency to be responsible in providing each worker a thorough PDOS. The orientation seminar aims to provide information for the overseas Filipino workers (OFWs) on the realities of working abroad particularly giving insights on the culture of host country, details of travel and other pertinent processes. The other objective of PDOS is to empower the OFWs by providing information on how to protect themselves when their rights are violated or when they have onsite concerns.

Initially in 1983 PDOS was under the auspices of POEA, supervised and developed by the POEA. In September 2005, all PDOS functions, including supervision of PDOS being conducted by accredited agencies, industry associations, Non-Government organizations (NGOs) or PDOS providers were completely transferred to OWWA by virtue of the POEA–OWWA Joint Circular No. 04 Series of 2005.

In September 2007, the conduct of PDOS is done by POEA for direct hires, government placement branch (GPB) hires through government-to-government arrangements (specifically those hired under the Employment Permit System of Korea, Saudi Arabia, Taiwan and New Zealand).

The PDOS for direct hires and GPB-hires is a 2-hour activity with four modules as seen in the table next page:

TOPIC	TIMEALLOTMENT	CONTENT DESCRIPTION
Module 1: <i>Introduction</i>	15 minutes	<ul style="list-style-type: none"> • Why POEA? Why PDOS? • Who is a Direct-Hire / GPB-Hire? • Processing Procedure for Direct- and GPB-Hires
Module 2: <i>Airport Procedure & Travel Tips</i>	30 minutes	<ul style="list-style-type: none"> • Procedure at the airport (origin, stop-over and destination points) • Documentary requirements
Module 3: <i>On-site realities</i>	60 minutes	<ul style="list-style-type: none"> • Country Profile • Rights and Obligations of OFWs in the Employment Contract • Obligations based on the Code of Discipline for OFWs • Coping mechanisms • HIV and AIDS • Institutional Support System
Module 4: <i>Bank Partner's Programs</i>	15 minutes	<ul style="list-style-type: none"> • Remittance Services • Other programs/products

Though OSH is not a separate topic in Module 3, this is integrated in the topic of coping mechanisms, HIV and AIDS and institutional support system. In Module 4, the partner banks, such as BPI, BDO, Metrobank, RCBC, discuss the remittance services available for OFWs in the different countries. PAG-IBIG also introduces their programs and services. The Philippine National Police provide information on security measures in airports and discuss the recent cases of OFWs implicated in drug trafficking.

It must be remembered that the OFWs are just about to leave when they attend the PDOS. The seminar should lead to learning and not be a useless endeavor. The POEA ensures that all presentations have visual support. When trainers from other organizations and the private sector are brought in, the effectiveness of their communication skills and their visual materials are assessed to ensure that the OFWs will not be bored by the lectures and the climate is conducive to learning.

A Memorandum of Understanding (MOU) between the Department of Labor and Employment of the Philippines and the Ministry of Labor of the Republic of Korea on the Sending and Receiving of Workers to the Republic of Korea was signed in April 2004. This MOU established the mechanism for government-to-government hiring for Korea and sought to correct the malpractices in the dispatch of OFWs to Korea in the past.

The Employment Permit System (EPS) of Korea legalizes the foreign worker's stay in the country by issuing a working visa called E-9. It provides necessary workforce to Korean employers and at the same time, legal and safe employment opportunities in Korea to foreign workers. The OFWs are employed, to a large extent, as factory workers, some are employed as construction and agriculture workers.

In the EPS Korea Model, the Korea-bound workers are given occupational safety and health information in at least three occasions – twice before departure and once upon arrival. The most important source of OSH information is the 2-day intensive OSH orientation being given by the DOLE through the OSHC. The topics discussed are accident prevention, machine safety, electrical safety, materials handling, personal protective equipment, emergency preparedness and first aid, workplace hazards and their possible adverse health effects.

The second opportunity for OFWs to receive OSH information is through the PDOS. Only general OSH concepts are discussed in the course. The duration of the course is limited to 2 hours because, at this point, the OFWs are just about to leave the country. A lengthier course may not be ideal for learning.

Language, culture, occupational safety and health, and skills training are given again to the OFWs onsite in Korea in a 3-day course. The OSH module is a reiteration of the topics covered by the OSHC course. The EPS welfare cases reported to the POEA for the reference period 2004 to 2007. There were 212 complaints from the OFWs. This number represents about 1.06% of the total deployment of 19, 907 OFWs for the same period. Nineteen (19) of these complaints or 8% of the total complaints may be related to OSH issues - 15 complaints related to work accidents and 4 complaints due to work accommodation. Atty. Cacdac pose this as a challenge to the social scientists, studies can be conducted to determine whether or not the low percentage of OSH complaints is an indicator of success of the OSH orientation program being implemented by the Philippine government.

In closing, it was mentioned that the POEA PDOS Syllabus provides general information on OSH and other topics relevant to the overseas deployment of the Filipino workers. To determine the effectiveness of this training program of the government, there is a need to establish a monitoring and evaluation system to measure the impact of the OSH EPS – Korea training program as well as other Training Programs being provided to the OFWs. There is also a need to obtain more information from the Philippine Overseas Labor Offices (POLO) on OSH-related situations of OFWs.

10:00 – 12:00 PM

Session 10: TRANSPORTATION/MINING
Chair: Jose Maria Batino
Chief, Safety Control Division
Occupational Safety and Health Center)

OSH CONCERNS IN THE MARITIME LABOR CONVENTION

Mr. Noriel P. Devanadera

Deputy Administrator,

Overseas Workers Welfare Administration (OWWA)

The Maritime Labour Convention (MLC) of 2006 is an important international labour convention adopted by the International Labour Organization (ILO), under Article 19 of its Constitution. It sets out seafarer's rights to decent work conditions and helps create conditions of fair competition for ship-owners. Once entered into force, it will be considered as the fourth pillar of international regulations for quality shipping complementing the key conventions of the international Maritime Organization (IMO) such as the International Convention for Safety.

The features of the Convention include the following: 1) a new system for effective enforcement and compliance; 2) flag State certification and a foreign port inspection system for ships of a certain tonnage; 3) Certification and Declaration provide prima facie evidence of compliance; 4) standards to apply to most other ships; 5) accelerated Convention amendment procedures; 6) onboard and onshore complaint procedures ; 7) a complaint and inspection system linked to the ILO supervisory system; 8) provisional setting international standards for the flag state delegation of some functions to a Recognized Organization. And 9) a modernized management based approach to OSH.

The Convention had three (3) different but related parts: 1) Articles- set our the broad principles and obligations; 2) Regulations; and 3) A Code (Part A mandatory standards and Part B non-mandatory Guidelines). There are also five (5) Titles: 1) Title 1: Minimum Requirements for seafarers to work on a ship; 2) Title 2: Conditions of Employment; 3) Title 3: Accommodation, recreational facilities, food and catering; 4) Title 4: Health protection, medical care, welfare and social protection ; and 5) Compliance and Enforcement.

The Convention will enter into force: "... 12 months after the date on which there have been registered ratifications by at least 30 members with a total share in the world gross tonnage of ships of 33 per cent." Of particular interest to those in the OSH community are Title 3 (Accommodation, recreational facilities, food and catering); Title 4 (Health protection, medical care, welfare and social protection) and Title 5 (Compliance and Enforcement).

The Department of Labor and Employment is working for the ratification of the MLC by our Senate. It had conducted a series of consultations because a major difficulty is the capability of the domestic shipping industry to comply with the MLC's requirements. To this end, orientation awareness courses have been scheduled for the whole year of 2009.

PREPARATIONS FOR FIRST OSH SUMMIT IN NORTHERN LUZON

Atty. Ana C. Dione, CPA

Regional Director

Cordillera Administrative Region (CAR)

Department of Labor and Employment (DOLE)

This is an introduction and a call for participation to the forthcoming First National OSH Summit in Northern Luzon which will be held in the first quarter of 2009 at the Baguio Country Club. Three DOLE Regional Offices (Regions I, II and CAR) are the main proponents of the activity, together with the Occupational Safety and Health Center.

With the conduct of OSH Summits in Mindanao (2006) and the Visayas (2007), the Northern Luzon group believes that an OSH Summit is timely given the OSH concerns in their respective areas.

DOLE-CAR had done a series of small activities in preparation to the Summit, such as the stakeholders' meeting in February 2008 to heighten awareness of the Summit and engender greater participation. The speaker noted that while her office regularly and routinely respond to questions by workers on matters pertaining to wages and other monetary concerns, equally important are issues on OSH because wages can be curtailed when a worker becomes ill or is injured.

To drumbeat the Summit, the R.O.s mobilized the participation of various groups, like the local government units (LGUs), the organization of safety practitioners in their areas, farmers' groups, and the industrial processing zones. The Summit was also featured during the DOLE Caravan for its 75th Anniversary on December 2008. It has been tentatively scheduled by the first week of March 2009 right after the Panagbenga Festival.

MANAGING RISKS AND SAFETY OF SHIPS: THE DOMESTIC SHIPPING EXPERIENCE

Engr. Rey C. Eustaquio

Sea Shore Consultancy

The paper is a reaction to the number of disasters that the domestic shipping industry has encountered in the past few years which in summary, can be traced to its mainly reactive stance. The paper espouses a proactive stance through the conduct of Risk Assessment Procedures which has four (4) stages or phases as: 1) identification of hazards; 2) assessment of the risks associated with the hazards; 3) application of controls to reduce the risks that are deemed intolerable to "as low as reasonably practicable (ALARP); and 4) monitoring the effectiveness of the controls.

Based on IACS data, causes of accidents can be traced to : human error at 80% and technical failures at 20%. There are several conditions aboard ships that greatly contribute to the commission of human errors, such as; 1) skill-based slips and lapses; 2) mistakes (Rule-based or knowledge-based); and 3) violations arising from motivational problems such as taking short cuts and rewriting procedures on the rush.

Furthermore, skill-based slips arise from inattention. Lapses on the other hand, are due to failure from memory which happens when a crew is distracted or if there is a change on the situation.

Cited were several examples. The hazard of “inexperience” on the part of a crew can be traced to a knowledge-based mistake (human error enforcing condition). Others are: macho culture/dangerous incentives are due to “slips/mistakes, violations”; while little pride in work is due to ‘violation’.

“Controls” include ISM Maintenance System and procedures for hazards due to poor instructions or procedures; ISM with KPI for hazards due to poor safe culture; KPI, Maintenance Systems and Inspections for hazards due to inadequate checking; KPI with individual feedback and teamwork reward systems for hazards due to poor morale little pride in work.

The key performance indices for monitoring the effectiveness of controls are core and technical competencies. Another way is to motivate crew through group and individual rewards as million man-hours with no lost-time incident; Zero Off-hire; Zero Accidents; Zero Pollution; Zero Machine Breakdown; Cleanest Engine Room/ Deck/ Accommodation / Bridge. Financial incentives are not recommended but rewards is through recognition of outstanding or near-outstanding efforts in a specific area.

TYPHOON PREPAREDNESS AND RESPONSE – RAPU-RAPU POLYMETALLIC PROJECT EXPERIENCE

Mr. Rogelio E. Corpus

President – Rapu Rapu Minerals, Inc.

(Presented by:

Engr. Melvin R. Alonzo

Section Head, Mine Safety

Rapu-Rapu Minerals, Inc.)

The Rapu Rapu Minerals, Inc. is located in an area which is often visited by typhoons. Two critical production areas and the staff involved in their operations must be protected from the effects of typhoon visiting the area. These are the mine pit and the base metal plant.

The typhoon emergency preparation program depends on the Typhoon Signal hoisted over the area. If Signal No. 1, an emergency meeting is called to discuss preparations needed. When the signal is No. 2, 3 and 4, the following precautions are now made: 1) the local residents are advised to go home; 2) camp residents are advised to go to their accommodation rooms; 3) Staff occupying the Management Buildings 1-9, Senior Staff Building 1-2, Ladies Dormitory Building and Junior Staff Building 5-7 are asked to transfer to their respective evacuation rooms or typhoon shelters; and 4) Company doctors and nurse, Emergency Response Team Captains, Co-Captains and members proceed to the Emergency Response Control Rooms at the Main Office.

During emergencies, the Emergency Response Team may conduct search and rescue if needed.

Post emergency activities of the Emergency Response Team include clean up and minor repair operations for safety purposes only. They also assess and document the damages. Only when the Over-All Emergency Chairman gives the ALL CLEAR SIGNAL are employees allowed to resume the operations of the plant. A final assessment and repair of damages are also done and Standard Operating Procedures may be revised, if needed.

Examples of emergencies that they have to deal with are the following: washed out portions at their pier area; typhoon damages at their warehouse; blown-off container vans; blown –off main office roof and walls; blown-off coconut trees; blown-off sidings and roofing of the base metal plant; tailings at the pond facility as an aftermath of typhoon “Reming”.

Activities to promote emergency preparedness of staff are: trainings, emergency drills and search and rescue activities.

SOCIO ECONOMIC IMPACT OF COMMUTERS’ EXPERIENCES AND POSSIBLE JEEPNEY ECONOMIC REDESIGN

Engr. Elnora T. Lucero

Professor

Technological Institute of the Philippines (TIP)

The jeepney as a means of transportation in the Philippines evolved during the World War II when the American jeep was adapted to fit the Filipino’s transport need. The ease of conversion as well as the low cost of the jeepney assembly made it as a major means of transportation in the country.

Hazards to the riding public include noise at very high levels emanating from the stereo used by the driver to prevent drowsiness; interiors and windshields covered with many decorations that affect the visibility of the driver; poorly-designed interiors which can cause injuries to the passengers; the tendency to cram passengers in the little space; and over-loading to the extent of passengers clinging to the bars at the rear which can lead to them falling off and being run over by the next vehicle.

There have been many attempts to redesign the jeepney. The study attempts to provide an alternative design to correct the mainly ergonomic problems but has some limitations. It does not factor in the quality of materials nor the allowable strength of the materials.

The study has the following null hypothesis: The proposed ergonomic redesigned jeepney does not need further improvements and does not have any socio-economic impact to passengers, drivers, operators and suppliers.

A cluster sampling was drawn from among the selected highly populated cities of Metro Manila. The N or total population of jeepneys in MM was 55,067 but the sample size was 398 derived from the formula:

$$n = \frac{N}{(1 + Ne^2)}$$

Questionnaires were later distributed to three areas (Quezon City=176; Manila = 128 and Calocan = 96) referring to attributes and experiences of jeepney passengers; the proposed design and other concerns of commuters, drivers and operators.

The survey was complemented by direct observations and the use of an alternative model accessibility test.

Respondents indicated that they view most of the problems as caused by the driver, other passengers and to the passenger or the respondents themselves.

Features of the present design which are to be retained are: 1) steel frame of the body but not the size; 2) handing over of the fare/charge to another until the money reaches the driver; and 3) some other accessories like the stereo.

The proposed redesign features are the following: 1) stair/step have a variation of 2-step or folding or accordion-type; 2) ceiling must not be low ; 3) window must not be slanted or roll up/down; 4) stop signal built under the seat pan linked to the blinking monitor of the driver; 5) seats should be separately-installed with pads on each side; 6) seat height must be adjustable; 7) seat width must be flexible; 8) seat depth is standard length from the back of the knee of the commuters up to the back lumbar area; 9) back rest is not bench long; 10) seat capacity should be comfortable and flexible; 11) aisle should be more spacious; and 12) provision for air-conditioning.

Present cost of a jeepney based on the existing design is around P126,000 while the redesigned jeep is at P200,500. However, payback for the redesigned jeep with varied material specifications is from 1 to 2.5 years.

In conclusion, the redesigned jeepney offers the following : 1) protection from sun, rain, and wind while riding; 2) vintage-friendly vehicle; 3) lesser accidents; 4) no over-loading; 5) patronage of the design means continued revenues to the suppliers and government income; 6) tourist attraction; 7) profit to the operators.

ALTERNATIVE FUELS FOR TRANSPORT IN THE PHILIPPINES

Dr. Arnel Mathew C. Garcia

Sr. Science Research Specialist

Department of Energy (DOE)

Alternative fuels include biogas , the use of solar, wind and ocean power . To achieve energy security and fuel diversification while meeting the environmental challenges, the Alternative Fuels Program of the Philippines involves the production of coco—methyl ester (CME or coco-biodiesel), ethanol, natural gas and autogas.

Alternative fuels are encouraged in order to reduce petroleum importations, diversify fuel resources, improve air quality and accelerate countryside development.

Coco-diesel can benefit the local coconut industry, increasing the income of coconut farmers. For the country as a whole, it is also instrumental in the reduction of diesel importation and can lead to foreign exchange savings. On the environmental and safety and health aspects, it is environment-friendly and has a high flashpoint so that there are no specific fire hazards in transport. There is also no need for engine modification. It smells like food delicacy (LATIK); effects are similar to those associated with laxatives; undiluted biodiesel can produce very mild irritation and firefighters should use self-contained breathing apparatus to avoid exposure to smoke and vapor. The Biodiesel Fuel Standards used are PNS/DOE QS 004-2007 – FAE-Blended Diesel Oils (B 1) and PNS/DOE QS 002-2007 – Coconut methyl ester (B 100) and PNS 2020:2003 Coconut methyl ester (B 100)

The bioethanol fuel quality standards on the other hand, are PNS/DOE QS 007:2005 for Anhydrous Bioethanol/Fuel Bioethanol and PNS/DOE QS 008:2006 for E-gasoline (E-10). Safety handling and storage of ethanol is the same as that of gasoline namely, if inhalation occurs, move away from the vapors to fresh air and contact medical staff; skin contact- wash the skin with soap and rinse with continuous stream of water and remove contaminated clothing; eye absorption – flush the eyes with water for at least 15 minutes and contact medical staff; and ingestion- have the person lie down and keep him/her warm, do not induce vomiting and contact medical staff.

The natural gas alternative fuels program promulgates 49-sets of Philippine National Standards for Natural Gas Utilization for Transport (June 2003) ; the PNS 15500-1 to PNS 15500-19, PNS 1501, PNS 11439, UNECE Regulation 10. Some of the precautions in the use of natural gas involve the fuel system components; performance and test methods; gas requirements and gas cylinders; the methane detectors should be installed in areas containing CNG components; venting features should provided to avoid possible leakage into passenger compartment; proper mounting of/looping of pipes in between cylinders; each cylinders should be equipped with shut-off valves and with valves shielded or in protected location. Improper assembly or disassembly of fuel system components may result to failure of fuel hoses, fuel lines, and other components leading to accidents.

Compared to gasoline, LPG reduces CO and NOX (20-30%); particulates at 20%; CO₂ by 10% and has very low sulfur. Latest figures indicate that there are about 13,886 autoLPG vehicles/taxis registered; 112 retail dispensing stations nationwide; 66 private garage-based dispensing stations; and 10 accredited with PS License autoLPG conversion shops. Standards Technical Committees (TC6, TC44, TC-dispensing stations) have been reviewed/approved and standards have been promulgated for autogas vehicles, autogas cylinders and autogas dispensing stations.

Some of the precautions in the use of autoLPG are: domestic/household cylinders should not be allowed to be refilled at autoLPG dispensing stations ; operation of “self-serve” auto-LPG station is prohibited; and fill valve must be located outside the container/baggage compartment.

OPENFORUM

Q1 (For Dr. Garcia): You mentioned the advantages of using bio-diesel. But bio-fuel is more expensive than diesel. What can the government do to encourage bio-fuel use?

A1 (Dr. Garcia): Biodiesel blended with 1% coconut methyl ester (CME) reduces significantly reduce the dangerous emissions of car engines. The use of coco-biodiesel would give vehicles better mileage by 10-30 percent. The government is studying the use of non-food crop such as jathropa as feedstock to decrease the price of biofuel.

Q2 (Mr. Fernando Mendoza for Engr. Eustaquio and DA Devanadera): Should the Safety Management System (SMS) of the vessel be reviewed every 6 months?

A2 (DA Devanadera): Review of the SMS may be done every two years initially and then every year.

Q3: In case of contract violations by foreign principals, are there applicable penalties in the MLC to address such violations? What about local vessels?

A3 (Mr. Devanadera): If a seaman is hired and deployed by a local agency to a foreign principal, the seafarer can file the case with our POEA first. POEA then which will initiate the proceedings. However, this is a much-debated issue by member countries of the ILO.

Q4 (Ms. Lilian Cacayudin, from an electrical cooperative in Region 2): The topics in this Congress included all sectors but not the electrical cooperatives. Please include electrical safety in the future Congresses.

A4 (Director Ana Dione): Yes, I assure you that it will be included in future congresses.

Q5 (Dr. Dulce Gust for DA Devanadera): Would you advise that capability building activities be done to facilitate the ratification of MLC 2006?

A5 (DA Devanadera): We need to start with research. We have no data on the status of compliance of domestic shipping vessels to relevant laws and standards. We can look at enforcement as well. We need to know if all seafarers are covered by an employment contract. We also need the support of international organizations.

SESSION 11: OSH PROTECTION OF FIRE FIGHTERS AND DISASTER PREPAREDNESS

Chair: Dr. Ma. Teresita S. Cucueco

Officer in Charge

Office of the Deputy Executive Director

Occupational Safety and Health Center

OCCUPATIONAL SAFETY AND HEALTH: DOWNSTREAM OIL INDUSTRY

Dr. Zenaida Y. Monsada

Director, Oil Industry Management Bureau

Chair, Technical Committees on Petroleum Products &

Additives and Petroleum Facilities

Department of Energy (DOE)

The petroleum industry manufactures a range of products: petroleum, bio-fuels and blends, liquefied petroleum gas (LPG) and natural gas. The different laws that affect the oil industry in the Philippines are: RA 7638 (DOE Law), RA 8479 (Oil Deregulation Act), RA 8749 (Clean Air Act), RA 9367 (Biofuels Act) RA 8184 (Excise Tax) and RA 9337 (RVAT). Other laws where oil has special consideration are PD 1185 (Fire Code of the Philippines), RA 6969 (Toxic and Hazardous Waste), and WP 29 (Harmonization of Vehicle Standards).

The main role of DOE in the Oil Industry are setting quality standards of fuel and fuel facilities which are both covered by the Philippine National Standards (PNS). The DOE harmonizes the standards by establishing codes of practice for the industry. Fuel quality standards development is on-going for bioethanol, biodiesel, harmful additives, and bunker fuel.

COMPETENCY LEVEL OF CHEMICAL EMERGENCY RESPONDERS

Col. Jose Segundo C. Embang, Jr.

Superintendent (DSC)

City Fire Marshall, Makati City

Hazardous material (HAZMAT) is a substance outside the normal safe containment in sufficient concentration to pose serious, immediate threat to life, property and environment. The Philippines has experienced spillage of HAZMAT in various instances: Glorietta 2 explosion, RTA accident in EDSA involving 22,000 liters of ethanol, mercury spill in a Paranaque school, multiple chemical spills in Makati City, and 18 other incidents.

The first responders to these incidences were firefighters, fire HAZMAT team, responsible party's (company) HAZMAT team, the police and other emergency responders. They are further categorized into:

1. HAZMAT FR Awareness Level who are responsible for the recognition, identification, isolation, protection, and notification of the proper authority;
2. HAZMAT FR Operational Level who is the defense mode and is responsible for protecting the public from further exposure;
3. HAZMAT Technician Level who is the offensive mode and is responsible for neutralizing the hazard;
4. Incident Command System who is in command and control of the whole situation.
To be competent, Initial responders to chemical emergencies should be competent on each level with regards to cognitive and physical proficiency.

OVERVIEW OF CLIMATE CHANGE

Ms. Gigi Merilo

Senior Environment Specialist

Inter-Agency Committee on Climate Change

Environmental Management Bureau (EMB)

Department of Environment and Natural Resources (DENR)

Climate change is defined as “a change of climate attributed directly or indirectly to human activities that alter the composition of the global atmosphere which is in addition to natural climate variability observed over a comparable period of time” (United Nations Framework Convention on Climate Change (UNFCCC)); and as “any change in climate over time, whether due to natural variability or as a result of human activities.” (Intergovernmental Panel on Climate Change (IPCC)).

Humans contribute to climate change in various ways. Humans are affecting atmospheric greenhouse gas concentrations by introducing new sources of gas or by interfering with natural processes that destroy or remove greenhouse gases, such as worldwide deforestation, increasing industrial activities, use of motor vehicles, poor waste management practices and intensive use of chemicals. The higher the concentration of greenhouse gases in the atmosphere, the stronger the effect on global warming or increase in the earth’s mean temperature. Greenhouse gases (GHG) are water vapor, clouds, carbon dioxide, methane, nitrous oxide and halocarbons.

The effects of climate change include increase in minimum (nighttime) temperatures, maximum (daytime) temperatures, increases in the global mean temperature; increase in sea surface temperatures, changes in sea level, changes in rainfall patterns and extreme changes in weather patterns.

Some adverse impact of climate change in the Philippines may take the form of frequent strong typhoons, heavy rains; bleaching of the coral reefs during warmer sea surface temperature. In other instances, climate change seem to have improved harvests as the increased concentration of carbon dioxide (CO₂) have fertilized the soil. The warmer temperatures in cold countries will lead to less death among the very young and the elderly people. Other adverse impacts are on health, forests and wildlife, coastal and marine ecosystem, water resources, agriculture and food security.

On a final note, countries can do much to counter the effects of climate change. All must be able to cope with the current and future changes (Adaptation) and limit the cause of climate change through measures that could slow down the build up of atmospheric GHG concentrations by reducing current and future emissions and by increasing GHG sinks (Mitigation).

The Philippines' responses are: creation of the Inter-Agency Committee on Climate Change (IACCC) in May 1991 to serve as the national coordination mechanism and administrative machinery to implement the country's commitments to the United Nations Framework Convention on Climate Change (UNFCCC); signed the UNFCCC on June 1992 and ratified it on August 2, 1994; signed the Kyoto Protocol on April 15, 1998 and ratified it on November 20, 2003; designated the DENR as the National Authority for CDM on June 25, 2004 by virtue of Executive Order No. 320; and issued DENR Administrative Order 2005-17 on August 2005 on the IRR Governing E.O. 320.

ASSESSMENT OF THE HEALTH, SAFETY AND ENVIRONMENTAL CONDITIONS OF BASEMENT PARKING AREAS IN SHOPPING CENTERS IN METRO MANILA

Engr. Lauro Canceran

Environmental Control Division

Occupational Safety and Health Center

The study aimed to assess the health, safety and environmental conditions of basement parking areas, and to provide inputs in the formulation of regulations to ensure that basement parking areas and other similar enclosed parking areas do not pose any hazard for the health of workers and the general public. The regulations shall make provisions for adequate ventilation to prevent accumulation of noxious gases and dust to prevent adverse health effects; moreover to prevent accidents, such that the regulation shall also provide for guidelines on adequately designed floor markings for parking, provision for mirrors on areas with sharp curves and blind corners and also a regulation to provide for the installation of adequate illumination in enclosed parking areas.

EMERGENCY PREPAREDNESS AND RESPONSE

'INNOVATIVE COMMUNICATION ON EMERGENCY PREPAREDNESS RESPONSE'

Mr. Edgardo M. Patajo

OHS Manager

Hitachi Global Storage Technologies Phils. Corporation

In the event of an emergency or severe weather conditions requiring cancellation or resumption of work, conventional information dissemination is an option for most companies with a strong commitment to employees' safety.

Hitachi developed a text broadcasting program which provides a mechanism to reach all employees through SMS or Short Messaging System to provide a medium for information dissemination to employees in the event of emergencies such as typhoons and other similar events. This is to facilitate immediate and instant advisory. The text broadcasting program is accessible even outside company premises through the internet. One time sending of SMS can be received by all employees immediately.

PREVENTING CHEMICAL INCIDENTS

Engr. Nelia G. Granadillos

*Chief, Environmental Control Division
Occupational Safety and Health Center*

The discussion is on preventive strategies (to avoid chemical incidents based on cases of past chemical emergencies in the Philippines). Five major cases of chemical emergencies were discussed. These are the two incidents involving schools: the first involved the collapse of chemical cabinets and the other is a mercury spill; the capsizing of a passenger ship transporting toxic chemicals that is a threat to humans, environment and the rescuers; spill involving spillage of ethanol on a busy street in Manila and mall explosion. In each case, the nature of the incident as well as the chemicals involved were factored in before OSHC responded to the request for monitoring and technical advice.

For the incidents involving schools, recommended measures include the regular inspection for wear and tear of chemical cabinets; the non-storage of chemicals overhead or on the floor; the storing of enough volume of chemicals to be used; storage area should be well-ventilated; the institution of emergency response and the training of teachers, students and personnel on chemical safety.

On the other hand, there should be a strict implementation of the provisions for the transport of dangerous goods and build capacities for biologic monitoring of people exposed to endosulfan; and chemical management in the transportation sector.

For the mall explosion, building facilities should be maintained and inspected particularly the confined spaces. Health and safety programs, response plan must be instituted and air monitoring of toxic, flammable and combustible gas in confined spaces must be regularly done.

As a recommendation, there is an urgent need to review and up-grade existing policies and regulations on chemical management, emergency responses, emergency personnel or authorities, health and safety measures, air monitoring and incident command systems.

OPENFORUM

Q1 (*Mr. Julius Caparas, National Transmission Corporation for Dir. Monzada*): Does the law that requires incorporation of 1% coconut methyl ester apply only to the Big 3 players?

A2 (*Director Zenaida Monzada, Oil Management Bureau*) The law is mandatory for all oil companies in the Philippines, including the small players. The blend of ethanol to gasoline at 10% becomes mandatory starting February 2011.

Q3 (*Mr. Reginald Joseph Reyes, Trust International Paper Corporation, for Col. Embang*): How can we access your thesis on Competency Level of Chemical Emergency Response?

A3 (*Col. Jose C. Embang, Jr., Makati Fire Department*): I have written 2 papers for my thesis. One is with the Philippine Public Safety Colleges (PPSC), which you may access from the College. The other one is with the Philippine Polytechnic University (PUP) which I did to obtain my Master's degree. I think it would be best if you visit my office at the Makati Fire Station.

Q4 (*Dr. Ma. Teresita S. Cucueco, OSHC*): Where can they avail of the competency training?

A4 (*Col. Embang*): We can have the training in Makati or here at the OSHC since we have very good coordination with the OSHC.

SESSION 12: ENVIRONMENT CONCERNS

Chair: Mr. Gilbert L. Rafer
Personnel Resource Developer
Moog Controls Corp.

ASSESSMENT OF INDOOR AIR QUALITY FOLLOWING TYPHOON "MILENYO"

Mr. Jose Lauro M. Llamas

Industrial Hygienist

Intel Technology Phils., Inc.

The presentation was based on the experience of Intel technology when they rehabilitated their building after it was damaged by typhoon Milenyo. As part of building restoration and rehabilitation, Intel made an Indoor Air Quality (IAQ) assessment for office start up and office re-modeling. Intel wanted to ensure that after they have rehabilitated their office building from the damage done by typhoon Milenyo, their building is safe and healthy for workers with regards to IAQ. They also aimed at developing an Intel guideline for building/ office start up and occupancy readiness. The following parameters were determined: carbon dioxide concentration, volatile organic chemicals, humidity, temperature, mold and bacteria count. Except for prevailing strong odors, the IAQ assessment revealed results within acceptable limits. What Intel did was to purge air from indoors and to make indoor air more pleasant smelling, they used diluted hypochlorite solution, they also made use of flushing the offices with outside or make up air to prevent foul smell emanating from paints and other chemicals used during the rehabilitation process. This was done several days prior to the schedule of occupancy. The IAQ assessment also made way for the correct placements of exhaust systems in relation to air intake, that is for proper room ventilation.

Intel's experience in this area stresses the importance of having a program plan for building restoration and rehabilitation and the steps that need to be taken to ensure readiness for occupancy of rehabilitated structures.

ASSESSMENT OF INDOOR AIR QUALITY OF SELECTED SHOPPING MALLS IN METRO MANILA

Engr. Jonathan Anastacio

School of Mechanical Engineering

Mapua Institute of Technology

Mr. Anastacio and his colleagues at the Mapua Institute of Technology conducted a survey in two large shopping malls in Metro Manila to assess indoor air quality. Their survey revealed that the average biologic contaminant count on both malls surveyed is within the limits set by the American Conference of Governmental Industrial Hygienists (ACGIH). They also found out that these malls have elevated carbon dioxide particularly during the afternoons probably due to high occupancy at this time of the day. There were no traces of other chemical contaminants except for benzene and carbon dioxide in the parking areas, levels of which are within the acceptable limits based on the DOLE OSH standards.

IMPROVING SAFETY PERFORMANCE IN THE CONSTRUCTION INDUSTRY: THE CHALLENGE!

Engr. Don R. Orido

OSH Practitioner

The construction industry is a highly hazardous workplace due to different hazards such as changing worksite conditions and personnel, presence of temporary structures and power supply, materials and chemical handling, equipment operation, and ancient attitude and behavior of workers. Despite all the odds, a safe workplace will benefit the industry and would help change the public perception about the construction industry.

Emphasized in the presentation were programs like Gawad Kaligtasan and Kalusugan which have honored the speaker due to his experience in helping various construction companies achieve million manhours milestones through through the years by practicing safety in their workplaces. As a safety manager in two of the largest construction company in the Philippines, he said that accidents and injuries at construction sites need not be caused by occupational hazards.

Safety must be embraced as part of the workplace system. Safety considerations such as adhering strictly to the laws and regulations, monitoring the performance of the contractors, providing professional advisory support, workers and supervisors should have adequate safety trainings before working on-site. Everybody should set a high standard for safety in their workplaces and emphasized that a firm commitment to improve safety by every role player in the construction value-chain is what is needed to attain zero accident and create in general, a safe and healthy workplace.

DIVINE PROPORTION IN RELATION TO THE HEALTH AND SAFETY OF WORKERS

Prof. Ma. Teodora E. Gutierrez

Chair, Industrial Engineering Department

Technological Institute of the Philippines (TIP)

“Divine Proportion” is a key item in relation to the measurement and physics of the human body and its conformity to workplace designs. Divine proportion is said to exist where a line segment divides a structure into two unequal parts with resulting proportion of 1 to 1.618. Leonardo Da Vinci’s vitruvian man illustrates the human body as a perfect example of divine proportion.

The study was an integration of information from documents and other studies about divine proportion. Part of the study was also assessment of several workplace designs to determine if the designs conformed to the principle of divine proportion. Data gathered from the study showed that even when the user and designer were not aware of the principle, some workplace designs did conform to the principle of divine proportion. For those designs that did not follow the divine proportion, proposals were made to modify the workplace in order to prevent cumulative trauma disorder (CTD).

Divine Proportion can be used as a tool to describe the different dimensional aspects of human body, This can also be used to create an anthropometrical database for countries like the Philippines where no such standards exist. The principle of divine proportion can result to harmony between workstation designs and individual physical capabilities and limitations that would enhance the quality of work and life of workers.

OPENFORUM

Q1 (Mr. Noel Carrido): What is the threshold limit value (TLV) for manual lifting here in the Philippines? Do we have a standard like in Australia where the TLV is limited to cumulative load of 300kg followed by a 15-minutes break?

A1 (Engr. Don Orido): The TLV for males is 50 kilos and 25 kilos for females. With the assistance of OSHC, we can have a study that will establish administrative measures on manual lifting similar to Asutralia.

Q2 (Mr. Teodoro Atienza, Optima Phils for Engr. Jonathan Anastacio, Mapua): During the sampling of particulate matter, what flow rate did you use and how many hours is the sampling time?

A2 (Engr. Anastacio): For sampling of particulate matter, the flow rate should be set at 2 liters per minute and the duration for sampling is 30 minutes.

Q3 (Mr. Joe Cardenas, Medical Colleges of Northem Philippines): What is the difference of Ergonomics from Divine Proportion?

A3 (Prof. Teodora Gutierrez): The Divine Proportion shows the nature of human measurements. Knowing the human measurements may help us in the design of tools or workstations.

Undersecretary Dionisio Santiago
Director General
Philippine Drug Enforcement Agency (PDEA)

I am concerned with Drug Free Workplaces and it will be relevant for me to say that we have case distribution by status of employment based on survey facility based. When you say facility-based, it is the data taken from different rehabilitation centers, both government and private. They said that no. 1 in the ranking of admissions are the unemployed 32.82% of the total and the rest more or less 67% belongs to the employed, minus the student and the out of school youth around 16%. More than 50% belongs to the employed rank and file - skilled and unskilled workers, employees - private and government, self employed, businessman and the professionals and with that background, may I say that our country's most priceless and invaluable asset is our diligent work force, the heart and soul of our labor intensive economy. This brings us to the realization, that the average Filipino worker does not just contend with the ordinary job-related hazards but rather, their predicament is a complex medium of internal and external forces that influence the state of the workplace. Projecting further, we come to realize that there is a thin dividing line between blue collar and white collar jobs in our country because in either one, the stress and other occupational hazards are evident. And through this 11th National OSH Congress, I am optimistic that this gathering will evolve in a productive venue for discussing work related hazards and risks and looking at ways and means to properly address them. People have a long tendency to attribute the troubles that arise as a natural consequence of work. Unfortunately, constant exposure to stress and other occupational hazards may trigger a number of individuals to vices, such as smoking, alcohol, sex, gambling, and worst of all, the use of dangerous drugs. It is therefore important that we propagate the National Drug Free Workplace Program with the participation of the private and labor sectors and the DOLE as provided for Section 47 to 48, Article 5 of RA 9165.

A salient provision of the said law states that it is the policy of the state to promote drug free workplaces using a tripartite approach involving labor, management, and government. With the assistance of Dangerous Drugs Board, the Department of Labor and Employment shall develop, promote and implement the national drug abuse prevention program in the workplace to be adopted by private companies with 10 or more employees. It also provides for the mandatory drafting and adoption of a company policy against drug use in the workplace. This is to encourage and ensure the participation of corporate entities in the national action agenda for the drug abuse prevention program at the workplace. We can also find it at the Labor Code, under the item on Corporate Social Responsibility (CSR). It is also our wish that many more companies incorporate drug-free workplace in their CSR.

Drug use in the workplace poses hazards not just to the users themselves but to their co-workers as well. As an example, I knew of a company which has very strict entry policies, but which at one time, found one of their guys under the influence of drugs entering an area with "No Smoking" and then smoked, thus endangering the lives of his co-workers

I am therefore encouraged by the request of the organizers of this Congress for me to talk about my office's advocacy, which is at the same time, their contribution to the national efforts for the promotion of drug-free workplaces. Along with this is the challenge to sustain the people's interest to combat the drug menace in their respective workplaces and communities.

We may not completely protect the workers this year, from the ill effects of dangerous drugs, but we can make an honest effort to insulate them through proper indoctrination. As a starter, I suggest that we emphasize basic rules of modest living. The basic moral concept should be couched in a language that can be easily understood by everyone and innate in every individual regardless of age, educational attainment or economic status. And our battle cry should be, "No drugs in the workplace". By reinforcing this simple concept, we can empower the average workers and introduce them to the realm of drug abuse prevention and control. To the delegates, I wish you all the best. To the organizer, I extend my gratitude for the opportunity to address you and share my thoughts. This Congress manifests your general interest to become drug busters in your own right. Moreover, we appreciate the initiatives and the dynamism of the OSHC in organizing these worthwhile activities. I sincerely hope that this Congress will be a continuing endeavor to help empower the youth as well as the other sectors of the society towards the achievement of the vision of a drug free Philippines.

Good day to all!

Atty. Jose Sonny Matula
National Vice President
Federation of Free Workers (FFW)

Isang malayang pagbati sa inyong lahat mula sa Federation of Free Workers

Corporate Social Responsibility, tingnan nyo ang mga langgam. Tulad ng ginagawang paghahanda sa panahon ng pangangailangan. Tulad ng boy scouts, sila ay laging handa.

Titingnan natin na ang paghahanda ay napakaimportante sa buhay nating lahat. Like our employer, tripartite din ang approach na ginagamit natin to prevent labor dispute - may pinag-uusapan na para maresolba. Tayo ay naghahanda upang makamit natin ang magandang lipunan na ang lahat ay magkaroon ng pagkakapantay ng karapatan at mayrong makatarungang oportunidad sa bawat isa.

Sabi ng dakilang Justice Suprema ng Estados Unidos. there are three kinds of men, and they are:

“Those who want to make things happen,
Those who make things happen, and
Those who wonder what happened!”
O sa ating wika ay,
“Gusto ng pagbabago
nakatingin lamang sa mga pagbabago
natulala sa mga pagbabago ! »

Kabilang sa unang uri ng mga tao na ang gustong hawakan ang pagbabago at ginagawa natin sa pamamagitan ng pag-aaral.

Tayo ay mga taong nangarap sa araw. There are two types of dreamers nga daw:

“Dreamers of the day – pursue their dreams before their eyes
Dreamers of the night – forget their dreams after they wake up in the morning!”

We are like dreamers of the day because we pursue our dreams with open eyes.

Mr. Rene E. Cristobal
Vice President
Corporate Social Responsibility Committee
Employers Confederation of the Philippines (ECOP)

Magandang hapon po sa inyong lahat!

In behalf of the ECOP, specifically the CSR which I chaired, I would like to congratulate you the participants of this Congress. Kudos are also in order to the OSHC for conducting this Congress

Zero Accident. During my last twenty years, there are two terms that are becoming very popular. One is instant. –there are instant coffee, noodles, medicine, sex and food. The effect of this is that we become little lazy because we do not prepare the food now. But these foods may not be healthy for our body.

Health and safety is not an instant revenue or practice. It takes time. And what you have gone through these past two or few days is to understand and to know what it means to have a healthy and safe workplace.

The other term is zero accidents - zero coca cola, max, sugar like artificial sugar. Anything that is not natural has side effects.

In the late 90s, there was a survey made. This was credited to Professor Divina Edralin of the DLSU who wrote the article on, “Factors Influencing the Observance on the Core ILO Labor Standards by Manufacturing Companies”. This was published in the book entitled, “The Filipino Worker in the Global Economy”, edited by Leonardo Lanzona, Jr. and funded by the Philippine APEC Studies Center Network and PIDS. They surveyed 125 unorganized and organized companies in Metro Manila involved in manufacturing and among the 175 respondents both coming from the union and management. They came to this conclusion that the overall level of conformity by all those companies who were surveyed especially with regards to the 6 labor standards is satisfactory. Nothing remarkable. And the six core labor standards – freedom of association, human rights, force labor, quality of opportunity and employment. What are important is what are those facilitating factors that made compliance satisfactory; and what are those factors that hinder the compliance to labor standards? One of the very important standards involve occupational health and safety, such as:

1. compliance by companies –because of zero accident, they are productive and efficient
2. sincerity of management to ensure that labor standards are imposed
3. harmonious labor management relations
4. management adherence to respect of human rights and labor rights.
5. fair treatment of employees
6. management awareness of being well informed about labor standards

But what about those factors that hinder or block compliance to these labor standards? Some of these have been identified as:

1. inefficiency and local activity of the employees
2. the high cost of operative funds and capitalization in order to help Zero Accident Workplace (ZAW) – intense competition for jobs – so many unemployed and underemployed
3. lack of sincerity from management in ensuring enforcement health and safety;
4. irregular monitoring by the authorities;
5. absence of clear guidelines and specified qualification of employees
6. laws and policies by the government are not realistic for most companies.

The root cause of having a ZAW starts with the mind and heart . It starts with the thinking and not with the doing. If you really look at our laws, our policies, our practices - all of them are very good. But where do we fail? They said in the implementation.. so I think, we should be zeroing in on changing the minds of all stakeholders; renewing the minds toward having respect for one another and because of this respect, we will develop healthy and safe practices. So let me see that we will attain ZAW, if we start w/ zero dishonesty in the workplace, zero greed, zero fear, zero graft, zero disrespect. if we have this in the workplace, we will have Zero Accident, health and safety workplaces. But it must start with the families. We have to have a healthy and safe family, healthy and safe workplaces, healthy and safe communities, and a healthy and safe nation and the rest of the world. In that note, we will have health, peace and progress.

Good day to all!

Organizing, Scientific and Technical Committee

Exec. Dir. Dr. Dulce P. Estrella-Gust
Chairperson

Dr. Ma. Teresita S. Cucueco
Vice-Chairperson

Members:

Dr. Maria Beatriz Villanueva
Engr. Nelia G. Granadillos
Engr. Jose Maria S. Batino
Ms. Rosanna M. Tubelonia
Ms. Yolanda G. Reyes

Messages and Resolutions Committee

Exec. Dir. Dr. Dulce P. Estrella-Gust
Chairperson

Dr. Ma. Teresita S. Cucueco
Vice-Chairperson

Members:

Engr. Jose Maria Batino
Dr. Maria Beatriz Villanueva
Ms. Joyce Ann Dela Cruz
Engr. Alex Marlo Sacabon
Ms. Cyre Cabredo

Programs and Invitations Committee

Engr. Nelia G. Granadillos
Chairperson

Engr. Carlos Cortes, Jr.
Vice-Chairperson

Members:

Engr. Melba Marasigan
Engr. Lauro Canceran
Engr. Christine Marie Pangindian
Ms. Rosalee Fajilan
Ms. Jeane Mendoza
Ms. Evelyn Tandyu
Ms. Charlene Parafina
Engr. Maria Elena Diez
Ms. Cyre Cabredo
Ms. Maria Erica Mercado
Ms. Dianne Ramos

Registration and Reception

Engr. Jose Maria S. Batino

Chairperson

Engr. Concepcion T. Sto. Tomas

Vice Chairperson

Members:

Engr. Dennis Aquino
Engr. Alex Marlo Sacabon
Engr. Onna Cruz
Engr. Ramon Fernando
Engr. Andrew Edward Ang
Ms. Avelina Viado
Ms. Vinia Cadelina
Ms. Cleotilde Luistro
Ms. Lourdes De Guzman
Ms. Maria Jayona
Ms. Marissa Melgarejo
Ms. Patrick Noel Bunag

Publicity Committee

Ms. Rosanna M. Tubelonia

Chairperson

Ms. Mamie Pebrada

Vice-Chairperson

Members:

Ms. Marjorie Santos
Ms. Elsa Bontigao
Ms. Anita Campos
Ms. Edeliza Gallo
Ms. Anna Lissa Malapitan
Ms. Maritess Sison
Ms. Leonardo De Leon
Ms. Antonino Marasigan

Information Technology Assistance

Mr. Elpidio Jayona Jr.

Chairperson

Mr. Santiago Aguilar

Vice Chairperson

Members:

Mr. Rodolfo Mercado
Mr. Lualhati Alejandro
Mr. Guiovani Gonzales
Mr. Elson Soneja
Mr. Genevieve Licos

***Physical Arrangements, Posters, Documentary
Films, Product and Photo Exhibits Committee***

Mr. Rey Jose Soriano
Chairperson

Mr. Charlie Solo
Vice Chairperson

Members:

Engr. Gines Timosa
Mr. Angelito Macawili
Mr. Raul Dela Cueva
Mr. George Ascano
Mr. Mario Escobar
Mr. Edwin Hagoot
Mr. Reynaldo Decain
Mr. Rodolfo Mata

Ways and Means Committee

Ms. Yolanda G. Reyes
Chairperson

Ms. Maria Jayona
Vice-Chairperson

Members:

Ms. Josephine Tamayo
Ms. Marie Christine Batino
Mr. Patrick Bunag
Ms. Marissa Melgarejo
Ms. Rosario Lim
Mr. Jonathan Garachico
Mr. George Ascano
Mr. Benjamin Miergas
Mr. Mario Escobar
Mr. Rey Arucan
Mr. Rodolfo Mata
Mr. Reynaldo Decain
Mr. Victorio Manuel
Mr. Edwin Hagoot

Fellowship Committee

Ms. Enriqueta Sarita
Chairperson

Ms. Genevieve Licos
Vice Chairperson

Members:

Ms. Joyce Ann Dela Cruz
Ms. Lualhati Alejandro

Security and Parking

Engr. Dennis Aquino
Chairperson

SO Elbert N. Repasa (Vigilant Security)
Vice Chairperson

Members:

Mr. Rey Arucan
Mr. Rodolfo Mata
Mr. Reynaldo Decain
Mr. George Ascano
Mr. Mario Escobar

Documentation

Dr. Maria Beatriz Villanueva
Chairperson

Rosanna M. Tubelonia
Vice Chairperson

Dr. Marissa San Jose
Vice-Chairperson

Members:

Dr. Maria Pureza Fontelera
Dr. John Dale Hizon
Dr. Easter Joy Prosia
Ms. Fortunata Baco
Mr. Wilfredo Tandayu
Ms. Clarissa Yu
Ms. Luz Andrea Garachico
Ms. Ma. Teresa Andres
Ms. Winnie Aguilar
Ms. Mamie Pebrada
Engr. Maria Elena Diez
Engr. Gines Timosa
Engr. Andrew Edward Ang
Ms. Joyce Ann Dela Cruz
Ms. Marie Christine Batino

List of Participants

NAME OF PARTICIPANTS	POSITION	COMPANY
1. Amel P. Abache		Sunwest Resources & Aggregates
2. Rodolfo G. Abad	Safety Engineer	Metro Stonerich Corp.
3. Salvador M. Abasolo	Safety Officer	The Bellevue Manila
4. Loreto C. Abella	Sr. Safety Specialist	Subic Bay Metropolitan Authority
5. Jacqueline L. Abola		Atmel-ALP Test Company, Inc.
6. Henry A. Adion		
7. Romel A. Agbing		Edward Keller (Philippines), Inc.
8. Rolando P. Aguilar		Del Monte Phils., Inc.
9. Dennis D. Aguinaldo	Safety Officer	Golden Fortune Technobuilt, Inc.
10. Marvin I. Alcazar		RI Chemical Corp.
11. Rebecca V. Aldeguer	Manager, Group Social & Environmental Affairs	Adidas Philippines Co., Inc.
12. Raul M. Aleria		Del Monte Phils., Inc.
13. Romeo G. Algame, Jr.	Staff Engineer Assistant	Universal Robina Corp.,-CARSUMCO
14. Estelito C. Aliño, Jr.		Hitachi Air Conditioning Products (Phils.), Inc.
15. Ivy M. Alintanahin	Engineer	First Sumiden Circuits, Inc.
16. Melvin R. Alonzo		Rapu-rapu Minerals, Inc.
17. Florante F. Alvero	Officer A	San Pablo City Water District
18. Abraham A. Amon		Cherubin Rubber Corporation
19. Rachelle Frances G. Amores	Safety Officer	Sykes Asia, Inc.
20. Edwin C. Andrin	Safety Officer	Corp.
21. Ericson P. Angosta		Smart Shirts Phils., Inc.
22. Renato S. Antazo		Asia Pro Cooperative
23. Rommel S. Aparri	Safety Engineer	Piplay, Inc.
24. Oliver R. Apostol		Quirino Electric Cooperative
25. Mila Hazel B. Aquino		SSPEX Sanitation Systems
26. Loreto H. Arenal	Contactar / Safety Practitioner	Service
27. Vivian Q. Ariunday	Coordinator	Miriam College
28. Ronaldo N. Armado	Assistant Chief Steward	The Bellevue Manila
29. Felix L. Arriessgado	Supervisor	The Bellevue Manila
30. Teodoro M. Atienza	Sales & Marketing Officer	Optimal Laboratories, Inc.
31. Agerico Jose Y. Atienza		Red Ribbon Bakeshop, Inc.
32. Jose B. Ativo, Jr.		Sunwest Resources & Aggregates
33. Arnie N. Badong		Welminde Mfg. Corp.
34. Wanda C. Baje	Medical Officer	CCA Manila
35. Cornelio C. Ballon	Production Manager	Toms Mfg., Corp.
36. Jayson C. Banad	Section Head	(CAGELCO II)
37. Reynel M. Bancal		CP Kelco Phils., Inc.
38. Ernesto R. Baria, Jr.		Energy Development Corp.
39. Edgard A. Bate	Safety Officer	Subic Water & Sewerage Co., Inc.
40. Glenn A. Bautista		Tarlac II Electric Cooperative, Inc.
41. Rodell I. Beato	QMS: EMS Head	Toyo Ink (Phils.), Co., Inc.
42. Orson H. Beltran	Distribution Assistant	Golden A.B.C., Inc.
43. Socorro P. Bendijo		Cargill Phils., Inc.
44. Raul Z. Bermundo	Safety Training Officer	Mabuhay Vinyl Corp.
45. Loida A. Billones		Phil. Batteries, Inc.
46. William C. Billote	Safety Officer	CBK Power Company Limited
47. Angel B. Buce		New San Jose Builders, Inc.
48. Amel R. Buergo		Vishay (Phils.), Inc.
49. Lilian T. Cacayurin	Head	(CAGELCO II)
50. Loreli T. Calado	Human Resources Manager	Zeller Plastik Phils., Inc.
51. Precious Anne G. Calderon	Corporate Nurse	Magsaysay Group of Companies
52. Ferdinand D. Cambe	Deputy	True North Mfg. Services Corp.

NAME OF PARTICIPANTS	POSITION	COMPANY
53. Andrew L. Campolet	Safety Officer	Moog
54. Julius M. Caparas		National Transmission Corp.
55. Socorro L. Capili	OH Nurse	Clark Dev't. Corp.
56. Edwin F. Carbonell	Manager, Security Division	Branch
57. Samuel Jose A. Cardenas		Medical Colleges of Northern Philippines
58. Conrado C. Casem		Safety House, Inc.
59. Arnold G. Castro	Operations Manager	Services
60. Erlinda M. Catala		Services
61. Ramir V. Cebedo	Manager / Safety Officer	Takata (Phils.), Corp.
62. Dale A. Challongen	OIC-FISD	Philippine Economic Zone Authority
63. Johnny T. Chan		Vishay (Phils.), Inc.
64. Jenny S. Chua	General Manager	JM Ecotech Solutions Co.
65. Neil A. Clar De Jesus	SSE Officer	A. Magsaysay, Inc.
66. Arnel L. Clavero	Facilities Maintenance Officer	MMLDC Foundation, Inc.
67. Noel P. Colina	Executive Director	Safety Development
68. Manuel I. Cortina		Asia Pro Cooperative
69. John T. Costales	HSE Officer	CCIC Qatar
70. Arnulfo M. Cruz		Nippon Paint Phils., Inc.
71. Marcelino O. Cruz		Baliwag Transit, Inc.
72. Nelmor C. Cueto	Safety Officer	Honda Phils., Inc.
73. Benjamin C. Cura, Jr.	Safety Officer	Yokohama Tire Phils., Inc.
74. Marqvon Hazel T. Daffon		JVX Engineering & Const. Services
75. Gabriel C. Dalloran	Sr. Agrarian Reform Officer	Department of Agrarian Reform
76. Daniel N. David	Coordinator	True North Mfg. Services Corp.
77. Christy V. David	Safety Officer	Yokohama Tire Phils., Inc.
78. Neil Brenzton B. Dayan	Safety Officer	DLS-College of St. Benilde
79. Yolanda Q. De Borja	Officer	Team Pacific Corp.
80. Lanie I. De Guzman	Engineer	Hitachi Global Storage Tech. (Phils.), Corp.
81. Rubina D. De Guzman	Manager	Hitachi Global Storage Tech. (Phils.), Corp.
82. Bernard I. Dela Cruz	Chief, Electrical Engineer	Universal Robina Corp., - CARSUMCO
83. Jerico M. De Leon	Safety Officer	Fieldmen Janitorial Services Corp.
84. Emma J. De Lota		Sorsogon Electric Coop.
85. Dilmar S. De Vera	EHS Engineer	Essilor Mfg. Phils., Inc.
86. Dante M. Deang	Officer	Smart Shirts Phils., Inc.
87. Benita D. Del Rosario	Administrative Department Head	Philippine Daily Inquirer, Inc.
88. Alfredo D. Dela Paz, Jr.	Safety Officer	Nanox Phils., Inc.
89. Raqi Lowel M. Dela Peña	Staff / Supervisor	Epson Precision (Phils.), Inc.
90. Rene A. Deles	Training Manager	Covanta Phils. Operating, Inc.
91. Gabriel G. Delorino	Security Driver	Tamaraw Security Services, Inc.
92. Mary Jane R. Delos Angeles		Edward Keller (Philippines), Inc.
93. Joanne S. Dionela	HSES & Training Head	Pandacan Depots Services, Inc.
94. Lylia L. Discartin		Phil. Government Emp. Asso.
95. Katherine M. Distor	HR Assistant	FC.F. Sharp Group of Companies
96. Alvin O. Dizon	Section Head	Tarlac II Electric Cooperative, Inc.
97. Wilfredo H. Dolleton	Supervisor	PDM Phils., Inc.
98. Alex E. Domingo		Quirino Electric Cooperative
99. Crisanta E. Donato	Safety Specialist	The Medical City
100. Peter G. Dumelod	Operations Manager	CARSUMCO
101. Johnny Y. Elladora	Safety Officer	Tri-Phil International
102. Elmer V. Rubico	Safety Officer	Roberts Automotive & Ind'l. Parts Mfg., Corp.
103. Roman L. Escobedo	Practitioner	Sorsogon Electric Coop.
104. Maria I. Escobedo		Sorsogon Electric Coop.

NAME OF PARTICIPANTS	POSITION	COMPANY
105. Roman L. Escobido		Individual
106. Leonilo L. Esguera		In
107. Marietta Q. Esteban		CE Casechan Water & Energy Co., Inc.
108. Guillermo V. Estipona, Jr.	Administrative Officer	Dept. of Environment & Natural Resources
109. Norente Jose O. Estuye	Safety Officer	New City Builders, Inc.
110. Dulce B. Evangelista		Inventory Management Services, Inc.
111. Ma. Rowena S. Faustino	HR Officer	United Pulp & Paper Co., Inc.
112. Gem F. Fedalizo	Operations Specialist	First Philippine Industrial Corporation
113. Bernie A. Federico		Essilor Mfg. Phils., Inc.
114. Josephine Y. Fernandez	Company Physician	Universal Robina Corp.- CARSUMCO
115. Ramon E. Ferreria	Shift Supervisor	PDM Phils., Inc.
116. Antonio T. Ferwelo	Environmental Affairs	Branch
117. Joycelin F. Flojo	Nurse IV	Branch
118. Ramil S. Florendo		Tarlac II Electric Cooperative, Inc.
119. Cornelio A. Flores	Senior Safety Assistant	Asian Development Bank
120. Joefil V. Flores	Safety Assistant Supervisor	SCAD Services (S) Pte., Ltd.
121. Gretchen A. Fontejon		Atlantic Coatings, Inc.
122. Erwin S. Fortez	Technician III	Bangko Sentral ng Pilipinas - Lucena Branch
123. Chrisabelle Joy S. Francisco	Pollution Control Officer	JM Ecotech Solutions Co.
124. Noel L. Fuensalida	Facilities / EHS Coordinator	Zeller Plastik Phils., Inc.
125. Byron Philip L. Gabriel	EHS and Security Head	Universal Leaf Philippines, Inc.
126. Jomel C. Galang		National Transmission District]
127. Christian C. Galero	EHSS Officer	Diageo Phils., Inc.
128. Romeo M. Gamboa	Safety Officer	RN Ferrer & Associates
129. Ronaldo R. Garcia		St. Andrews School
130. Felicitas Socorro T. Gloton	Nurse II	National Food Authority
131. Jun F. Gonzales	Pollution Control Officer	Bangko Sentral ng Pilipinas - Bacolod Branch
132. Ma. Carmelita M. Guiao	Senior Safety Specialist	Subic Bay Metropolitan Authority
133. Richard Julius C. Guiman	Company Physician	P. IMES
134. Jason D. Hermano	Security Manager	TIMEX Phils., Inc.
135. Margarito D. Hernandez	President - CEO	Our Lady of Caysasay Medical Center
136. Peter A. Ignacio	Union President	Inertech Industry, Inc.
137. Emelita C. Ignacio	Medical Technologist I	National Food Authority
138. Efren P. Impreso	Manager, ESH & Gen. Services	First Philippine Industrial Corporation
139. Marq John C. Inocencio	Safety Officer	JBK Engineering Const.
140. Ranie A. Jadormio	People Resource Development	Moog Controls Corp.
141. Eduardo R. Jamias, Jr.	ESH Lead	Monsanto Phils., Inc.
142. Gene Kenneth F. Javier	Safety Officer	Sykes Asia, Inc.
143. Philip C. Joson		National Transmission Corp. (Transco)
144. Herminia P. King	HR Manager	Philippine Amusement Lab., Inc.
145. Rodrigo S. Lagura, Jr.	EHS Assistant	Alcoa CSI Philippines, Inc.
146. Geronimo J. Larracas		RI Chemical Corp.
147. Raquel N. Laxa	Company Nurse	Pampanga II Electric Cooperative, Inc.
148. Roel S. Lercana	Prod. OIC	Victory Industrial Co., Inc.
149. Ariston Q. Lico		The Manila Southwoods Golf & Country Club
150. Nelson G. Lingat	SCAD Manager	SCAD Services (S) Pte., Ltd.
151. Ariel Restituto F. Lintag	HSE Officer	Subic Shipyard & Engineering, Inc.
152. Pewee L. Llandino	Safety Specialist	Tollways Management Corp.
153. Eduardo C. Lovedorlal	Administrative Officer	Albay Agro-Industrial Dev't. Corp.
154. Robert G. Magno		Inchem
155. Ruby S. Magsino	Administrative Officer	Miriam College

NAME OF PARTICIPANTS	POSITION	COMPANY
156. Michael M. Malicsi	Facility Engineer	Toyo Ink (Phils.) Co., Inc.
157. Bernadette D. Mangio	Safety Officer	Clark Dev'y. Corp.
158. Nancy M. Mangune		Essential Mfg.
159. Ma. Victoria V. Manrique	HRD & Admin. Manager	Tri-Phil International, Inc.
160. Agnes A. Maralit	Senior Analyst	Optimal Laboratories, Inc.
161. Raquel M. Mendoza	Supervisor	Epson Precision (Phils.), Inc.
162. Leonardo B. Mendoza	Kooler Service Supervisor	Philippine Amusement Lab., Inc.
163. Ferdinand R. Mendoza		Maritime Safety Office
164. Ma. Rachel G. Miguel	Human Resource Officer	University of St. Louis
165. Rosalyn M. Millena	Safety Specialist	Subic Bay Metropolitan Authority
166. Jimmy S. Mirabueno	Fire & Safety Technician	Covanta Philippines Operating, Inc.
167. Ricardo Jose G. Miranda		Maynilad Water Services, Inc.
168. Rosalinda V. Molina	Company Nurse	Epson Precision (Phils.), Inc.
169. Albert C. Montano	Production Manager	Philippine Amusement Lab., Inc.
170. Jasser C. Morales	HES Engineer	Chevron Geothermal Phils. Holdings, Inc.
171. Albert M. Morales		
172. Norman N. Morte	Maintenance	MMLDC Foundation, Inc.
173. Cecilio R. Navarette	Safety Specialist	Chevron Geothermal Phils. Holdings, Inc.
174. Ma. Angela C. Navarette	Officer	Healthway Medical, Inc.
175. Leopoldo L. Nodalo, Jr.	Sr. Staff Safety Specialist	Chevron Geothermal Phils. Holdings, Inc.
176. Christopher F. Notarte	People Resource Dev.	Moog Contols Corp.
177. Iryn H. Noynay	Project Engineer	JB & P Construction & Trading Co.
178. Fevito A. Obidos, Jr.	University Researcher	UP Manila
179. Dennis C. Ofalza	Safety Officer	MD Tech. Phils., Inc.
180. Ronaldo E. Ofracio		Bangko Sentral ng Pilipinas - GenSan Branch
181. Daniel H. Oliva	Sous Chef	The Bellevue Manila
182. Edgardo M. Orosco		Albert Smith Signs Inc.
183. Genor Y. Oyapoc	HR	MLS Brake & Steel Industry
184. Joven Ceazar C. Pabiz		Vector Property Mfr., Inc.
185. Isagani G. Palmes		Palawan Electric Coop.
186. William Moore M. Pantoja	Safety Officer	Bridgestone Precision Molding Phils.
187. Servillano S. Parana	Technical Manager	Eterton Multi-Resources Corp.
188. Abraham O. Pascua, Jr.	Safety Coordinator	Universal Robina Corp.
189. Jessie B. Pascua	EMS Officer	Toyo Ink (Phils.) Co., Inc.
190. Mary Rose T. Paterno	Environment Officer	A. Magsaysay, Inc.
191. Virgilio R. Patricio	Chairman, Safety & Health	Flexo Manufacturing Corp.
192. Ronaldo C. Paungan	Safety Manager	Leighton Phils., Inc.
193. Arnold Q. Perea	Safety Officer	PDM Phils., Inc.
194. Jonifer L. Perez	Logistics Assistant	Cargil Phils., Inc.
195. Bernadett A. Quila	Purchasing Specialist	First Philippine Industrial Corporation
196. Leonidas P. Quinto	Officer	A. Magsaysay Training
197. Mae S. Rabanal	Company Nurse	Cagayan II Electric Cooperative, Inc.
198. Dindo B. Radam	Security & Safety Coordinator	Century Properties, Inc.
199. Jerome Luigi A. Ramirez	HES Engineer	Chevron Geothermal Phils. Holdings, Inc.
200. Ronaldo T. Ramirez		Inchem
201. Angelito F. Ramo	Paroll Clerk	RPJ Dev't. Inc. (The Bellevue Manila)
202. Rodrigo C. Reginio		Palawan Electric Coop.
203. Rhodney L. Remata	Site Health & Safety Officer	Poyry Energy, Inc.
204. Eduardo C. Reyes	Security & Safety	San Miguel Yamamura Asia Corp.
205. Elenita B. Reyes		Inchem
206. Glenda D. Reyes	EHS Manager	Alcoa CSI Philippines, Inc.

NAME OF PARTICIPANTS	POSITION	COMPANY
207. Jayson E. Reyes		Primewater Infrastructure Corp.
208. Joseph Dennis R. Reyes	SPCO	Yokogawa
209. Reginald Joseph M. Reyes	OHSM Representative	Trust International Paper Corp.
210. Ronwaldo R. Reyes	Staff / Supervisor	Epson Precision (Phils.), Inc.
211. Aiza Marie C. Rivera	HR Assistant	FIBRE Sorting, Inc.
212. Reynaldo C. Rivera	PCO & Safety Manager	Arms Corp. of the Phils.
213. Salvador Y. Rivera, Jr.		National Power Corp.
214. Alberto P. Roldan	Assistant Design Coordinator	Asian Development Bank
215. Randy D. Romero	Safety Officer	Pampanga II Electric Cooperative, Inc.
216. Melvin P. Roque	HSES & Training Head	Pandacan Depots Services, Inc.
217. Paulo N. Roque	Assistant Plant Engineer	Friction Materials Corp.
218. Reynaldo D. Rosal	Shift Supervisor	PDM Phils., Inc
219. Glenjoy T. Rosana		Bangko Sentral ng Pilipinas
220. Audrey T. Rosete	Administrative Officer	Dept. of Environment and Natural Resources
221. Vincent M. Rosimo	Engineering Specialist	First Philippine Industrial Corporation
222. Imelda H. Rubiano	Estimator	Golden Fortune Technobuilt, Inc.
223. Charina I. Rubio		Edward Keller (Philippines), Inc.
224. Robert Joseph G. Rubio	OHP	Wilkins (Coca-Cola BOI, Gen. Trias)
225. Sherwin M. Salazar		Nidec Phils.
226. Gwendellyn Rose C. Samonte	Corporate Safety & QC Manager	M+W Zander Phils., Inc.
227. Maurino M. San Vicente	Manager	Transitions Optical Phils., Inc.
228. Robert S. Santiago	Vol. Fire Officer	Infinite Systems Technology Corp.
229. Evelyn C. Santos		Primewater Infrastructure Corp.
230. Ricardo I. Santos, Jr.	Officer	Holcim Phils., Inc.
231. Jovito L. Sarno	Safety Manager	United Pulp & Paper Co., Inc.
232. Conrado P. Soriano	Corporate Safety Manager	Maynilad Water Services, Inc.
233. George S. Solano	Assistant GSR Manager	Tri-Phil International, Inc.
234. Jose Niko S. Soquena	Maintenance Manager	Vector Property Mfr., Inc.
235. Manuel N. Sy Peng, Jr.		Essential Mfg.
236. Fely G. Tacadao	Company Nurse	FCC (Philippines) Corp.
237. Stephanie TS. Tan	HES Engineer	Holdings, Inc.
238. Joey C. Taroc	Safety Officer	RBS Consultancy
239. Cedric D. Ticobay	Maintenance Department	Brent Hospital and College Inc.
240. Christian Melvin C. Ticzon	Safety Officer	Megawide Construction Corp.
241. Efren E. Tiemsin	Operations Technician	First Philippine Industrial Corporation
242. Noel N. Tolentino	Administrative Manager	Bridgestone Precision Molding Phils.
243. Marvelito M. Torneros	HRMO 1	Philippine Heart Center
244. Greta J. Trocio	Company Physician	Acbel Polytech Phils.
245. Charlie B. Umbaad	Safety Engineer	ACP Test Company, Inc.
246. Magdalena g. Urriza		Honda Phils., Inc.
247. Antonio R. Valdez, Jr.	Safety Officer	RKN Enterprises
248. Ruperto C. Valencia, Jr.		
249. Frederick John A. Villaflo	Safety Officer	CP Kelco Phils., Inc.
250. Boots S. Villaflo	Officer	Miriam College
251. Roserel L. Virtudazo	Council Member	National Poverty Commission
252. Francisco V. Vivas	Environment & Safety Manager	Samsung Electro-Mechanics Phils., Corp.
253. Roman M. Wanasen		Nathar International Inc.
254. Jason S. Wayet	Safety & Training Officer	Benguet Electrical Cooperative, Inc.
255. Dominador T. Yap	Construction Manager	Golden Fortune Technobuilt, Inc.

**11TH NATIONAL OCCUPATIONAL SAFETY AND HEALTH CONGRESS
“ZERO ACCIDENT PROGRAM: KEY TO SAFE, HEALTHY AND PRODUCTIVE WORKPLACES”
OCTOBER 8-10, 2008**

Whereas, the Philippines is committed to the Seoul Declaration adopted in 2008 at the 18th World Congress on “Safety and Health at Work” on the promotion of a national framework for OSH in accordance with ILO Convention No. 187;

Whereas, the Zero Accident Program (ZAP) is the Flagship Program of the Department of Labor and Employment (DOLE) and a key component of National OSH Medium-Term Plan 2006-2010;

Whereas ZAP is a national strategy spearheaded by the OSHC to promote safety and health of workers through advocacy, capability building, compliance, network/linkages and a means for raising the productivity and competitiveness of establishments;

The 11th National Occupational Safety and Health Congress, providing a unique forum for taking stock of relevant policies and programs, has set the following priorities, in particular:

- Uphold the dignity and rights of all Filipino workers, locally and overseas, and challenge any denial of these rights;
- Strengthen programs on safety and health as well as on social protection for vulnerable sectors including workers in the informal sector, women workers, older workers, young workers, migrant workers, differently abled persons, indigenous peoples and persons afflicted with HIV/AIDS;
- Continue sharing good practices that serve as models and benchmarks in such areas as construction safety, health and safety in hospitals and in all private and public offices;
- Urgently address the hazards of chrysotile asbestos use in the country and advocate for its total ban;
- Promote awareness among all stakeholders regarding the proper use of chemicals including the support to the Globally Harmonized System of Labelling of Chemicals (GHS);
- Cooperate with the DOLE, in particular its Regional offices and the OSHC, in expanding national, regional and local networks among establishments, employer and worker organizations, OSH practitioners or LGUs through innovative mechanisms like tripartite industrial peace councils;
- Support Government initiatives and policies to achieve full compliance with Occupational Safety and Health Standards (OSHS) through self-assessment, inspection and/or technical assistance under the Labor Standards Enforcement Framework;
- Promote the use of OSH practices in Corporate Social Responsibility programs as means for sharing experiences on preventive occupational safety and health with schools, local communities and the informal sector; and
- Integrate safety and health in programs on disaster preparedness management, climate change, and emergency responses and to build necessary technical and administrative capacity and capability;

We, the participants of the 11th National Occupational Safety and Health Congress, representing stakeholders in the private and public sectors and civil society, commit ourselves:

to support all initiatives towards addressing the priority issues identified at the Congress and to always uphold and promote the Zero Accident Program (ZAP) as the flagship program under the National Medium Term Plan on OSH 2006-2010.

Done at the Occupational Safety and Health Center of the Department of Labor and Employment in Diliman, Quezon City this 10th day of October 2008.