

P R E F A C E

The theme for the 9th NOSH Congress, "OSH: Essential for Decent work" came at a very opportune time. OSH and Decent Work is part and parcel of the challenges facing social partners to translate the country's Medium Term Plan into practical programs especially as it relates to programs for the underserved sectors of our society. It is doubly significant because of the preparations for a Comprehensive Integrated National OSH Plan and the Medium-Term Plan on OSH for 2006-2010..

Decent work can not remain the prerogative of the minority of workers in the formal sector but must also be extended to the disadvantaged groups with very little resource to social protection. The 9th NOSH Congress have taken cognizance of this predicament. Aside from focusing on the OSH concerns of traditionally-known hazardous sectors and industries, papers touched on the concerns of OFWs, children and youth at work, the informal sector and women. Good and best practices of some of the country's leading practitioners and organizations on OSH were also presented.

At the end, all participants agreed to sign and pledge themselves to a Joint Resolution which further underscored the many programs that must still be done to comprehensively cover the protection of Filipino workers.


Dr. Dulce P. Estrella-Gust
Executive Director

**9th NATIONAL OCCUPATIONAL SAFETY
AND HEALTH CONGRESS**
October 21-22, 2004
Occupational Safety and Health Center
Quezon City, Philippines

PROGRAM OF ACTIVITIES

Day 1 (October 21, 2004)

8:30 – 9:00 AM	Registration
9:00 – 10:00 AM	Opening Ceremonies
	Invocation
	National Anthem
Welcome Remarks	Dr. Dulce P. Estrella-Gust Executive Director Occupational Safety and Health Center (OSHC)
Messages	Mr. Avelino V. Valerio Vice President Trade Union Congress of the Philippines (TUCP)
	Atty. Rene Y. Soriano President Employers' Confederation of the Philippines (ECOP)
	Mr. Carlos Antonio Q. Añonuevo Program Coordinator Friedrich Ebert Stiftung
	Ms. Carmela I. Torres Deputy Director, International Labour Organization (ILO) Subregional Office for South-East Asia and the Pacific
Introduction of Keynote Speaker	Dr. Dulce P. Estrella-Gust
Keynote Speech	Hon. Josephus B. Jimenez Undersecretary Department of Labor and Employment (DOLE)
10:00 – 10:15 AM	
Opening of Exhibits	Hon. Josephus B. Jimenez
10:15 – 10:30 AM	BREAK

SCIENTIFIC PROGRAM

Day 1 (October 21, 2004)

PLENARY I: GLOBALIZATION AND SOCIAL PROTECTION

Chair: Ms. Carmela Torres, Deputy Director, ILO Subregional Office for South-East Asia and the Pacific Manila Office

- 10:30 – 11:00 a.m. **A Fair Globalization & Decent Work**
Mr. Aurelio Parisotto, Sr. Enterprise Development & Employment Specialist, ILO-IPEC Manila
- 11:00 – 11:30 a.m. **The Current State of OSH Administration: A Critique**
Atty. Benedicto Ernesto R. Bitonio, Jr., Assistant Secretary, DOLE
- 11:30 AM – 12:00 nn **OPEN FORUM**
- 12:00 NN – 1:00 p.m. **LUNCH BREAK**
- 1:00 – 5:00 p.m. **SIMULTANEOUS SESSIONS**

SESSIONS

SESSION A: SITUATIONER

Chair: Mr. Ciriaco Lagunzad
Executive Director
National Wages and Productivity Commission (NWPC)

SESSION B: HAZARDS AND RISKS

Chair: Dr. Lynn Crisanta R. Panganiban
Head, National Poisons Control and Information Service, PGH

SESSION C: POLICY LEGISLATION

Chair: Mr. Isidro Antonio Asper,
Executive Assistant to the President
Federation of Free Workers (FFW)

- 1:00 – 1:20 p.m. **The Implementation of the Strategic Plan on OSH 1998 – 2004**
Dr. Dulce P. Estrella-Gust, Executive Director, OSHC

Prevention of Asbestos-Related Diseases: Experiences Gained in Japan

Dr. Naomi Hisanaga, Chief,
International Center National Institute of Industrial Health

Public Health Monitoring

Dr. Desiree M. Narvaez, Chief, Environmental and Occupational Health Office, DOH

- 1:20 – 1:40 p.m. **Development in OSH for Informal Sector Workers**
Ms. Susanita G. Tesiorna, Sectoral Representative-WIS,
National Anti-Poverty Commission (NAPC)

Status of the Chrysotile Asbestos Industry

Mr. Jose G. Wambangco, Jr., PRO,
Association of Asbestos Industries of the Phils., Inc.

PCB Management in the Philippines

Engr. Isaac M. Moreno, Technical Assistant of
POPs Management Office, EMB-DENR

1:40 – 2:00 p.m.

OSH for Barangay Micro Business Enterprises,
Engr. Allan B. Cuya, Engineer II, OSHC

HIV/AIDS Prevention Control Programs for OFWs,
Dr. Florence M. Tadiar, Regional Expert, CHASSPAR

Work Environment Conditions in Local Government Units

Engr. Jessie S. Dela Cruz, Senior Industrial Hygienist, OSHC

2:00 – 2:20 p.m.

Occupational Injuries Survey

Ms. Ma. Teresa E. Edora, Senior Labor Executive Officer,
Bureau of Labor and Employment Statistics (BLES)

**Turn Down the Volume Please: Noise Levels in Commercial
and Industrial Establishments 2003-2004**

Mr. Bufford A. Ang, Industrial Hygienist III, OSHC-DOLE

TB in the Workplace

Dr. Teresita S. Cucueco, Division Chief, OSHC

2:20 – 2:40 p.m.

**Participation Oriented Safety Improvement by
Trade Union Initiatives: The TUCP-OSH Program**

Mr. Rafael E. Mapalo, Project Manager, TUCP

OSH Issues & Concerns in Call Center

Ms. Sharon A. Sta. Ana, Student, UP-SOLAIR

**Work Environment Measurement in the
Public and Private Sectors**

Engr. Nelia G. Granadillos, Division Chief, OSHC

2:40 – 3:00 p.m.

OPEN FORUM

BREAK

VIDEO PRESENTATION

SESSIONS

SESSION D: SITUATIONER

Chair: Ms. Ma. Antonette V. Allones, Assistant Secretary, DOLE

SESSION E: HAZARDS AND RISKS

Chair: Atty. Albert Quimpo Corporate Secretary, ECOP

SESSION F: PROGRAMS (CAPABILITY BUILDING)

Chair: Prof. Jose Gatchalian, UP-SOLAIR

3:00 – 3:20 p.m.

OSH Practices of Japanese Firms in the Phils.

Dr. Naomi Hisanaga, Chief, International Center National Institute of Industrial Health

Mitigation of Potential Hazard Through Practice Engineering Approach

Engr. Jonathan B. Sales, Sr. Asso. Engineer, Phil. Int'l. Mftg. & Engineering Services (P.IMES) Corp.

Safety Effectiveness Centered Program

Mr. Eduardo C. Reyes, Sr. Staff – Plant Manager's Office, San Miguel Yamamura Asia Corp.

3:20 – 3:40 p.m.

RA 9231 and DO 65-O4 on Child Laborer's Access to Health Services

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

Occupational Exposure Among Radiation Workers

Ms. Erlinda S. Natera, Sr. Science Research Specialist, Philippine Nuclear Research Institute (PNRI)

The MIRANT Sual Experience – OSH Practices

Mr. Onesimo M. Panaligan, Fire and Safety Superintendent, Mirant

3:40 – 4:00 p.m.

TESDA and the National CFC Phase Out Plan

Mr. Elmer K. Talavera, Executive Director, NITVET-TESDA

Health Effects of Pesticides on Farmers

Dr. Lynn Crisanta R. Panganiban, Head, National Poisons Control and Information Service

OSH Training for OFW's Bound for Korea

Ms. Rosanna M. Tubelonia, Division Chief, OSHC

4:00 – 4:20 p.m.

Occupational Safety and Health: A Human Right

Dr. Renante A. Basas, Director, Assistance and Visitorial Office, Commission on Human Rights

Noise Regulation and Compliance to Clean Air Act

Engr. Cesar S. Siador Jr., Chief, Air Section
EMB-DENR

Potentials of Distance Learning

Prof. Paz H. Diaz, Professor, UP Mass Communication

4:20 – 4:40 p.m. **OSH Programs and Practices: What More Should Be Done?**
Mr. Elmor D. Juridico, Executive Director, Employees Compensation Commission (ECC)

Communicating Safety & Health
Engr. Roberto C. Rubina, ESH Manager and QESH Management Rep., First Gas Holdings

A Behavioral Approach to OSH-MS
Mr. Ricardo R. Simpao Jr., HSE Assistant, Shell

4:40 – 5:00 p.m. **OPEN FORUM**

Day 2 (October 22, 2004)

8:00 – 9:00 **Demonstration/Lecture**

Industrial Hygiene (Noise, Ventilation, Heat)
Engr. George L. Sebastian &
Engr. Lauro C. Canceran, Sr. Industrial Hygienists, OSHC

PPE Testing
Engr. Dennis A. Aquino & Engr. George S. Gatchalian, OSHC

(DO 53-03) Guidelines for the Implementation of a Drug-Free Workplace Policies and Programs for the Private Sector
Dr. Ronaldo Fajardo, Occupational Health Officer, OSHC

PLENARY II: Policy & Program Support
Chair: Dr. Purificacion Valera-Quisumbing
Chairperson, Commission on Human Rights

9:00 – 9:30 a.m. **Core ILO Labor Standards & OSH in Asian Development Bank Program**
Mr. Antero Vahapassi, Senior Labor and Vulnerable Groups Specialist, Asian Development Bank

9:30 – 10:00 a.m. **Equality & Non-Discrimination**
Dr. Gert Gust, President, ILO-Philippines Association

10:00 – 10:30 a.m. **OPEN FORUM**

10:30 – 12:00 a.m. **SIMULTANEOUS SESSIONS**

SESSSIONS

SESSION G: PROGRAM (COMMUNICATION)
Chair: Mr. Jeffrey D. Cortazar
Assistant Secretary, DOLE

SESSION H: PROGRAM (MONITORING & NETWORK)

Chair: Ms. Agnes M. Tecson
Deputy Executive Director, OSHC

SESSION I: RESEARCH AGENDA

Chair: Engr. Victorio B. Molina
Chairman, UP- CPH

10:30 – 10:50 a.m.

What's New?

The Challenging Field of Promoting Work Safety & Health

Ms. Ma. Luisa P. Sebastian, Information Officer II, OSHC

OSH Components of the Proposed ILO Maritime Convention

Ms. Rosalinda Dimapilis-Baldoz, Administrator, Philippine Overseas
Employment Administration

National OSH Research Agenda

Dr. Maria Beatriz G. Villanueva, Supervising Occupational Safety and
Health Officer, OSHC

10:50 – 11:10 a.m.

The Role of Radio on Advocacy for OSH

Mr. Martin Aguda, Anchorman, DZMM News & Current Affairs

Work Relatedness Cases Among Seafarers

Atty. Teresita C. Lora, Head, Migrant Workers Desk, NLRC

Philippine Asbestos Cases

Dr. Dina V. Diaz, Department Manager
Lung Center of the Phils.

11:10 – 11:30 a.m.

“Trabaho and OSH”

Mr. Dennis Geron, Broadcaster, Radio Veritas

**Health and Safety Training of Philippine Global Seafarers: Some
Issues and Concerns for State Policy**

Dr. Maragtas SV. Amante, Professor, UP-SOLAIR

**Occupational Health & Safety in Hotels & Restaurant: A
Preliminary Study**

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

11:30 – 12:00 p.m.

OPEN FORUM

12:00 – 1:30 p.m.

LUNCH BREAK

VIDEO PRESENTATION

1:30 – 5:00 p.m.

SIMULTANEOUS SESSIONS

SESSIONS

SESSION J: PROGRAM (BEST PRACTICE)

Chair: Mr. Ernie O. Cecilia
President & CEO, EC Business Solutions

SESSION K: PROGRAM (BEST PRACTICE)

Chair: Ms. Agnes M. Tecson
Deputy Executive Director, OSHC-DOLE

SESSION L: RESEARCH AGENDA

Chair: Dr. Ma. Teresita S. Cucueco
Division Chief, OSHC

1:30 – 1:50 p.m.

OSH as Corporate Social Responsibility

Mr. Jose Roland A. Moya, Deputy Director General, ECOP

New Perspective in Behavioral Safety Management

Mr. Chan Kok Heng, Regional EHS Director,
Wyeth (Singapore) Pte. Ltd.

Chemicals & Children's Health

Dr. Irma R. Makalinao, Professor,
Department of Pharmacology, UP-Manila

1:50 – 2:10 p.m.

The Human Dynamics of Injury Prevention: The CP Kelco Phils. Experience

Engr. James Jason Q. Ylanan,
Environment Safety and Health Manager, CP Kelco

Productivity & OSH

Engr. Bernadette E. Alvarez, Safety Manager, Amkor

Stewardship Activities of the Pesticide Industry

Mr. Simeon A. Cuyson, Executive Director, CropLife Philippines, Inc.

2:10 – 2:30 p.m.

OSH Practices: Distileria Bago, Inc.

Engr. Kerwin L. Lopez, Safety Officer Distileria Bago, Inc.

Drug Treatment and Employee Assistance Program,

Mr. Reniel B. Cristobal, Executive Director, FWC

Risk Evaluation & Psycho-Physical Hazards,

Asst. Prof. Jinky Del Prado- Lu, UP-Manila

2:30 – 2:50 p.m.

Open Forum

2: 50 – 3:10 p.m.

BREAK

VIDEO PRESENTATION

SESSIONS

SESSION M: NETWORK

Chair: Mr. Rene E. Cristobal
Vice President, ECOP

SESSION N: RESEARCH AGENDA

Chair: Engr. Nelia G. Granadillos
Division Chief, OSHC

SESSION O: RESEARCH AGENDA

Chair: Ms. Agnes M. Tecson, Deputy Director, OSHC

3:10 – 3:30 p.m.

The Industrial Hygienists Association of the Philippines (IHAP) as OSH Prevention Program

Mr. Larry A. Tagalog, President, IHAP

Assessment of Volatile Organic Compounds Among Jeepney Drivers in Manila

Ms. Joanne G. Balanay, M.S.
Asst. Professor, UP-Manila

Knowledge, Attitude, and Practices in the Construction Industry

Engr. Concepcion T. Sto. Tomas, Officer In Charge, OSHC

3:30 – 3:50 p.m.

Eliminating Hazards in the Workplace Through 'Risk Hunting'

Mr. Edilberto L. Tadulan, PhD, OH&S Coordinator,
Union Cement Corp.

OSH Issues and Its Relation to the Attrition Rate in the Call Center Industry

Ms. Ma. Martina R. Garcia, Student, UP-SOLAIR

Behavior-Based Safety Processes & Techniques

Mr. Chan Kok Heng, Regional EHS Director,
Wyeth (Singapore) Pte. Ltd.

3:50 – 4:10 p.m.

The Private Sector Role in the Implementation of Environmental Laws

Engr. Cesar E. Pacheco, Executive Board Director,
Air and Waste Mngt. Asso. (AWVA)

Wyeth Philippines Canlubang Nutritional Plant OSH Initiatives 2002 to 2004

Engr. Jonathan D. Topacio, Health, Safety and Environment Supervisor, Wyeth Phils.

Issues Of Persons Living with HIV Aids (PLWHA) in the Workplace

Ms. Lorna P. Garcia, PAFPI

4:10 – 4:30 p.m.

Open Forum

PLENARY

4:30 – 4:50 p.m. **Dangerous, Dirty and Difficult Jobs**
Mr. Arnold Clavio, News and Current Affairs Host, GMA 7

4:50 – 5:10 p.m. **Open Forum**

CLOSING CEREMONY

RESOLUTION

POSTER PRESENTATION

Code of Ethics of Safety Practitioners

Mr. Jaime Perfiñan, EHS Manager, Alcan

ZAP Training: Reaching Out & Building Capabilities

Mr. Gilbert Rafer, HRO for
Employee Relation Safety and Security, MOOG Controls Corp.

OSH Programs and Practices: Bayer CropScience Inc.

Ma. Theresa C. Cayton, Plant & Public Affairs Manager, Bayer CropScience, Inc.

Fun and Hazards in Bars and Discos

Environment Control Division, OSHC

Development of Dust Respirators from Locally Available Materials

Environment Control Division, OSHC

Current OSH Conditions of Small-Scale Laundry & Dry-Cleaning Shops:

A Preliminary Study

Environment Control Division – OSHC

Work Environment Conditions of LGUs in Metro Manila

Environment Control Division, OSHC

OSHC's Prevention and Control Efforts Against HIV/AIDS

Health Control Division, OSHC

Promoting a Drug Free Workplace & RA 9165 (Dangerous Drugs Act of 2002)

Health Control Division, OSHC

Gawad Kaligtasan at Kalusugan (GKK)

Safety Control Division, OSHC

PPE Testing Analysis

Safety Control Division, OSHC

Summary of Proceedings
9th National Occupational Safety and Health Congress
“Occupational Safety and Health: Essential for Decent Work”
October 21-22, 2004

I. BACKGROUND

The 9th National Occupational Safety and Health Congress was held in the Occupational Safety and Health Center on October 21 to 22, 2004. This was attended by 485 participants. 64 papers and 8 poster presentations were given; photo exhibits and documentary films were shown. Annex 1 contains the list of participants, and presentors.



II. OPENING CEREMONIES

1. Welcome Remarks. Executive Director Dulce P. Estrella-Gust welcomed the guests and participants to the Congress. She said that the Congress will review progress on occupational safety and health so far accomplished and elaborate on the directions in the years to come. The themes of the past and present Congresses are all inter-connected, from “Building a Culture of Health and Safety in the 6th National Congress - to the present theme “Occupational Safety and Health: Essential for Decent Work”.

The Congress will enlist all stakeholders from the private and public sectors to promote occupational safety and health as a basic human right for all Filipino workers here and abroad. She promised an highly informative two-day Congress given the range of topics and the resource persons invited, not to speak of the multi-sectoral participation to this event.

2. Messages. Expressions of support to the Congress were delivered by the OSHC's multi-sectoral partners which included the Trade Union Congress of the Philippines (TUCP); the Employers' Confederation of the Philippines (ECOP); International Labor Organization (ILO); and the Friedrich-Ebert-Stiftung (FES), a German non-governmental organization operating in the Philippines.

Mr. Avelino V. Valerio, Vice President of the Trade Union Congress of the Philippines, congratulated the OSHC and its partners for efficiently bringing together various experts from the multi-sectoral partners to talk about success stories, policies, programs, and strategies on OSH. Hazards threaten not only the health of workers but their lives and limbs as well. Along with blatant violations of labor laws and standards, occupational accidents and illnesses also ravage precious human lives. In ILO terms, "work kills more people than wars with one death every 15 seconds, meaning that 6,000 each day die." He believes that there should be more emphasis on the provision of education and services for a more focused and sustained campaign on OSH for workers. He also discussed three essential elements to ensure that OSH will become part of the decent program for workers: 1) trade union participation; 2) creation of a tripartite advisory council to provide policy guidance and directions and explore areas of partnership; and 3) a re-thinking of the concept of behavioral safety that puts blame and responsibility on workers rather than management, a situation which calls for serious action by all concerned. He ended by saying that a strong labor movement can be a more effective catalyst in ensuring OSH for many sectors, especially the vulnerable sectors of our working society.



Atty. Rene Y. Soriano, President, Employers Confederation of the Philippines (ECOP), offered his felicitations to the organizers and sponsors of the Congress as well as the choice of the Congress theme. Decent work, as understood by the speaker, refers to the converging focus of four strategic objectives of the ILO: rights of work, employment, social protection and social dialogue. In the Philippines, it has been used to express employment aspirations and policy goals. It is also in this context that present and emerging issues on OSH are to be discussed in this Congress.

Decent work is particularly glaring in the informal sector and other vulnerable populations such as those in rural areas engaged in agriculture. In other fronts, manufacturing workers are exposed to hazardous chemicals; while construction workers are exposed to dangerous work situations and practices. The safety and health conditions of Overseas Filipino workers (OFWs) is also another emerging concern. On ECOP's part, they believe that any business concerned about its viability can not and should not ignore OSH. It should be given equal attention to managerial attention like production targets, quality assurance and customer service. In setting the direction for the company, workers' safety and health should be embedded in the management's strategic goals and objectives, and should form part of the company's business culture and processes.

ECOP's commitment is manifested through the lead role in promoting and implementing the United Nation's Global Compact whose nine principles revolve around human rights, labor rights and environmental protection. It is further rooted in its social compliance project, where occupational safety and health figures prominently among the standards against which a company's policies and practices will be examined for further improvements. In this spirit, he wished the participants and organizers success in the conduct of this Congress.



Ms. Carmela I. Torres, Deputy Director of the International Labor Organization (ILO) in her message, emphasized that occupational safety and health (OSH) is one of the fundamental requirements in achieving the Decent Work Agenda of the International Labor Organization. Citing OSH as an essential element for decent work, it is affected by the same forces of change in both national and global socio-economic context. The ILO, together with its tripartite partners, is continuously facing up to OSH challenges by supporting the global Occupational safety and health strategy which strongly recommends the building and maintenance of a national preventive safety and health culture at work. She believes that workers' protection from hazards and risks should be equally extended to the small businesses and the informal sector, and not only to large enterprises.

A high level of political commitment is another essential factor for the effective implementation of a national OSH system. The ILO will continue to provide the needed technical assistance for strengthening OSH capacities. Ms. Torres ended her message by quoting the ILO Director General "the ILO and its partners: government, workers and employers – must be leaders in promoting occupational safety and health at work. Together we must build the partnerships that are needed to bring about changes we seek because Decent Work must be Safe Work."

Mr. Carlos Antonio Q. Anoñuevo, Program Coordinator of the Friedrich-Ebert-Stiftung (FES) delivered Dr. Heinz Bongartz' message to the Congress. He observed the timeliness of the Congress because as an international organization whose origins came from the German trade union movement and the Social Democratic Party, the theme of the Congress together with justice, fairness and decent work, are also what FES are aiming for, and have been part of their goals. He mentioned the importance of the multidimensional concept in achieving decent work. They share the vision of the ILO for the attainment of decent work with the following characteristics; for decent work to be productive and secure, assurance for the respect of labor and rights, provision of an adequate income, social protection, inclusion of social dialogue, union freedom, collective bargaining and participation.

In the Philippines, to realize decent work, he emphasized the role of social dialogue and the involvement of all stakeholders, partnerships must be fostered and developed to be able to respond to greater challenges on OSH and decent work.

3. Introduction of Keynote Speaker

Executive Director Estrella-Gust introduced the Keynote speaker, Undersecretary Josephus Jimenez for Labor Relations of the DOLE. He is highly recognized by the Personnel Management Association of the Philippines, was awarded the title of "Fellow," a recognition granted to the country's top 5% human resource professionals. Usec. Jimenez is also a journalist, an academician, and one of the awardees of the Ten Outstanding Young Men (TOYM) award in 1989-1990.

4. Keynote Speech

Undersecretary Jimenez came on behalf of the Honorable Secretary Patricia Sto. Tomas. On a personal note, he mentioned that he can relate to OSH concerns because of his experience as a child laborer. He recognizes that working Filipinos, in the country and abroad, are exposed to workplace health and safety hazards. He is thankful for employees' groups, labor leaders and other organizations such as the ILO and FES, the government's partners for the upliftment of workers' welfare and promoting occupational safety and health and Decent Work. He appreciated the leadership of the Occupational Safety and Health Center



in convening the Congress together with other OSH and Decent Work advocates.

The OSHC itself is the most concrete manifestation of the government's commitment for workers' safety and health. He further said that the Philippines through the 1987 Constitution vowed to establish a just and humane society for its citizens. Our Constitution acknowledges that a society can never be humane if workers are in constant danger. OSH should be one of the issues to be included in the quest for Social Justice and Human Rights. He specifically mentioned section 3 of Article 13 of the 1987 Constitution which states that, "the State shall afford the full protection to labor, local or overseas, organized or unorganized and shall assure labor to, among others, a living wage and humane conditions aside from the basic freedom to organize and to bargain collectively."

Owing to globalization, workers are exposed to new hazards such as chemicals that would give rise to new health and safety problems for our workers. He believed that even if our laws are comprehensive, we would still need to do much work in areas concerning OSH and Decent Work. Globalization and development should never be pursued at the expense of the fundamental rights and safety and health of workers.

5. Officials, guests and participants led by Undersecretary Josephus Jimenez proceeded to the OSHC foyer to open the exhibit of OSH products and the photo exhibit on the "Three Ds" (dirty, dangerous, and difficult jobs).

III. PAPER PRESENTATIONS

PLENARY I.

GLOBALIZATION AND SOCIAL PROTECTION

Session Chair:

Ms. Carmela Torres

Deputy Director

ILO Sub-Regional Office for South-East Asia and the Pacific

Manila Office

Ms. Torres said that globalization affects everyone in many different ways. Economic and social effects and costs are not evenly distributed among social groups. Globalization can create new types of hazards, exposures, and risks. There is now a call for shared responsibility to assist countries and peoples affected by globalization. A key to globalization is improved national governance. At all levels, good social protection systems are important if benefits are to be distributed evenly. It is against this background that the two papers are presented especially at the start of the 9th NOSH Congress.



A Fair Globalization: Creating Opportunities

*Mr. Aurelio Parisotto
Sr. Enterprise Development
and Employment Specialist
ILO Sub-Regional Office for South-East Asia and the
Pacific-Manila Office*

Mr. Parisotto offered two possible reasons why a national OSH Congress would start with a discussion on globalization: 1) globalization affects everyone. New technologies and processes brought about by globalization tend to results on bringing new hazards. These pose challenges but traditional approaches to change are usually beyond the capacity for many government systems to respond to. 2) The world is now at the turning point in the public debate on the issue of globalization which is currently at an impasse. Opinions are frozen in ideological concepts and positions are entrenched and fragmented in many special interests. As a result, international negotiations are deadlocked and international commitments go largely unfulfilled. There is also a growing consensus that a new model is needed: one which is more respectful of the needs of societies and peoples.

The World Commission on the Social Dimension of Globalization (WCSDG)

He introduced the WCSDG composes of heads of state, political leaders, business leaders from multinationals, NGO activists, trade union leaders and well-known economists. The Commission was created by the ILO in November 2001, to prepare a major authoritative report on the social dimensions of globalization. This is to move the debate from its current impasse to develop a new model and hopefully, to strive to mobilize international action.

The Pluses and Negatives of Globalization

The Report revealed that people across the globe, were in general, not against globalization. There is appreciation for the transfer of technology and the economic opportunities arising from inter-connection among countries. The Report also pointed out that the benefits of a global market were not reaching enough people. The outcomes are unbalanced both between and within countries. Too many countries and people are not sharing in the benefits of the wealth being created. Many subsist interest inputs in the informal sector of the global economy. Furthermore, their awareness of disparities is heightened by the fast developments in global communications, generating great frustration and despair. The Report also recorded improvements over the past 20 years; most notably in 73 countries, only 5 % (or 12 countries) had registered declines in income inequality.

Specifically in the area of OSH, concern was raised over data showing that in Asia, a region moving out of poverty, the fatality rate is four times that experienced by industrialized countries.

Strategies for Change

On globalization, the Report recommended three main strategies for change.

Addressing globalization begins at home. The essential elements are: 1) respect for democracy, human rights, rule of law and social equity; 2) effective public policy to manage the process of integration into the global economy; 3) priority for decent work, productive informal economy and competitive enterprises; 4) investments in education, social protection and health; 5) empowering local communities and local production systems; and 6) commitment to social dialogue in policy formulation.

There must be fair global rules and policies. Namely: 1) more room for developing country autonomy in policy making; 2) reduced unfair barriers to market access for developing country exports, esp. textiles, garments and agricultural products; 3) managed international migration to eliminate exploitative practices; 4) multilateral framework for FDI; 5) respect for ILO's core labor standards and ; 6) minimum social protection to set a "floor" for the global economy.

There must be improved global governance: 1) attain the 0.7% target for overseas development assistance (ODA) and explore new funding sources such as the Corporate Social Responsibility (CSR) programs of companies and the framework of agreements among multinationals and federations; 2) improve UN system governance for democratic representation and decision-making, accountability to people and policy coherence; 3) of developing countries participation in the boards of the World Bank, IMF and the WTO; 4) greater role of national parliaments in international policy-making; 5) decent work as a global goal of the multilateral system.

The Report will be the basis for a Resolution which will be presented to UN's General Assembly in November 2004, recommending the policy prescription of the Report as follow-up framework of the Millennium Declaration.

The Policy Perspectives on Occupational Safety and Health

*Atty. Benedicto Ernesto Bitonio, Jr.
Asst. Secretary, Department of Labor and Employment, Philippines*

Asst. Secretary Bitonio stated that the Philippines has a national policy on occupational safety and health, but it is subsumed under the provision for just and humane conditions of work. OSH is also considered as a welfare function. It is a public provision and not a public good, meaning it is not for everyone and a worker must be a member of any of social insurance system (SSS or GSIS) to avail of the benefits of a social protection scheme.

Is the Workplace Safe?

Speaking of available injury statistics, he said that comparisons between specific years in terms of fatal injury incidence and disability rate can be made; however, because of the methodology, and its limitations, the longer time series would not reveal any trend to indicate whether or not, the workplace has become safer.



The Costs of OSH

The costs of OSH can be in two several fronts: prevention and cure, rehabilitation and compensation. The costs of prevention include: 1) compliance costs; 2) administration and enforcement; 3) information, research, and advocacy. Compliance costs are part of business costs and are shouldered by employers. But the services rendered by administration and enforcement agencies like the Department of Labor and Employment are tax-funded, specifically from the General Appropriations Fund. Information, advocacy and research could be costs of both employers (if they engage in education of workers) or tax-funded if the government do technical assistance or engage in information/education activities. It can also be sourced from international funding organizations like the ILO or private foundations. One aspect of prevention is deterrence or correction through inspection which has improved through the years as evidenced by the decreases in the number of violations corrected.

Costs of cure, rehabilitation and compensation on the other hand are mainly derived from the EC premiums which also finance the costs of administration, information and advocacy costs. In terms of compensation, death, disability, sickness, medical, and funeral benefits are increasing but collections are still the same.

Many issues and concerns now confront OSH administration. First is the issue of fund viability and sustainability of the Employees Compensation Program which also funds a portion of the administrative costs. There are also the following issues: 1) coverage for the informal sector; 2) the possibility of private sector funding of OSH as part of their Corporate Social Responsibility (CSR) ; 3) approach to be used (self-reliance or welfare approach) ;4) administrative mechanisms(segmented or integrated); 5) should two separate systems be used such as contributory for the wage sector and tax-funded for the informal sector; and 6) the means for financing the system to be devised.

OPEN FORUM

Question: (Dr. Yvette Jarniro of PCOM) Question addressed to Assec Bitonio. On the National Policy on OSH which is exclusive to the wage sector. How can physicians be covered since they are mostly employed on a voluntary and or retainership basis? In addition, they do not have either the SSS or the GSIS contributions.

Reply: (Assec. Bitonio) The present policy design is focused on the least-protected workers. Doctors, lawyers and other professionals are not covered. Retainerships are voluntary memberships. What can be done? Those in the public sector are covered by the Magna Carta for Health Workers. The private sector may start discussions for a similar set-up in their case.

Follow-up question: Dr. Jarniro handles three companies at present; she is not covered by the ECC. What happens to a physician who meets an accident while at work? She is not treated as a regular employee.

Assec. Bitonio: This is where the notion of voluntary workers come in. You can set up your own private plan. Negotiation is an integral part of the relationship. The costs for this can be part of the physician's contract.

Follow-up question: Companies hire physicians which charge less than those who have been trained on OSH and other diplomates.

Assec Bitonio: That can be part of the discussions of the private sector.



Comment (from Pilar Hidol-SMC Union President) Most of the doctors and nurses are employed on a retainer basis. It is high time to include this item on the government policy design.

Question: (Engr. Se) What if something happens to the volunteers?

Reply: (Assec. Bitonio) Voluntary work is not discussed in the Labor Code. In the ILO Convention on Compensation however, which the Philippines has ratified, apprentices are supposed to be covered. Such an approach can be used to cover volunteers.

Question: (Carlito Santos of United Port Services) Every time we get our salary, there are a lot of deductions and taxes. They are automatically deducted. But when we ask for wage increases, it is not automatically given.

Also on SSS, why are there some brackets? Those with higher pay tend to pay more. But when hospitalized, same benefits are given.

Reply: (Assec. Bitonio) Government has police powers. This includes the mandatory setting of fees. This is to internalize wage costs into the system. The more you earn, the more you pay. Here is where the fiscal problem of the ECP comes in. SSS is a welfare mechanism.

Question: (Ariel Castro of TUCP) Just a reaction to the two presentations. As a response to globalization, the creation of a safety culture is necessary for decent work. But it seems that looking at the safety culture is like placing the blame on workers. And we at the labor sector are seriously alarmed about this since this can lead to self-regulation when there are blatant violations of OSH especially in the informal sector. What can be done aside from that to ensure OSH?

Reply: (Mr. Parisotto) "Culture" is the term used from the ILO viewpoint. I have been listening in your discussions and they are the same concern aired in some countries in Europe-we contribute to the ILO but other countries benefit more.

Assec Bitonio: I said something about information, advocacy to increase the sense of responsibility of partners as in the administration of benefits on occupational safety and health. There ought to be progressive awakening of awareness on OSH. We must work together to address issues, rather than wait for government action.

Question: (from Exec. Dir. Estrella-Gust) Two wonderful papers. Assec Bitonio's paper is important whether or not this is taken from the point of view of an academician or as a layman. It can be valuable inputs in the process of redesigning policies and program and raising a lot more research questions. To Mr. Parisotto: Apart from OSH Conventions, what else is in the agenda of the Commission? And what is the time frame?

Reply: (Mr. Parisotto): The report of the Commission has already been presented to the ILO. Other specific activities are on occupational safety as a social protection; policy on migration; the supply-side approach information-generation. We are working with the World Bank and IMF on these. Other issues are on international labor migration to promote development. Still to be pursued are initiatives at multinational price. This is actually not a new program. The activities just need to be fine-tuned.

Summary by the Chair, Ms. Carmela Torres:

The ILO will have a follow-up activity on globalization by December 2004. In summary, globalization has to be better-managed and a consensus is now developing that OSH should be a shared responsibility across all sectors. The questions raised during this session have largely been focused on the national OSH policy and how best these can be improved. Questions posed during the open forum on the other hand, have raised important OSH matters which need further attention in the areas of research and policy initiatives.

SESSION A: SITUATIONER

Session Chair: **Mr. Ciriaco Lagunzad, Executive Director,**
National Wages and Productivity Commission (NWPC)

The Implementation of the Strategic Plan on OSH 1998 – 2004

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



The report gives an overview of the numerous activities undertaken by the OSHC in the past six years in providing occupational health services to the Filipino Worker. To examine its priorities, the OSHC formulated a strategic plan to implement its function of prevention of work related injuries and illnesses.

The 10 point program/agenda strategic direction is as follows:

- ❖ To establish an effective communication system on occupational safety and health
- ❖ Improve on provision of OSH services/technical assistance to the under-served sectors.
- ❖ Develop a comprehensive, responsive, gender-sensitive and participatory training program for OSH.
- ❖ Establish a rapid response system or mechanism in pre-selected industries.
- ❖ Propose and lobby policy legislations governing OSH.
- ❖ Strengthen and enhance manpower and technical capabilities of OSHC.
- ❖ Recognize excellence in the field of OSH.
- ❖ Rationalize and prioritize OSH research agenda.
- ❖ Institutionalize linkages with multi-sectoral groups.
- ❖ Formulate the IRR to EO 307.

The OSHC has developed OSH programs and services through its research, training, information dissemination and technical support. The OSHC also extends its assistance to workers in the formal sector, to underserved groups: the workers in the informal sector, women workers, young workers, and children in hazardous work, addressing a total of 31.5 employed workers.

Through research, studies conducted by the OSHC aims to reduce and prevent the occurrence of work-related injuries and illnesses, to update knowledge and highlight the new paradigm in OSH practices. Companies also seek technical assistance from the Center for Work Environment Measure, Safety Audit and other technical services.

Also the basic and specialized OSH training programs of the Center are focused on giving people the specific skills, concepts, knowledge, and opportunities they need to become advocates of OSH in their own right. Currently, OSHC is developing the distance learning mode in order to accommodate clients from the regions, and those who have full time jobs. Trimedia is also utilized as a key strategy in the information dissemination of the OSHC.

The Center realizes that its work is vital to the maintenance of a healthy workplace but OSHC cannot do it alone. The OSHC works with the Tripartite, the academe, the professional organizations, civil societies to promote OSH for all. Support through policies and programs is needed to develop a stronger base of capable experts on preventive OSH.

Development in OSH for Informal Sector Workers

*Ms. Susanita G. Tesiorna,
Sectoral Representative- Workers in the Informal Sector (WIS),
National Anti-Poverty Commission (NAPC)*

The National Anti-Poverty Commission recognizes the importance of occupational safety and health for the informal sector. Its Council Members and the Informal Sector Assembly adapted OSH related work hazards and risks prevention as one of the Sectoral Agenda. The Occupational Safety and Health Center crafted the module to train organizational leaders in raising awareness in the community level. small transport, non-corporate construction workers and a large unorganized sector of small-scale miners, entertainers, volunteer workers, repair persons, barkers, cargo handlers etc.

Presently, poor working environment in the informal sector is pointed to job-related risk factors, in the lack of awareness of OSH related risks and diseases and workplace security factors.

The NAPC in consultation with the local government units recommends primarily the access of the informal sector to social security. Other recommendations include: module development in OSH awareness raising to minimize risks of which a module was developed by the OSHC; OSH integration in local health development plans and increased advocacy of LGUs; linkages with PhilHealth to include OSH awareness raising campaign in IEC materials, increase in the number of beneficiaries to the PhilHealth Indigent Insurance Program; accreditation of cooperatives and associations as collecting agents of PhilHealth premiums.

OSH for Barangay Micro Business Enterprises

*Engr. Allan B. Cuya,
Engineer II, Safety Control Division
Occupational Safety and Health Center*

Republic Act 9178, otherwise known as the Barangay Micro Business Enterprises Act of 2002 was enacted with the aim of hastening the country's economic development through the formation on BMBEs in the local level. Through the rationalization of bureaucratic requirements and assistance at the LGU level, BMBEs shall be granted benefits to generate much needed employment.

The DOLE through the integrated efforts of its attached agencies are addressing the DOLE-related concerns of the BMBEs.

The OSHC conducts OSH orientation to registered BMBEs and other micro enterprises. The primary objective of these orientations is for workers and enterprise owners to learn about safety health and environment hazards present in their workplaces. It also aims to improve workplace OSH conditions of these enterprises through low cost measures, consultations and assistance in the actual implementation of improvements, medical examination or work environment measurement.

Three orientations have been conducted from February of this year in Quezon City, Marikina and OSHC. Difficulty in ensuring attendance was experienced. Though an open coordination with the LGUs was maintained, participants from the BMBEs hesitate to attend for fear of leaving work. Therefore, a recommendation to forge MOAs with various LGUs for continual participation of BMBEs is seen as a solution. Also, BMBEs can be made to mandatory attend an OSH orientation prior to renewal of their business licenses.

The SMEs comprise the bulk of total business establishments and employing majority of total workforce. An updated/comprehensive list or data base of BMBEs-registered firms would be critical in managing the implementation of OSH trainings, development of statistical data and monitoring of technical services for BMBEs.



Occupational Injuries Survey

*Ms. Ma. Teresa E. Edora, Senior Labor Executive Officer,
Bureau of Labor and Employment Statistics (BLES)
Department of Labor and Employment*

The latest available occupational injuries data for 2002 came from the BLES Integrated Survey (BITS). BITS is a nationwide survey of around 6,800 non-agricultural establishments employing 20 or more workers.

The survey posts key data elements previously gathered by BLES thru independent survey such as Employment, Hours and Earnings Survey, Industrial Relations at the Workplace Survey, Occupational Injuries Survey, Labor Cost Survey.

BITS aims to generate integrated data set on employment, industrial relation practices, occupational safety and health in the workplaces and labor cost and to collect at limited extent, data that could measure decent work in the country.

The BITS data are used as bases for formulation of policies on employment, conditions of work and industrial relations. Inputs to the study also show trends and practices. Statistics on the number of occupational accidents, cases of occupational injuries, lost workdays of cases with permanent and temporary incapacity to work are generated for this study.

The highlights of the BITS results:

- ❖ employment in the non-agricultural establishments with 20 or more workers as of June 2003 was estimated at 2.919 million.
- ❖ cases of occupational injuries declined by 16.6% from 69,208 cases reported in 2000 to 57,752 in 2002. A drop in the injury cases without lost workdays (35,973 from 42,742) and those with lost workdays (21,779 from 26,467).
- ❖ More fatalities (302 from 178) and permanent incapacity cases (321 from 179) were recorded.
- ❖ Establishments with unions comprise only 14.8% or 3,640 and total establishments with Collective Bargaining Agreements (CBAs) were estimated at 14.2% or 3,479 of the total establishments covered.

Participation Oriented Safety Improvement by Trade Union Initiatives (POSITIVE) : The TUCP-OSH Program

*Mr. Rafael E. Mapalo,
Project Manager,
Trade Union Congress of the Philippines (TUCP)*

The Trade Union of the Philippines (TUCP) has been resolute in its commitment to respond to the needs of workers in terms of improving working conditions, better wages, security of tenure and the promotion of basic human and trade unions rights. The occupational safety and health program of the TUCP is called Participation Oriented Safety Improvement by Trade Union Initiative (POSITIVE); it has been running for eight years in partnership with the Japan International Labor Foundation (JILAF).

The program trains the trade union leaders and members using a participatory approach on giving practical know-how for implementing safety and health improvements. It is designed to help strengthen trade union organizations and opens mutual dialogue between labor and management to strive for safety in the workplace as a common goal.

To date, POSITIVE has trained 50 trade union "POSITIVE" trainers, has conducted company-level trainings and implemented low-cost OSH improvements, translation and published POSITIVE training manuals and documented success stories on work improvement through safety and health methods.

OPEN FORUM

Question: (Mr. Encarnacion of the Bangko Central) Are the accident reports of different sectors included in the statistics? Are they based on your own reports or are they submitted to you?

Reply: (Ms. Edora) A sample survey was used for the BITS study which utilizes statistical computation. Only the non-agricultural sector is utilized. The DOLE regional offices provide/give updates or sometimes the establishments themselves report incidences though oftentimes many of them hesitates to report accidents and injuries.

Follow up question – Would it be possible to include data from hospitals and clinics to make a closer grasp of the statistics?

Ms. Edora said that accident data are also taken from private hospitals but there is a tendency to lump accident cases with 'regular' cases in the emergency room, as opposed to 'special work-related cases'.

Comment from the Chair: The OSHC can include this as a study in the near future.

Response to Comment: (Exec. Dir. Gust) Getting data from emergency rooms of private and public hospitals will be possible if there are trained nurses and doctors who could elicit OSH data from the patients.

Question: (Alice Manalo of Manila Water) Regarding the electricity and water sector business results of the BITS survey, how do you distinguish accidents of the water industry as compared to accidents of construction agencies doing water-related projects (eg. Construction of pipelines)?

Reply: (Ms. Edora) The available data from BLES are reflected in the BITS survey. BLES could also probably divide the electricity, water and gas businesses to three separate sectors.

Question: (from a participant from the National Union of Building and Construction Workers) Statistics do not reflect the real situation in the construction industry. What are we doing (partners, government etc.) in order to gather information on this sector?

Reply: (Exec. Dir. Gust) The OSHC has done studies on the construction industry which shows that no or insufficient resources are allocated for OSH. The KAP (knowledge, attitudes, practices) study of construction workers also indicates that there is very little/low awareness on OSH and the Department Order 13. Training of trainors is also vital in forwarding the cause of OSH not just in the construction industry but to all workers. Since the OSHC has no regional offices, its courses targets potential trainors to increase the pool of qualified persons with the proper OSH training skills.

Question: (Ms. Karen of the Associated Labor Union of TUCP) In the informal sector what group has the most number? And what are the direct services provided for by the NCMB?

Reply: (Ms. Tesiorna) The NCMB remains a policy recommendatory body for the Executive Branch. She reiterates that the National Anti Poverty Commission in consultation with the local government units recommends primarily the access of the informal sector to social security, awareness raising on OSH, integration of OSH on the LGU development plans, inclusion in the PhilHealth IEC materials and increase of beneficiaries to the PhilHealth Indigent Insurance Program.

SESSION B: HAZARDS AND RISKS

Session Chair: Dr. Lynn Crisanta R. Panganiban
Head, National Poisons Control and Information
Service, Philippine General Hospital

Prevention of Asbestos-Related Diseases: Experiences Gained in Japan

*Dr. Naomi Hisanaga, Chief, International Center
National Institute of Industrial Health*

Dr. Hisanaga discussed the different types of asbestos that he saw in some industries in the Philippines utilized back when he worked here in 1991. He mentioned that today Japan is also faced with immediate issues on asbestos like medical follow-up of exposed workers, their compensation, asbestos exposure during demolition and further studies on the health risks of chrysotile.

The speaker pointed out that asbestos consumption in Japan had so far reached 10 million. He then presented statistics on the decrease of importation of chrysotile (white asbestos) to Japan. He also clarified that amosite (brown asbestos) and crocidolite (blue asbestos) are right now banned in Japan. Dr. Hisanaga showed the increase of mesothelioma and lung cancer diseases caused by asbestos, the increase in compensations for lung diseases and also the fatalities due to these diseases. He discussed exposure of workers to asbestos in different industries but said that construction workers are the most exposed group in terms of number. Dr. Hisanaga summarized his discussion with a proposal for a joint research with the Philippines in the following areas: 1) pleural plaque among asbestos workers; 2) asbestos concentration in atmosphere and 3) pulmonary asbestos contents in patients with / without mesothelioma.

Status of the Chrysotile Asbestos Industry

*Mr. Jose G. Wambangco, Jr.,
Public Relations Officer
Association of Asbestos Industries of the Phils., Inc.*

Mr. Wambangco said that only chrysotile (white asbestos) is allowed for use in industries here in the Philippines. Amosite (brown) and crocidolite (blue), like Japan, have long been banned in the country. He then showed statistics and graphs showing production and use of asbestos. He reiterated that regulations in the US right now is being reviewed for a new risk assessment scheme for asbestos which is expected to be carried out by 2006. He also discussed the various studies showing that chrysotile fibers will not cause cancer as long as control measures are in place and proper handling is instituted. He reiterated that chrysotile is lightly biopersistent in the lungs as it is cleared in less than 12 days.

Mr. Wambangco concluded that regulations on asbestos must be based on scientific reality and believes that chrysotile is safe as long as its use is controlled and regulated. Right now, substitute materials are more expensive and pose more hazards to the health of workers.

HIV / AIDS Control Programs for OFWs

Dr. Florence M. Tadiar

Regional Expert,

Control of HIV/AIDS/STD Partnership Project in Asian Region

The Philippines, according to Dr. Tadiar, is now one of the leading suppliers of overseas workers around the world. Ten percent of Filipinos (8 million) now work abroad, with 76 percent as land-based workers while the rest are sea-farers.

As of July 2004, 2,121 Filipinos were reported to be infected with HIV. Of these, 682 (32%) were OFWs. The over-all living conditions of many OFWs predispose them to risky behavior and situations such as harsh work environments, lack of access to needed health information and services, homesickness and loneliness, inadequate protection from labor and sexual abuse. The cultural values and norms of the host countries may also prevent the OFW from asserting and negotiating their rights and negotiating safer sex relations. Added to these are the personal factors attributed to OFWs themselves like wrong/inaccurate beliefs and attitudes about health, sexuality, reproductive health and rights and gender relations. An example is the belief that only homosexuals and sex workers get AIDS.

There are two major Philippine laws relevant to the migrant/mobile population and the HIV/AIDS prevention and control: Republic Act No. 8042 or the Migrant Workers and Overseas Filipinos Act of 1995 and the Republic Act. No. 850 or the Philippine AIDS Prevention and Control of 1998. These laws outline the government programs and services for OFWs in dealing with the HIV/AIDS problem including: the upholding the dignity of the OFWs; programs for re-integration of returning OFWs in Philippine society; medical care program for OFWs ; Family welfare programs; awareness and education campaigns in workplaces.

The Philippines National AIDS Council (PNAC) aims to formulate policies and coordinate the national HIV/AIDS response. These programs are in the areas of: 1) education, training and advocacy; 2) surveillance and research; 3) services for OFWs and people living with HIV/AIDS; 4) STD and HIV/AIDS prevention services.

Example of researches were those made by the OSHC from 1997, on vulnerable groups like sea-farers and transport groups, as well as databases on HIV workplace policies and programs at establishment levels.

Despite the many programs and services put up by the government and NGOs, there are still many gaps and weaknesses in the enforcement of laws as well as implementation of the programs and services. She recommended that provisions of the laws, especially the two which directly relate to HIV/AIDS and migrant workers, be strictly implemented. The preventive efforts, both public and private, must also be intensified. Dr. Tadiar ended her discussion by saying that government and NGOs, including people living with HIV/AIDS must join hands to prevent and control HIV/AIDS among OFWs.



Turn Down the Volume Please: Noise in Commercial and Industrial Establishments (2003 – 2004)

*Mr. Bufford A. Ang
Industrial Hygienist III,
Environment Control Division,
Occupational Safety and Health Center*

Mr. Ang said that the study aimed to enumerate noise levels from commercial and industrial establishments; identify the industries and work processes with and causing high levels of noise; compare indoor and outdoor noise levels and come up with recommendations to reduce noise levels. Data were obtained from establishments which availed of services for work environment measurements (WEM) on noise in 2003-2004 as well as from five disco establishments in Metro Manila.

The study revealed that 46.15 % of the companies (137) monitored exceeded the Permissible Noise Exposure Limit (PNEL) of 90 dB(A) for an eight-hour exposure. Machines generating the highest levels of noise were chillers, metal press machines, tapping machines, boilers, air compressors, cap sealers, coding machines, welding machines, to name only a few. Noisy processes on the other hand included: grinding, polishing, compressed air spraying, airblow drying, airbag weaving/swing, seatbelt weaving, trimming, die casting, welding with hammering, bailing, extrusion, crushing, granulation, bottle filling, bagging, glass forming, compounding and the like.

The noise levels at the bar and disc jockey stations, dance floors and entrance door of all disco houses, on the other hand, exceeded the PNEL.

In conclusion, Mr. Ang stressed that significant number of workers are exposed to excessive noise and measures should therefore be taken to reduce noise to safe and tolerable levels. Finally, he mentioned that successful noise management should be based on principles of precaution and prevention.

OSH Issues & Concerns in Call Center

*Ms. Sharon A. Sta. Ana, Student
UP-SOLAIR*

Ms. Sta. Ana emphasized that call centers in the Philippines is a growing industry with a total of 35,000 to 40,000 jobs in 2003, sixty (60) contact centers and a total revenue of US\$180-200 million. It is projected to grow by 100% this year. She elaborated that the research covers two (2) large call centers with about 9,400 employees in all. Research showed that fever/flu is the top reported sickness in the call centers. Ms. Sta. Ana discussed the

adjustment factors of call center employees that includes sleeping habits, circadian rhythm and family and social life. She mentioned that both call centers have programs on ergonomic class and some exercise to avoid discomforts.

In addition, both the call centers have good facilities and services for the welfare of the workers. Ms. Sta. Ana ended the presentation enumerating some pro-employee activities like sports tournaments, free massage week, free food days, discounts on food establishments and many others.

OPEN FORUM

Question: (Mr. Orlando Araujo of Precision Sandblasting) Worked for his company for many years where sandblasting is common. Per the OSHC research, noise levels are high in this industry. When he retired, he filed for a claim with the SSS for noise induced hearing loss which was however, denied. Is deafness compensable? What is the basis for approval of claims?

Reply: (Mr. Ang) Noise-induced hearing lost can be temporary or permanent. The results of audiometric examinations including the baseline date must be provided to determine whether the deafness is work-related or not. Company doctors must therefore ensure that all examinations done on employees should be intact and available in case employees need these for filling claims.

Question: (Ms. Michelle Gonzales of Sanyo Capacitor, Inc.) Most of our machines are pneumatic and noisy and we work at 12-hour shifts. Are there any long-term effects of noise?

Reply: (Mr. Ang) Noise-induced hearing loss is the long-term effect of exposure to noise. If exposed to very high noise levels for a certain period, deafness could also result. The preventive approach is still the best approach in protecting workers from noise due to the machines in the production.

Follow-up question: (For Ms. Sta. Ana) Working hours of call center workers should be reduced. But how do we address the problem on the "bad words" call center employees often receive?

Ms. Sta. Ana: Call center workers are encouraged to be dynamic and be of good mood all the time. They also have programs for stress management so they can handle all the types of calls that they receive.

Question: (Mr. Ruben Cruz of 3M) How do we address ergonomic problems on call centers? Do you think that exercises as a solution, is enough?

Reply: (Ms. Sta. Ana) Reiterated that a well-designed workstation for each worker is the best way to prevent ergonomic problems. Strict implementation on the proper work attitudes and habits is also very important. Trainings and other awareness campaign can also be of great help in preventing ergonomic problems in the future.

Question: (Mr. Ed Tadulan of Union Cement)Our company's problem is that how can we get environmental compliance certification if we have asbestos in our company? Presently, we entomb this asbestos and label it. We do not dispose it yet.

Reply: (Mr. Wambangco) Regulations are presently being developed on the proper guidelines on the use and disposal of asbestos. It is now in the chemical control order as part of the Republic Act 6969 on Toxic Substances Act.

Q5: (Dr. Tadiar) Noise in shopping malls affects our children. What agency will monitor the noise in shopping malls? Is noise assessment part of the Building Code requirement?

Reply: (Mr. Ang) Both DOLE and DENR are in charge of monitoring malls.

Question: (Dr. Panganiban) If cancer is the identification endpoint, what is the threshold for asbestos that you will recommend based on your studies?

Reply: (Mr. Wambangco) TLV for asbestos today, is pegged at 1 fiber/ml. Monitoring done in their company, shows levels way below the TLV.

Dr. Hisanaga mentioned that Japan will lower the TLV of asbestos from 2 fibers/ml to 0.15 fiber/ml because their studies indicate that at the present TLV levels, workers can still get cancer from asbestos. They strictly monitor the implementation of the proper handling and work practices on asbestos.

SESSION C: POLICY REGISTRATION

Session Chair: **Mr. Isidro Antonio Asper**
Executive Assistant to the President
Federation of Free Workers (FFW)

Public Health Monitoring of the Metro Manila Air Quality Improvement Sector Development Program

*Dr. Desiree Narvaez
Chief, Environmental and Occupational Health Office
Department of Health, Philippines*

Dr. Narvaez presented the results of the ADB - WHO – DOH study. The study had three components: Health Risk Assessment, Epidemiologic Study, and Health Risk Perception Survey. The results showed that particulate matter (PM10 and PM2.5) and tropospheric ozone are of serious concern in Metro Manila. Long term PM10 concentrations likely to violate Philippine National Air Quality (NAQ) guideline of 60 µg/m³ and may be unhealthy for the general public. Transportation is the major source of particulate pollution in Metro Manila. Contributions of stationary sources have decreased due to closure of two major oil-fired plants.

The Health Risk Perception Survey showed that general public perception of health risks ranks illegal drugs, industrial emissions, smoking, and alcohol as high-risk health problems while multiple sex partner, overcrowding, sudden changes in weather and noise are low-risk hazards.

The study recommends that air quality monitoring program be expanded and sustained. There is a need to address data gaps. Traffic data collection should be improved and expanded and more accurate accounting of industrial and other source emissions. There should be an improved health monitoring data collection and reporting at local levels through LGU capacity-building on health monitoring and hospital data using ICD10, requirements for licensing and accreditation should be put in place.

PCB Management in the Philippines

*Engr. Isaac M. Gutierrez Moreno
Environment Management Bureau
Department of Environment and Natural Resources*

Engr. Isaac M. Gutierrez Moreno of the Department of Environment and Natural Resources presented the Philippine initiative on the control of Polychlorinated Biphenyls (PCBs), considered as one of the Persistent Organic Pollutants (POPs). PCBs are used extensively in electrical equipments such as transformers and capacitors. However, studies have showed that exposure to PCBs can result in possible health problems such as birth defects, immune system disruptions, nervous system damage, cancers and tumors, neurobehavioral impairment including learning disorders and changes in temperament, and reproductive deficits and sex-linked disorders. Due to possible health risk for workers and the general public, PCB use is being gradually phased-out with a complete ban taking effect in March 2014.



Study on Working Environment Conditions among Local Government Offices in Metro Manila

*Engr. Jessie Dela Cruz
Sr. Industrial Hygienist Environment Control Division
Occupational Safety and Health Center*

The study focused on the compliance of government units to Civil Service Commission Memorandum Circular #33, s.1997 or the Policy on Working Conditions in the Workplace which outlines the working conditions for government establishments; as well as measure levels of dust, formaldehyde, carbon monoxide, and volatile

organic compound. Three offices in local government units from 17 cities and municipalities in Metro Manila were selected as the sites of the measurements: Local Civil Registry (LCR); Engineering; and Treasury.

Results showed that a general lack of awareness on occupational safety and health among the local government unit workers particularly on the issue of indoor air quality. Most of the offices had no existing safety and health committees. Work environment measurements for dusts and volatile organic compounds showed acceptable results. However, a few offices had below recommended levels when it comes to levels of formaldehyde and illumination. There is a need to strengthen occupational safety and health awareness and implementation among local government units. It is also recommended that the survey would be expanded to include other government offices.

Tuberculosis in the Workplace

*Dr. Ma. Teresita S. Cucueco
Chief, Health Control Division
Occupational Safety and Health Center*

Dr. Cucueco presented the initiatives of the workplace in the control of tuberculosis. The workplace is an important organization in the success of the National Tuberculosis Program which is centered on Directly-Observed Therapy Short-Course. TB is one of the top causes of diseases and deaths in the Philippines. It has been difficult to control TB in the Philippines due to numerous factors primarily poverty. Poverty leads to malnutrition thus poor resistance,

transmission due overcrowding and limited access to health care. The workplace is perceived to be an important sector in the NTP. There is an existing organizational structure and resources, a stable population and community. Health program are easy to implement such as TB-DOTS program. Monitoring, recording and reporting would be facilitated. Companies can also address some needs of patient such as treatment, leaves, reasonable accommodation upon return to work and can ensure a safe working environment through clear company policies and programs. DOLE has drafted the Guidelines for TB Prevention and Control in the Workplace. The guidelines encompass preventive, treatment and rehabilitative programs. The guidelines aim to mainstream TB control into workplace policies and activities. It also encourages partnership among different stakeholders within and outside the company such as government agencies, HR personnel, medical professionals, and safety and health practitioners.

**Work Environment Measurement
in the Public and Private Sectors**
*Engr. Nelia G. Granadillos
Chief, Environment Control Division
Occupational Safety and Health Center*

Engr. Granadillos presented the results of Work Environment Measurements (WEM) in both the public and private. She discussed the importance of WEM in the comprehensive implementation of occupational safety and health policies and programs. WEM can be utilized as baseline data and to monitor interventions already in place. Engr. Granadillos also presented several interventions that companies have implemented though the assistance of industrial hygienists and WEM. She emphasized that WEM is the fundamental concept of providing all workers with a healthy working environment.

OPEN FORUM

Question: (Ms. Carino Santos from Shell Philippines) Shell strictly enforces waste segregation. However, they have noted that the local government garbage collectors mix all the garbage in one truck and dump waste together in a landfill. She asked what are the policies and interventions the government is doing.

Reply: (Dr. Narvaez) The garbage problem is really a complex issue. The law has provisions for the different levels, from the community producing the waste to dumping stations. At present, there is only one landfill located in former Clark Air Base. She added that there is really a need to tackle the problem at different levels.

Question: (Ms. Pilar Aquino from San Miguel Corporation) She raised the issue about compliance of companies to Work Environment Measurement as required in the OSHS. She asked how DOLE ensures compliance of companies to WEM when there is very limited manpower for the DOLE to visit the workplaces. She added that doctors and nurses sometimes are apprehensive in reporting health hazards because of employment security concerns

Reply: (Engr. Granadillos) There is a new Labor Inspection Framework being implemented by the Department. The framework emphasizes the developmental approach and the voluntary compliance of companies. The DOLE will focus more on helping companies improve the occupational safety and health conditions. She added that it is not only the nurse and doctors that should handle the problems because the job is inherent to the safety and health committee. That is why it is essential for the company to have a functioning OSH committee since the management, supervisors and workers are represented in the group.

SESSION D: SITUATIONER

Session Chair: Ms. Ma. Antonette Allones
Assistant Secretary
Department of Labor and Employment

OSH Practices of Japanese Firms in the Philippines

Dr. Naomi Hisanaga
Chief, International Center
National Institute of Industrial Health

Dr. Hisanaga explained that because of the growing number of Japanese firms in Asia, there is a need to review and analyze the occupational safety and health (OSH) practices of these companies. He said that this research was conducted to obtain basic information on OSH practices of Japanese firms in the Philippines and other countries and determine their needs for external assistance to upgrade the OSH level in different Asian countries.

He gave a brief background on the distribution of Japanese firms in Asia. Relatively, Japanese firms have a satisfactory performance in the field of OSH. He discussed the procedure by which they obtained information as to the profile of the company (product, number of workers, male:female ratio, year of establishment), their OSH activities, external OSH resources in each country and assistance from the mother company in Japan.

He cited that based on the results, the Japanese firms in the Philippines in comparison do not differ much from the performance of Japanese companies in other Asian countries. The firms located in the Philippines even registered a considerable advantage in number of health officers and health examinations for workers. He explained that the conditions, risks and tasks present in the workplaces are generally similar. In terms of OSH promotion, Japanese companies in the Philippines expressed that the main difficulty arise from insufficient knowledge of local OSH laws and regulations. Moreover, he said that external resources are available in all the countries included in the study. Consequently, a high percentage of the Japanese firms had utilized the services of these external resources. Around 40% of these firms had also received assistance from their mother companies. The results also showed that these companies confirmed the need for assistance from their mother companies and other organizations in Japan.

Finally, Dr. Hisanaga called for an international collaborative effort to study measures to meet the needs shown in the results as he deems it very important and necessary. For the Philippines, he expressed his willingness to work with the Occupational Safety and Health Center regarding the conduct of this study.

RA 9231 and DO 65-04 on Child Laborers' Access to Health Services

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

Dr. Gust acknowledged the presence of child labor in the country and their exposure to workplace hazards. She then mentioned the case studies conducted by the Occupational Safety and Health Center concerning child labor. These studies brought out the health and safety issues and concerns facing the child laborers such as the hazards and their implications to the children's

health. The findings of the studies are integrated in advocacy and training programs and aids in the formulation of policies for the elimination of child labor in the country.

She stressed that generally child laborers and their families have poor health-seeking behavior mostly due to inaccessibility to health care. Primarily owing to their poverty, money for medicines or hospitalization is usually not included in the budget.

She, however, stated that help is on its way. Republic Act 9231 or the Special Protection of Children Against Child Abuse, Exploitation and Discrimination Act and its Implementing Rules and Regulations have been signed in December 2003 and July 2004 respectively. This legislation translates into Philippine law, the ILO Convention 182 – Elimination of the Worst Forms of Child Labor. Furthermore, she averred that such legislation provides for the working child's right to free legal, medical and psychosocial services provided by the State. The medical or health services include preventive, curative and rehabilitative services.

Dr. Gust enumerated the needs for the implementation of this law: creation of a broad base of primary health care services, building the necessary expertise, improving the competencies in identifying risks caused by occupational exposure of children to multiple hazards, diagnosing work-related illnesses, understanding the synergies between prevalent public health problems and workplace exposures, and providing for appropriate intervention.

Finally, she discussed OSHC's development of a comprehensive project, in collaboration with its partners, for the National Program on Child Labor and for its Time Bound Program from 2005 to 2010 the primary goal of which is to enable children in the worst forms of work to access both appropriate and sustainable health services in its aim to protect child laborers. The strategies will include: mobilization of a national network, building the capability of stakeholders and members of the network through training, advocacy through IEC materials, generation of new knowledge by conduct of studies and establishment of a health referral and monitoring system.

TESDA and the National CFC Phase Out Plan

*Mr. Elmer K. Talavera
Executive Director
NITVET-TESDA*

Mr. Talavera enumerated various eventualities due to ozone layer depletion. He stressed that man is part of the root causes and cited several ozone-depleting products that man use including air fresheners, fire extinguishers, foams, refrigerators and air conditioners among others. He followed that up with the effects of the ultraviolet rays from the sun to man and his environment.

He discussed the Philippine government's action in compliance with the "Montreal Protocol on Substances that Deplete the Ozone Layer" signed in 1987. In November 2002, the National CFC Phase Out Plan (NCP), which aims to gradually phase out the remaining CFCs in the Philippines by 2010, was approved. This plan is going to be implemented by the NCP Project Management Unit. In relation to this, a multipartite agreement among the various government agencies including the Technical Education and Skills Development Authority (TESDA) was signed in April 2003. Each partner agency has its respective roles and responsibilities in the implementation of the plan.

Mr. Talavera stated that for its part, TESDA committed among other things, the conduct of competency assessment of RACs (refrigeration air-conditioning technicians) and MACs (motor vehicle air-conditioning technicians) nationwide for certification, the upgrading of existing

training regulations, and preparation of a training curriculum on RAC/MAC since they view these technicians as the biggest contributors to ozone depletion. He then elaborated on TESDA's accomplishments for 2003 as well as the agency's future plans based on these commitments.

In conclusion, he encouraged everyone to do his share to help protect and preserve the ozone layer simply by informing others about the ozone layer issue, support government accredited shops or certified technicians, check labels of consumer goods for ozone-depleting substances and use of environment friendly products.

Occupational Safety and Health: A Human Right

*Dr. Renante A. Basas
Director IV, Assistance and Visitorial Office
Commission on Human Rights*

Dr. Basas discussed the three basic rights of man/woman as a person: right to life, right to dignity and right to self-development. He also said that man/woman also has three rights as a society which are analogous to his/her rights as a person, namely: right to survive, right to self-determination and right to develop as a people. It is the essence of these rights that makes man human. Discussed were other human rights concepts such as the different human rights principles, the national and international human rights framework, the normative content of human rights and the state obligations.

Dr. Basas stated that man has a right to the highest attainable standard of physical and mental health since this is vital to all aspects of a person's life and well-being, and is crucial to the realization of many other fundamental rights and freedoms. This recognition of the principle of health as a human right is significant because it highlights the interrelationship and interdependence of health with the other types of human rights. He further stated that the occupational safety and health must be disseminated as a human right. The people who suffer or die from occupational accidents and diseases clearly had their rights to life and to health violated. Beyond productivity, human rights are violated when worker's health and safety are diminished or neglected.

He asserted that the Commission on Human Rights of the Philippines has endorsed occupational safety and health as a basic human right to all workers pursuant to the Philippine Constitution and international laws. It also supports the programs of the Occupational Safety and Health Center in uplifting the working conditions of every worker by encouraging every employer to implement measures to achieve such purpose.

OSH Programs and Practices: What More Should Be Done?

*Mr. Elmor D. Juridico
Executive Director
Employees' Compensation Commission*

Mr. Juridico cited the objectives of his paper: a) to generate enough attention on work contingencies and consequently on the need for more workable occupational safety and health (OSH) policies, programs and practices; b) to convince OSH practitioners to assess where we are in OSH and how effectively OSH is actualized in the workplace; and c) to convince the government agencies to assess how responsive and effective are the implementation strategies for their OSH policies, rules, programs and practices.

He said that OSH has been with us for decades and acknowledged the fact that many government initiatives in particular the setting up of the Occupational Safety and Health Center. According to him, it may be safe to presume that awareness on OSH and employers' compliance could already be high by this time. He pointed out however, that validating this thesis is difficult since there is no baseline data on OSH awareness established in the past nor were there surveys conducted.

He then declared that reports on three specific programs (Special Performance Reporting System 2003, ECC Industrial Clinic Project Report 2003, GSIS and SSS reports on approved claims 1975-2003) showed a very disturbing reality: work contingencies remained high through the years. This is disturbing despite the long period of OSH promotion program and low public awareness of the Employees' Compensation Program; and that it has put undue pressure on the State Insurance Fund (SIF). He believes that we are not succeeding much in our OSH initiatives after all these years. He also believes that "work contingencies" which by the way was not clearly defined by the author, happen because of failure of OSH in the workplace.

Mr. Juridico then ended his presentation with questions addressed to all concerned and to analyze "why all the initiatives and actions seem to have failed", so that in the near future we may eventually build a culture of safety and a healthful environment in the workplace.

The paper did not really address the stated objectives.

SESSION E: **HAZARDS AND RISKS**
Session Chair: **Atty. Albert Quimpo**
Corporate Secretary, ECOP

**Mitigation of Potential Hazards
Through Proactive Engineering Approach**
Jonathan Bustamante Sales
Sr. Associate Engineer
P.IMES Corporation

P.IMES established in 1993, manufactures computer peripherals, RCR, Printed Circuit Board (PCB) backlight and the Thin Film Transistor Liquid Crystal Display (TFT LCD). The TFT LCD is an advance technology for lap tops.

In May, 2003, the TFT process engineering group received a customer complaint regarding the corrosion on the cell electrodes of the TFT LCD. The problem was attributed due to the silicone sealant they used in the process line. The silicone sealant was used to cover the exposed electrodes on the gate and source drivers and on the cell to avoid any contamination that cause short circuits. The customer required PIMES to use "tuffy" as sealant to replace the silicone. Tuffy was a local sealant from Japan but the material safety data sheet stated that it had numerous adverse health effects. Since the sealing process area is an open working environment, using the tuffy material will expose the employees to an irritant, unsafe and unhealthy working environment.

The proactive approach done by the company to deal with the problem was explained by Mr. Sales. Hazard identification, hazard evaluation and hazard control were undertaken. He discussed how the potential hazard was identified through the simulation of the sealing process. Since the process is done manually and all the employees in the line were directly exposed, they concluded that the risks caused by exposure to chemicals and based on MSDS exposure

to tuffy chemicals caused headaches, nausea, vomiting, eye irritation, skin irritation and respiratory illnesses.

Mr. Sales also explained how the identified hazard was evaluated. Hazard evaluation was used mainly to prioritize the list of potential hazards identified. The FMEA concept used in hazard evaluation was also discussed and the form used was presented. In order to know which potential hazard to prioritize, the risk priority number (RPN) must be determined. Mr. Sales discussed the formula in getting the RPN. In their study, Mr. Sales told the audience that only the respiratory illness with an RPN of 10 needed a safety program.

Mr. Sales presented the third step in the study, which was the hazard control. To install an engineering control, they decided to install a sealing booth, curing booth and exhaust system. This project amounted to P800,000.00. Training and certification for employees and posting of signages were done as part of the administrative control. Personal protective equipment such as masks and gloves were used when transferring the TFT from the sealing booth to the curing booth. Having implemented all the control measures, Mr. Sales pointed out that the RPN for respiratory illnesses was reduced from ten to six.

To conclude, Mr. Sales emphasized that the potential hazard posed by the recommended sealing material was mitigated through proactive engineering approach.

Occupational Exposure Among Radiation Workers

*Erlinda S. Natera
Senior Science Research Specialist
Radiological Impact Assessment Unit
Philippine Nuclear Research Institute (PNRI)*

The PNRI formerly Philippine Atomic and Energy Commission (PAEC) was established in 1958 develops, regulates the safe and peaceful uses of the radioactive atom in the Philippines. It also issues licenses and certificate of release (COR), conducts inspection to determine compliance and renders personnel monitoring services to authorized users through the national film badge and the thermo-luminescent dosimeter (TLD) services. Ms. Natera explained the basic principle of radiographic testing method- how the film badge and the TLD functions. She also presented the radiation protection services made by the PNRI on year 2002.

Through monitoring of the film badges and the TLD, the PNRI is able to know and record the exposure of radiographic workers. Ms. Natera cited that from the information gathered, among the occupationally exposed workers, the industrial radiographers ranked first with the most number of overexposures and from 1979 to 1993 there were 20 reported overexposed workers in this field. The speaker also presented exposure record of one industrial radiographic firm. From Jan. 31, 2002 – March, 2004 there were 1 of the PNRI 8 records of overexposures with a range of 2.27 – 25 units per month (mSv). The speaker also mentioned manifestations of overexposure, which included edema, atrophy of the fingers, chest inflammation, abnormal blood picture and erythema of the skin.

The sources of overexposures were equipment error, personnel mishandling, violation of procedures, poor storage and lack of area monitoring equipment. As corrective actions, retraining of personnel, proper maintenance of equipment, reassignment of exposed personnel and the observance of protection practices.

Health Effects of Pesticides on Farmers in the Philippines

*Dr. Lynn Crisanta R. Panganiban
Chief, National Poison Control And Information Service
University of the Philippines*

Ms. Panganiban cited that the sales of pesticides from 1988 to 1992 have increased by 70%, 20,100 tons of pesticide were produced in 1987 to 1989, and that world pesticide expenditures have come up to more than \$33.5 billion in 1998 and 1999. She explained that pesticides are dangerous to man and the environment and therefore agricultural workers are at high risk to the health effects of pesticide exposure.

Ms. Panganiban presented the following studies regarding the use and effects of pesticides, their objectives, methodology and results.

- ❖ Acute Pesticide Poisoning Among Farmers Engaged In The Cut-Flower Industry by the National Poison Control and Information Service, University of the Philippines, November 2003 to April 2004
- ❖ Pregnancy Outcome Among Farming Households by Crisostomo, 2000
- ❖ Pesticides and its Hazardous Effects on Benguet Vegetable Farmers by Cheng, 1994 JPMA 69(3,4):169, 1988
- ❖ Correlation between Blood Ethylenethiurea and Thyroid Gland Disorders Among Banana Plantation Workers in the Philippines, Environmental Health Perspectives, 132(1), 2004, 42-45

Some management strategies were discussed, which could be done to minimize if not totally eliminate the harmful effects of pesticides. These include the following:

- ❖ Decreasing the dependency on chemical methods of crop protection by adopting alternative methods for sustainable agriculture like integrated pest management and organic farming
- ❖ Support the international convention like Rotterdam and Stockholm Conventions
- ❖ Stop the illegal trafficking of chemicals and eliminate obsolete pesticide stockpiles
- ❖ Support the globally harmonized system
- ❖ Encourage the companies to adopt cradle to grave principle (product stewardship)
- ❖ Exercise good agricultural practices
- ❖ Banning and restriction of pesticides
- ❖ Support the integrated waste management system, follow the correct method of application.
- ❖ Having a monitoring system, which include pesticide residue analysis and environmental monitoring.

Noise Control Regulation Updates on Clean Air Act of 1999

*Engr. Cesar S. Siador Jr.
Head, Air Quality Management
Environmental Management Bureau*

Regulations on noise control and updates on the Clean Air Act of 1999 were discussed. The author presented Sections 75 to 79 of the Rules and Regulations of the National Pollution Control Commission formulated way back year 1978. Section 75 deals with the general requirements and restrictions on noise. It includes having the best practical technology in order to control noise pollution, knowing the noise level standards to determine violations and the reporting of malfunctioning of any emission source, noise pollution control equipment or

related facilities to the authority within 24 hours.

Mr Siador also discussed some prohibited acts included in Section 76. One is if a person is operating sound reproduction devices in such a way that it attracts attention to the performance, show or sale of the merchandise. Another is a noise or an individual making a noise emanating from a sound reproductive device especially when he is in public conveyances, example of which is the turning off computers and other electronic devices inside an airplane which can interfere to the communication of the aircraft. Also included, is the making of any unnecessary noise by individuals except when using any device that signals imminent dangers, or any steam whistle attached to stationary boiler. So if individuals in the neighborhood are fighting, creating unnecessary noise that is considered a violation. Persons engaged in construction, commercial and industrial activities, handling and transport of containers or construction materials that create excessive noise are included in the regulation. It is also prohibited that a person cause or permit the discharge of exhaust air from vehicles that can cause noise, and to cause noise near schools, hospitals and judiciary courts.

The different designated noise sensitive zones are classified into.

- ❖ Class AA includes home for the aged, nursery schools and hospitals
- ❖ Class A are for residential purposes
- ❖ Class B for commercial purposes
- ❖ Class C for light industrial areas
- ❖ Class D for heavy industrial areas.

The noise level standard for the different noise sensitive zones during daytime, morning and evening and in the nighttime expressed in decibels. He also explained if the areas are near public transportation routes a correction factor should be added in the standard presented. He also mentioned that the noise standard for sound reproduction devices installed in a building or workplace should not exceed 75 decibels and should be measured one meter from the source, or at the hallway of the building. However 75 decibels is not applicable for sports and entertainment areas.

He discussed some problems they have encountered in the past and how this regulation have been applied. Examples are beerhouses, one in Edsa and Kamuning road which have live bands. They submitted the results of their measurement and the place was closed. Other examples are the Gwappings near SM North Edsa and Faces at Makati.

He also presented the different standards for different classes of work, explaining the measurement of noise level based on the American National Standard Institute.

Regarding the updates on the Clean Air Act of 1999, Mr. Siador talked about RA 8749 and the core agencies responsible for the implementation of this act. He also mentioned the different programs undertaken to prevent air pollution in the country such as the establishment and strengthening of motor vehicles emission enforcement capabilities, the accreditation of private emission testing center, the introduction of vehicular emission technology measures and reduction of traffic congestion and improvement of traffic flow.

He also mentioned other programs that are being implemented under the Clean Air Act like the use of cleaner fuel and other alternative fuel, strengthening the ambient air quality monitoring reporting and management, controlling air pollution from stationary sources or our work areas, monitoring, coordinating and implementing the air quality action plan.

There are many air monitoring stations in Metro Manila which even extends up to Batangas and Pampanga and explained that monitoring is done on real time and by accessing their website the quality of air in different area can be known. He also presented and explained the 2001, 2002, 2003 and 2004 pollution level for NCR through bar graphs.

There are fifteen airsheds, which is the new concept in the management of air quality. In ending his presentation, he mentioned the ongoing activities like the issuance of certificates to emission testing equipment, development of standards for new vehicles, continuous monitoring in all parts of the country.

**Developing and Implementing
An Occupational Safety and Health Programs
– The First Gas Experience**

*Engr. Roberto C. Rubina
ESH Manager and QESH Management Representative
First Gas Group of Companies*

Mr. Robina presented a brief profile of his company- The First Gas, sometime in 1980 when a gas stream that can give 8000 mega watt (MW) of power was discovered. Then in August 2000 the 1000 MW Sta. Rita followed by the 500 MW San Lorenzo combined cycle gas turbines power plants were built. The First Gas Group of companies operates these plants located in Batangas.

The Environment Safety and Health (ESH) programs being implemented by First Gas are geared towards creating an organizational culture, with a strong and solid commitment to continuous ESH improvement. Thus, the health and safety of all employees and the preservation of the environment are emphasized in the country's guiding principles. It implements and manages an integrated Quality, Environment, Safety and Health Management System (QESH) that constitutes an integral part of its performance in energy-related businesses, particularly in development and project management. Demonstrating active leadership, the management ensures that adequate resources are made available for the implementation of the QESH MS. This includes the setting up of a dynamic ESH organizational structure composed of cross-functional group of managers and staff, and allocating necessary resources for ESH activities.

First Gas believes that a world class ESH culture is built through the implementation of a fundamentally sound ESH program which basically starts with the implementation of a sound awareness and competency programs that reinforces employees and other stakeholder's positive behavior towards ESH. It has designed a Training Needs Identification (TNI) exclusively for ESH. From here, the ESH Department, in coordination with its HR department, prepares and implements a specialized training program that incorporates "accelerated and active learning" in all its training classes. It believes that its employees like to be actively involved in the learning process, thus the inclusion of specialized activities, games, role plays, and simulations related to the ESH topic being discussed. Training and seminars for all employees include team building, corporate wellness, first aid, safety management, occupational health and ergonomics, environmental management and emergency response. First Gas also ensures that ESH objectives are cascaded not only to the employees but also to all its stakeholders, to generate awareness in the promotion of better quality of life and protection of the environment. It has created an ESH culture that drives each employees' thoughts and actions to ESH, influencing their personal and professional lives.

SESSION F: PROGRAMS (CAPABILITY BUILDING)

Chairperson: **Prof. Jose Gatchalian**
UP- School of Labor and Industrial Relations

Safety Effectiveness Centered Program

*Engr. Eduardo Reyes
San Miguel Yamamura Asia Corp*

Engr. Reyes presented Safety Effectiveness Centered Program based on the compilation of experiences on safety and health in the plant, the program of activities are used to determine the safety requirements of any department and individual employee.

He explained that the program aims at ensuring implementation of an effective program tailor-fitted to a particular department or process eliminating cost directly related to a downgrading incidents: promoting zero disabling injury in the workplace and encouraging pro-activeness in identifying and addressing unsafe act and unsafe condition.

The speaker also mentioned the benefits of the Safety Effectiveness Centered Program such as having a greater safety and environment integrity, comprehensive safety program and activities, longer useful life of vital machines and equipment, greater motivation of individuals and better team work.

Empowering Lives: Sual Power Station's Occupational Safety and Health Programs

*Mr. Onesimo M. Panaligan
Mirant Sual Corporation*

Engr. Panaligan started his presentation by providing a brief description of Sual Power Station as located in the heart of Lingayen Gulf that provides world-class clean energy and also leads in the advocacy of occupational safety and health in a high-risk industry. Its employees recognize the true meaningful purpose of their existence in the Station not only in providing energy to power daily living but also essentially in being empowered to take accountability for their own lives. This resulted in the Station's OSH Policy which include programs on Industrial Hygiene, Occupational Health, Social Accountability, Environmental Protection and Community Relations, Safety Control and Emergency Preparedness and Capability Building.

He emphasized that what sets the Station apart from other companies is its philosophy of "One Good Family". It recognizes the link between employees' health and wellness and their own family's health and wellness. By involving the family in the company's affairs, a strong foundation of unity, trust and commitment is generated. Furthermore, he pointed out that it is anchored in the belief that a happy family brings about a happy, productive and continually improving workforce.

Focused Interviews on Occupational Safety and Health with Selected Filipino Workers Bound for Korea

*Ms. Rosanna M. Tubelonia
Chief, Training & Public Information Division
Occupational Safety and Health Center*

Under Korea's Employment Permit System (EPS) for Foreigners, all Filipino workers are required to undergo a series of trainings (150 hours total) their departure for Korea. The EPS assures OFWs of labor rights similar to those of Korean workers of the same occupational category. A critical phase of these trainings is those on occupational safety and health. This is to lessen the chances of the OFWs suffering from work-related accidents and illnesses. On the Korean government part, this is also to maintain the viability of their workmen's compensation program as employers of these OFWs are also required to apply for Health Insurance and Workmen's

accident Insurance to “protect the health and safety of foreign workers.” The OSH training aims to provide workers bound for Korea with the basic concepts and principles on the prevention of work accidents and illnesses.

The focused interviews were conducted to gather initial insights and perceptions on the working conditions and occupational safety and health interventions of previous employers of Filipino workers; to determine impressions on the value and relevance of the occupational safety and health training for Overseas Filipino Workers.

A questionnaire-guided interview was conducted among respondents who were randomly selected from the batches of trainees of the Occupational Safety and Health Course. All the respondents found the training course very relevant and precautions cited in the course are much applicable in their future line of work based on their own experiences and observations.

In conclusion, it was pointed out by the speaker that this study needs to be expanded to include not only the data before the respondents undergo the training course but also follow-ups on the status of the Overseas Filipino Workers when they reach Korea. Networking with the appropriate counterpart authorities in Korea is also recommended.

Potential for e-Learning in the Workplace: Some Reflections

*Prof. Paz H. Diaz
UP College of Mass Communication*

The term e-learning today is used to refer to a wide set of applications and processes involving electronic means to make learning happen. Such applications include Web-based learning, computer-based learning, virtual classrooms, and digital collaboration. It includes the delivery of content via Internet, intranet/extranet (Local Area Network/Wide Area Network), audio and videotape, satellite broadcast, interactive TV, CD-ROM, and more.

This article assesses the potential savings that e-learning can make possible in terms of both time and money. It emphasized major ways of which workflow e-learning can optimize productivity such as by reducing time and money spent in formal training, by reducing time it takes to find “informal” learning sources and by reducing the lag time in business process flows.

Because of the potential benefits of e-learning as cited in the study, the Occupational Safety and Health Center plans to develop and launch the Basic Occupational Safety and Health (BOSH) course in the e-learning distance mode as early as 2005.

COACH: A Behavior-Based Safety Approach

*Engr. Ricardo Simpao, Jr
Pilipinas Shell*

COACH, according to Engr. Simpao, is simply a process of observation and giving feedback. A coach is assigned to observe behaviors of another person or a group and provides behavioral feedback on the basis of observations. Engr. Ricardo Simpao also emphasized that behavioral safety should be the last option to implement in the workplace considering that this approach would basically focus on the people. It will work best when it complements work safety and health program components that mainly addresses workplace conditions and processes.

COACH is used to remember the basic ingredients of effective coaching (Care, Observe, Analyze, Communicate and Help) for individuals in a work group striving for safe behaviors and reduced work rate injuries. The speaker pointed out that COACH is a process that evolved on its own, as it follows the principle of Plan-Do-Check-Act.

OPEN FORUM

Question: (Ms. Carmina Santos from United Port Management Services) Question for Mr. Panaligan and Mr. Simpao. Both companies have stated the good qualities of occupational safety and health that their companies practice. Have other companies come to them for advise on how to improve their won programs?

Reply: (Mr. Panaligan) Other companies are welcome to visit them for their benchmark on workplace safety and health practices. We also help promote safety and health in industrial workplace. Likewise, we also gather ideas from other companies who wish to share with us their best workplace practices. We believe in big brother-small brother relationship.

Reply: (Mr. Simpao) We share our best practices with other companies through benchmarking. For those companies who come to visit us are given presentations on our practices in order to provide them with ideas. It is expected that other companies may not totally copy our programs since safety and health problems differ from one company to another.

All Shell contractors are also encouraged to practice and implement safety and health. Not only in the Philippines, but refineries from other countries like Australia use us as their benchmark. As an example, he said that their Australian counterpart once stayed in the Philippines for three days to observe our COACH process. When COACH was implemented in their refinery, there was a good feedback of which for the first time they had a zero recorded incidence during a shutdown. Which is a good indicator that we can share our good practices to other companies. With safety, there is no competition between companies and they can openly share everything with each other.



Question: (Mr. Raffy Mapalo, Trade Union Congress of the Philippines) To Mr. Simpao on COACH process. From my observation you were talking about supervisors and foremen as coaches. What about the participation of workers?

Reply: (Mr. Simpao) The COACH process started with supervisors and foremen because they have the influence with the workers. But we did not limit the membership to them. There are several workers who are also coaches in this process. But we also have a different program for the workers called the Total Safety Task Instruction. This process is a checklist type that is similar to COACH wherein the workers analyze the hazards or risks of their job before they commence work. They would do it by themselves, they would discuss for control measures to implement in order to control, prevent, avoid and to make sure that hazard would remain as a hazard and not as incident. So, although COACH is behavior based safety process, we just tap those who have great influence on the workers while workers have a different program designed for them.

Question: (Ms. Edith Reyes of the Bureau of Labor Statistics-DOLE) Is COACH a rigid or structured process? Does it need any documentation?

Reply: (Mr. Simpao) COACH is not patented and can be shared with others. It is a structured process developed locally .We conduct quarterly reviews on what the implementers are doing. Suggestions and advices are given to help solve problems that arise. Implementers would present COACH findings on high rate incidence or at risk behaviors that commonly happen. Programs to implement would depend on the findings to properly address and correct at a given period of time and prevent its recurrence. Advices are made through the management review process.

In addition, the speaker emphasized that the whole COACH process should be implemented at a deeper root and it is important to study first the problem in the organization. COACH cannot be readily implemented without analyzing first the culture in the organization. The organization must mature first before implementing a behavior-process based safety management. Management system should be in-place while behavior based safety process should be the last option. If the culture in the organization is ready for behavior based process, then COACH process can be implemented. And for those interested, the speaker said that he is more than willing to assist those companies who wish to implement the COACH in their respective workplaces.

Question: (Prof. Gatchalian) To Ms. Tubelonia. Are we preparing the OFWs to understand on the culture of other countries because there might be a possibility that they may encounter problems on OSH because they are not familiar with the culture in foreign countries?

Reply: (Ms. Tubelonia) Workers will undergo training on Korean language and culture at a later part of the 140-hour training. The OSH training is only the 1st phase of their 3-phase training.

Question: (Prof. Gatchalian) In relation to the question raised by Mr. Mapalo of TUCP, Prof. Gatchalian asked Mr. Reyes on the workers' role in implementing occupational safety and health?

Reply: (Mr. Reyes) The OSH programs we implement strongly involves the participation of our workers.

PLENARY II.

POLICY AND PROGRAM SUPPORT

Session Chair: **Dr. Purificacion Quisumbing**
Chairperson, Commission on Human Rights

Dr. Quisumbing, in opening the session, mentioned that the session topic is very timely. She mentioned that the recently concluded Conference in Zacatecas, Mexico tackled the Causes, Effects and Consequences of the Migration Phenomenon and the Protection of Human Rights. Migration was discussed in relation to employment, i.e., the right to look for work and the right to a better life. The sending countries were represented, however there were no representatives from receiving countries.

She posed these questions to put the session into its proper context: Why are Filipinos still leaving the country despite the hazardous and high social cost of migration? How can we protect the human rights of migrants when they are in other countries?

A plan of action that Dr. Quisumbing proposed is to advocate for the ratification and implementation of the convention safeguarding the rights of migrant workers and their families. Hopefully, the right to safety, health and social security of workers here and abroad will become important agenda in the Philippines after these issues are presented in this session.

Core ILO Labor Standards and Occupational Safety and Health in the Asian Development Bank Program

*Mr. Antero Vahapassi
Senior Labor and Vulnerable Groups Specialist
Asian Development Bank*

Mr. Vahapassi introduced the function and priority programs of the Asian Development Bank. Established in 1966, ADB is a regional development bank for Asia and the Pacific. Its priorities have shifted from environmental preservation in '80s to social development in the '90s and to poverty reduction from the year 2000.

ADB's Social Protection Strategy

Social protection as a strategy in fighting poverty was approved in September 13, 2001. This strategy has 5 major pillars, namely: Labor Markets, Social Insurance, Social Assistance, Micro and Area-based approaches to protect communities in the informal sector, and Child protection.

He cited several reasons why the labor markets are important in social protection. It is recognized that work is a major source of income for the poor and is crucial for family welfare. If there is unemployment/underemployment of the heads of households, this situation generates negative consequences to the home that sometimes creates domestic violence and child labor. The global labor statistics have shown that 20 million people work in bonded labor worldwide and an estimated 250 million working children. In the next few years, there will be a need for 500 million jobs worldwide just to absorb all new entrants into labor markets including the consequence of migration. Most of these jobs are needed in Asia. As an example, there are around 7-8 M Filipinos working abroad whose families are highly dependent on remittances.

Another key in poverty reduction that still needs a lot of improvement is social insurance. Presently, social security covers only 10-20% of workers. Meanwhile, only informal arrangements

provide some social support in the informal sector such as when the children or other relatives support the older family members.

Promoting Good Working Conditions

The positive consequences of good working conditions were underscored: 1) Enhances workers' welfare and develops their skills; 2) Promotes equal opportunities, including gender equity; 3) Promotes transparency and good governance; 4) Reduces labor disputes and conflict; 5) Reduces child labor; 6) Increases productivity ; and 7) More equitable and sustainable economic growth. He elaborated that it is not always easy to demonstrate that OSH promotes productivity. However, there are available evidences. The case of the Nordic countries have shown that when the goals of growth and have been balanced with protection, productivity increases as well as competitiveness.

Labor Market Areas for ADB Programs

The ADB addresses the needs of both the active and passive labor markets. For the active labor market, programs include direct employment generation (i.e. SME promotion, public works); labor exchanges or employment services (i.e. job brokerage, counseling) linking supply with demand of labor; and skills development programs with labor training/re-training.

ADB's passive labor market policies focus on unemployment insurance; income support (severance pay, early retirements); and appropriate labor legislation and labor standards that provide adequate worker protection without creating barriers to labor mobility and economic development.

ADB's Good Corporate Social Responsibility Practice

Safeguards exist for all ADB interventions. AS A GOOD CORPORATE SOCIAL RESPONSIBILITY PRACTICE, ADB (quote from ADB's Social Protection Strategy, 2001): a) Will continue to ensure that vulnerable groups that maybe negatively affected by an ADB intervention must be adequately compensated and mitigation measures put in place to avoid creating further poverty (e.g., labor retrenchments, safety nets to ease the effects of shifts towards market based pricing of utilities); b) In the design and formulation of its loans, ADB will comply with the internationally recognized core labor standards; c) Take all necessary and appropriate steps to ensure that for ADB financed procurement of goods and services, contractors, subcontractors and consultants will comply with the country's labor legislation (e.g., minimum wages, safe working conditions, and social security contributions, etc.) as well as with the Core Labor Standards.

Furthermore, Mr. Vahapassi stated that the ADB is committed to comply with the Core Labor Standards that include the ILO Declaration on Fundamental Principles and Rights at Work and the 4 core areas covering 8 ILO Conventions. Apart from the Priority Labor Standards (4 ILO Conventions: The Tripartite Consultation Convention, 1976, No. 144; The Labour Inspection Convention, 1947, No. 81; The Labour Inspection (Agriculture) Convention, 1969, No. 129; and The Employment Policy Convention, 1964, No. 122), the ADB projects will comply with the country's labor legislation.

ADB's activities also seek to comply with other labor standards. Among these are the Conventions related to OSH (Convention 155 - Occupational Health and Safety, 1981 and Convention 167 – Safety and Health in Construction, 1988) and the workplace issues regarding HIV/AIDS. The ADB have to abide with the general labor standards in countries where there are interventions being implemented by the Bank.

Core Labor Standards and Occupational Safety and Health in the ADB's Operational Cycle

The operational cycle of the ADB involves country programming, loan design and loan processing and implementation. The country programming takes place at the national level where country poverty analysis is done. Based on analysis, ADB will discuss what program is needed for the next 5 years. The concept papers are available on the web (See: *Handbook on Poverty and Social Analysis*; <http://www.adb.org/handbook/social.asp>).

The ADB regard labor standards to be important in the implementation of the various projects and programs in infrastructure, child labor, labor retrenchment, and in gender-related projects as well. Another area where compliance to labor standards is deemed important is in the implementation of the Labor Adjustment Program of ADB. The government initiates this program in order to mitigate the negative consequences of enterprise reforms that usually arise when public enterprises are privatized or when reforms are implemented in enterprises that may lead to changes in management policies. The Program has several components to deal with potential labor issues. The Voluntary Retirement Scheme (VRS) becomes the most costly part of the Program. However, other program components are essential to address the issue of surplus labor. These components are Worker counselling; Training / retraining / development of livelihood skills; and other benefits for workers or their families. A good reference material that looks into the labor issues can be found at this website:

<http://rru.worldbank.org/Documents/Toolkits/Labor/index.html>

Summary

Mr. Vahapassi emphasized that ADB's Poverty Reduction Strategy (PRS) is the interface toward ILO's decent work agenda. As such, labor standards become an integral part of the strategy. Model clauses on labor standards will eventually be integrated into the tendering documents for bidding process for the many projects being implemented. It has also been recognized that the implementation or omission of labor standards takes place at the national level. Therefore, it becomes imperative to be aware of ADB's country programming cycle and the role of ADB's Residence Missions (RMs).

Finally, he pointed out that some labor standards are not easy to integrate in the operations of International Financial Institutions. Freedom of association and CBA are the policies difficult to integrate but there is a commitment to include these into the ADB's strategy. However, ADB, as well as colleagues in other development Banks, understand that development efforts cannot be based only on economic aspects. Social concerns, labor standards among them, are integral part of poverty reduction and decent work agenda, and ADB is committed to continue their further integration into the Bank's work.

Equality & Non-Discrimination

*Dr. Gert Gust
President, ILO-Philippines Association*

Concern for equality and decent work had a long history in the Philippines. The National Hero Jose Rizal passionately wrote about the skills of Filipino workers and their rights to decent pay and working conditions. The Katipunan's agenda called for equality and decency at work. Both Equality at Work and Decent Work are central to the Philippine Constitution of 1987 and to the Labor Code.

Why are we so concerned with Equality at Work and Decent Work?

Equality at Work is the basic core standards of the ILO. Inequality and Discrimination at work are worldwide problems and barriers to Decent Work and productivity. Usually, we associate equality with the right of women. There has been progress regarding this. However, other forms of discrimination have emerged like discrimination against young workers, HIV/AIDS-afflicted, migrants and elderly workers. In Germany, for example, those who are more than 65 years old will have little opportunity to find employment.

Decent Work is a basic human right, enshrined in ILO Conventions No. 100 and 111 and the Philippine Constitution and Labor Law. Ensuring Equality at Work and Decent Work are moral obligations with the aim of protecting and encouraging the vulnerable labor groups in our society that include women, older workers, youth, migrants, indigenous peoples, the HIV/AIDS-afflicted, persons with disability and workers in the informal sector.

Equality at Work and Decent Work make for good business. We have to change from the vicious cycle of discrimination to a virtuous cycle of Equality at Work and Decent Work for all. Also, Equality at Work and Decent Work are good for labor relations, enhance productivity, provide motivation and uplift the morale of workers and a good strategy for poverty reduction, sustainable development, economic growth, political stability. These are the tangible advantages of Equality at Work and Decent Work.

Definition of Discrimination

The origins of discrimination may be from individual attitudes and institutional structures, procedures and practices informed by stereotypes and prejudices. Prejudice, for example against indigenous people, may affect their recruitment, promotion, general working conditions or termination. These causes may vary in intensity and impact according to particular situations, individuals or groups of workers.

Equality and Non-Discrimination are two sides of a coin. Both are key ingredients of Decent Work. In short, the "Decent Work" Agenda will be successful if it is based on a strong commitment to equality, and its building blocks like *rights at work, opportunity, dignity, fairness, justice and participation*. There can be neither true Equality nor Decent Work in the absence of any of these building blocks of Decent Work and this relationship illustrates the close link between Equality at Work and Decent Work.

Discrimination may take the form of direct and indirect discrimination. Examples of direct discrimination are job offers that are limited to graduates from certain schools or persons with certain physical characteristics like complexion, height, age or gender.

Regarding indirect discrimination, this occurs when apparently neutral rules and practices have negative effects on a disproportionate number of members of a particular group irrespective of whether or not they meet the requirements of the job. In other words, everyone is treated the same but there are conditions or requirements which put members of one group at a disadvantage compared with other people. An example, ethnic minorities in the Philippines, in principle, qualify for civil service employment. They are however disqualified because they are not proficient in the official language, which is English.

Causes, Manifestations and Effects of Discrimination

The "Discrimination Cube" shows the various types of discrimination that vary in intensity in different social settings. Discrimination may occur on the grounds of personal characteristics like race, color, sex, religion, disability, age, social origin, or HIV-status.

Discrimination can take many forms. The manifestations include exclusion from a certain group, harassment, mobbing, bullying, unfair treatment and even physical violence. These are the symptoms that should be addressed in order to get to the root causes of discrimination.

While the discriminatory nature of physical violence has long been recognized and addressed in law and practice, other subtle forms like unfair treatment, mobbing, bullying, harassment or exclusion are getting increased attention from practitioners, unions and academe.

Any effort towards equality must focus on the causes of discrimination. The origins of discrimination may be specific or a combination of causes ranging from economic, tradition or class distinction, prejudice, legislation to company rules and regulations; these causes may vary in intensity and impact according to particular situations, individuals or groups of workers. Take the case of a worker infected by HIV who may be denied employment. There may be unwritten company policies that would discriminate against young workers or elderly workers with regards wages, promotions or training opportunities.

There may be multiple effects or effects on the individual. The effects may be personal, social, economic and political.

Workers Suffering from Discrimination

The paper focuses on three categories of workers who suffer from discrimination, namely: Gender issues, Equal pay for work of equal value and Migration.

Gender Issues

Over the past decades, gender equality has emerged as a major theme of the international community. Many of you will recall the Beijing Conference, which set international targets for gender equality. We should also recognize the roles of such outstanding Asian women leaders like Prime Ministers Indira Gandhi and Bandaranaike, as well as Presidents Cory Aquino and Megawati. These women were able to move to the top positions. But they may be among the lucky ones.

But for most women, the glass ceiling remains a reality to reckon with. Glass ceiling means the women can move to the top until they reach the glass ceiling beyond which they cannot proceed. They get stuck at a certain level.

The Philippine Constitution of 1987 and the Philippine Labor Code are quite supportive of gender equality. We note in particular the Gender Appropriations Act, which stipulates that 5% of all government appropriations should be earmarked for women's projects. The impact of this particular law may be an interesting topic for future research.

At first glance, Filipino women seem to be doing fairly well in recent decades. There is equal enrolment of boys and girls in schools and more women than men complete college education. However, at the university level, women concentrate in certain academic fields. This may be a form of segregation. At universities, women have strong enrolments in education and health. This finding may have implications on opportunities for overseas employment. Women, however, are highly underrepresented in law and engineering.

Women have a larger share in civil service positions than men. More women are seen to occupy level 2 positions. However, fewer women than men occupy the senior positions despite the efforts and affirmative action of the government. There is a lot to do to improve gender equality in the country.

Equal pay for work of equal value

Equal pay for work of equal value is another aspect of work equality. Filipino men and women may be seen working along side one another but it is a known fact that men have higher take home pay than women. In the manufacturing industry, for example, the average wage of Filipino women is about 25% lower than that of men. In other Asian countries, the gap may be as high as 50%. This situation surprisingly is seen not in developing countries but in developed countries. Filipino women seem to be doing better than some of their Asian sisters.

A range of practical measures have been tested to narrow the remuneration gap. The most promising measure is probably through correct and equal job classification and pay structure. An example is the Philippine Civil Service where the classification of a supervisor was ranked much higher than a staff nurse who is responsible for many human lives. This imbalance in job classification has to be corrected.

The Migration Challenge

People are on the move everywhere, within countries and across borders. For example, people from countryside move to Metro Manila while there is also an outflow of Filipinos abroad. It is estimated that around 200,000 Filipinos are going abroad every month.

The Philippines is a champion in international migration. Philippine laws and deployment policies are often a model and the envy of many countries. Many Asian countries would like to establish a system of recruitment similar to that being implemented by the Philippine Overseas Employment Agency (POEA).

Still, a lot has to be done to achieve a fair deal for all migrants. A major step in the right direction would be a wider ratification and application of relevant UN and ILO conventions on migration for both sending and receiving countries. Women account for a large share in international migration. Many of them are young and their psychosocial needs require special attention.

Implementation of Policies and Programs on Equality and Decent Work

Many complaints are made about implementation of laws and legislations. The general feeling is that there are too many laws but the problem is with implementation and enforcement. Another general observation is that implementation modalities and responsibilities are shared among a large number of government agencies and commissions, private sector organizations and the labor justice system, each of them operating independently of each other. Human and financial resources fall short of minimal requirements for effective enforcement. While a few spectacular cases on enforcement are being handled by the administration or the courts and make the headlines, uncounted cases of discrimination may go unnoticed or remain unattended.

The present paper does not provide a blue print for action. But it is meant to be a contribution to further discussion among stakeholders. The first step in the right direction would be a paradigm shift from denial to recognition. If you ask around your workplace if there is discrimination, you will get the answer that there is no discrimination. Digging deeper, you will see the many manifestations of rampant discrimination. The first step to contribute to decent work and equality at work is recognition of discrimination. The paradigm shift then is to reduce denial and enhance recognition because that is the basis to find solution.

Nobody can do it alone – neither government nor employers nor unions but they have to work together. What can be relied on is a host of national and international legislations and enforcement mechanisms. Advocacy by various groups and available services may also contribute to the progress in equality at work. Various efforts and initiatives should be coordinated. In the Philippines, there is no single unit or agency that is solely responsible for equality and nondiscrimination at work.

Several countries, including the Philippines, and also the UN and ILO, have stepped up equality promotion through measures known as *Affirmative Action or Positive Discrimination*. For example, for their own staff, UN agencies are setting targets for female employment and promotion to managerial and professional posts. In some countries, universities have set quotas for access to education and employment of members of the disadvantaged groups. For example, admission of black students in universities.

The establishment of a plan of action would be a very important step in the right direction. Inequality and Discrimination are moving targets. They need to be addressed by an effective Plan of Action with focus on knowledge, advocacy and services.

Educational programs to increase knowledge on the rights of workers should be implemented not only for workers but also for the government, employers, trade unions, advocates, and even for the judges. The judiciary plays a key role in the promotion of equality at work through the court decisions made on actual discriminatory cases based on the interpretation of the laws.

Conclusion

In conclusion, progress made with regards equality at work and decent work in the Philippines has been uneven. Despite the affirmative action, women are still claiming their rightful place in employment as well prospects for remuneration equal to men. The same holds true for other vulnerable sectors such as disabled people, indigenous people, and elderly workers, among others.

Nonetheless, important lessons have been learned on how to contain or eliminate discrimination and to bring about equality and decent work. It is encouraging to note that progress have been made regarding anti-discriminatory legislations, landmark court decisions, programs of DOLE, employees' and employers' organizations, and the initiatives of the Commissions on Youth, Women, Disabled and Human Rights. However, much remains to be done especially with regard to discrimination of older workers.

The paper makes a strong case for a move to make equality and decent work a reality. It must be emphasized that everybody are stakeholders and everybody must play their role in the challenging but rewarding journey towards equality and decent work for all. And that includes labor, management, family, community, government, the ILO and other international agencies.

OPEN FORUM

Question: (Carmina Santos, United Port Management Services working for Shell Refinery, Batangas)

You have mentioned that it is a human right to seek employment in other countries but you have also mentioned that migration is draining our country of professionals and skilled workers. Therefore, it may not be too long from now that our country will have only unqualified and unskilled workers. So how are we going to address this problem?

Reply: (Quisumbing) The question should be asked of the 2 speakers. But Dr. Gust specifically said that Equality and Decent Work are matters of human rights concern. In fact, they are not only human rights concerns from the legal point of view but also they are moral obligations and good business.

Reply: (Gert Gust) The problem of brain drain is a real one. In my view, as long as the pull factors such as higher income and better career opportunities and so on are so much in favor of working abroad, we have to recognize that migration will continue. So the concerns that you have expressed are real and I also believe that if opportunities and speaking also on my specific topic of equality of work, fairness in opportunities, and employment creation are made a reality here, we can at least contain the flow. The 10 point-program of PGMA focuses very strongly on employment creation and so does the forthcoming development plan. We should go in this direction. But certainly, you as company managers, you can do a lot by bringing about better working environment and better working conditions to retain your people or to get excellent people coming back to the country. I know of many people who came back, my wife is one of them.

Reply: (Vahapassi) I agree with what has been said earlier. From the ADB's point of view, I think we have emphasized that there are some macroeconomic policies in the Philippines which can be discussed and there is a lot more space to improve. Those improvements may be put in place so Filipinos will have better opportunities in the country.

Reply: (Quisumbing) I sense that the question is directed to what I have said earlier. Let me just say that I agree with the 2 speakers. Creating opportunities at home would be the best answer. But in the papers presented at our forum, it is interesting to note that in some countries like India, because of its improved opportunities for skilled workers, because investment is being to be attractive in India, the highly skilled workers and the workers who have gone out to earn money and to gain skills especially in IT, they have come back to India. Because they felt the opportunities there are probably equal or even better than outside India. Number 2, yes, you have the right to look for work. But if we also take a look at the cost, many of us would probably stay in the Philippines. We are talking about not only social responsibility but also of social costs. And between earning a lot of dollars and breaking up the family is sometimes very, very high. We must emphasize is keeping the moral standards. We have to get the right values and we have to say which one is more important. Unless absolutely necessary because we cannot find the work. I hope that the ADB would also address how to make the most out of the remittances in so far as the family is concerned. How does the remittance impact on the quality of life of the worker and his family? We always talk of how remittances affect the gross national product by do we have good policies on how investments to uplift the social standing, economic life and social security of the worker. Maybe there are studies that will tell us how many OFWs who have come back, what has happened to their personal and family standing? I believe there is none. We have to do something to find out if the remittances are really doing something to improve the family life of our OFWs.

Reply: (Gert Gust) When I was with ILO here in the late '80s, we started a program together with the European Union on returning migrants. The focus was on coaching returning migrants on how to make sound investments because coming back from a different work environment is not easy. It worked to some extent. They set up their own enterprises, some for exports again and so on. But you also see when you ride the taxi, how often is the taxi owned by a returning migrant. There is some sort of creation of opportunities for the returning migrant. It does not only go to consumption. But I would suggest also that an agency like ADB would really step up their efforts for the returning migrants.

Reply: (Vahapassi) I agree that the remittances can be used more productively than how they are used today. The ADB has done some studies on remittances, one involving the Philippines and now we are also covering other countries. Also there should be some programs for the returning migrants on how they will have economic gains from investments done to their remittances.

Question: (DEG) I address this question to Mr. Vahapassi. About 3 years, there was an ILO/RETA/ADB program that looked not only at the core labor standards but also at the occupational safety and health in selected developing member countries, including the Philippines. I happened to be the national coordinator for the Philippines at that time. The reports were written and the recommendations were written on how the role of labor standards can be improved in the developing member countries and to help the ADB move forward. What is the progress so far?

Reply: (Vahapassi) There has been some progress but I may say it is quite slow. Our first aim is to publish the report. ADB is committed to comply with the core labor standards and the compilation of labor standards in the different countries included in the study will help ADB in finding out how these labor standards can be integrated into the operations in the different countries.

Summary by the Chair:

Equality and Decent Work are matters of human rights, moral obligation and make for good business. Therefore, these principles should not be considered as social costs. The Philippine government has accepted many conventions that aim to safeguard the rights and protect the welfare of the Filipino workers. It then becomes a challenge for everybody to contribute to the formulation of an action plan and to the monitoring of its implementation.

SESSION G: PROGRAM (COMMUNICATION)

Session Chair: **Mr. Jeffrey D. Cortazar**
Assistant Secretary
Department of Labor and Employment

A Clearinghouse of Information on OSH

Ms. Ma. Luisa P. Sebastian
Information Officer II,
Training and Public Information Division
Occupational Safety and Health Center

Ms. Sebastian gave a backgrounder on the continuous challenge of the OSHC to find ways in accomplishing its mandate as the clearing house of OSH information. She discussed the different ways OSH is being promoted nationwide. Presenting the framework on OSHC as a clearing house of OSH Information, the program would need strengthening partnerships to

build a culture of OSH. She mentioned that different approaches were used to deliver information to groups of audience (within the DOLE family; among its key partners like Government Organizations, Non-government organizations, professional groups, academe and media; employers and workers wherever they are and whatever they do. The information strategies OSHC used were: translating several posters in the Visayan languages; producing comics for construction workers and child laborers; arranging free airing of radio dramas in 5 provincial stations; guesting in TV programs like Emergency in GMA-7, ANC Live in Studio 23, etc.; giving free orientation or special lectures; spearheading significant campaigns like the World Day for Safety and Health at Work every April 28; Facilitating the sharing of best practices in communicating and implementing safety and health through the Gawad Kaligtasan at Kalusugan (GKK).

As a recommendation, she enumerated challenges that face the OSHC like strengthening linkages and continuously discovering more unique practices in order to push OSH as a form of corporate responsibility and eventually a way of life.

The Role of Radio on Advocacy for OSH

*Mr. Martin Aguda
Anchorman,
DZMM News and Public Affairs*

Mr. Martin Aguda introduced the Radyo Patrol RED Alert concept. He mentioned that media are usually first on-the scene like accidents, emergencies, disasters, etc). As such they are exposed to hazards and unsafe conditions brought about by their profession and most of them (media people) are unaware of the safety precautions and procedures they have to do. Their college education did not prepare them for that, they learn emergency preparedness and safety practices on the job.

The advocacy program of DZMM R.E.D. ALERT focuses on providing programs on Information dissemination and training for media people on topics like Basic Life Support (CPR); Fire Safety Awareness; Transportation/Travel Safety (Bantay Lakbay Project; School & Child Safety; OSH; Disaster Preparedness among others. Their approaches/methodology includes: Talk Show Format – where experts are invited; Presentation of recorded significant accidents, emergencies and disasters that happened; In dept discussion on the accident investigation and their recommended corrective measure.

He also mentioned that the academe (UP College of Mass Comm) started providing students the necessary orientation on safety, emergency response, basic life support, crisis management, survival in hostile environment and gun safety. Students are informed of the hazards of the job and they were taught skills on how to protect themselves when faced with a hostile situation.

Mr. Aguda recommends that media should be maximized in imparting information. Although the radio has limited means of reaching out to the masses, it is necessary that messages be “concise, clear, accurate, interesting, entertaining and with good timing” in order that an effective safety information campaign can be communicated. Not only to the masses, but also among media people as well.

**Responses of organisms including humans to exposure to toxicants:
Introduction to "tox" sciences and terms in risk analysis**

Dr. Hans Kruijt

Dr. Hans Kruijt presented the toxicants as they affect the individual organism and eventually the ecosystem. The toxicants eventually pose biochemical, behavioral, physiological and morphological effects as it is absorbed by the human body. The effect could be evidently observed in the individual i.e. altered performance level. The population level will be affected as well and in a matter of months/years time, the effect can be seen in the community and ecosystem structure and dynamics.

OPEN FORUM

Question (from Director Glenda Manalo, DOLE Director) Is there a basic 1st aid for accidental poisoning?

Reply (from Dr. Hans Kruijt) If I know, I will tell you. It is not my field.

Question (from Dr. Kruijt) How do you measure the effectiveness of your radio program?

Reply (Mr. Aguda) We use different evaluation tools example, Pulse Survey, Polls, hotlines.
(Ms. Sebastian) We do pre-test survey and formal monitoring, through field observations.

Question (from Dr. Kruijt) Do you know the effect?

Reply (Mr. Aguda) We monitor questions received on the air. We ask them whether they practice what they have heard on the air.

Question (from an employee of Universal Robina) How to promote OSH in a company? What is the most effective way of communicating OSH?

Reply (Ms. Sebastian) Survey first what is the most effective way of promoting OSH in a company. Find out what is their level of awareness. Try to find out the culture of the workers. For instance airing radio dramas during lunchbreaks is a very effective way.

Summary:

The chair mentioned the OSHC's endeavor to continuously review and update its information awareness-raising through different media forms in coordination with the private and public sectors.

The radio reporters are also OSH practitioners brought about by their exposure in the field. They were able to reach the masses through radio programs and off-radio advocacies like conducting seminars among their co-workers in the media industry. As a result of their experiences in the field, they endeavored to include safety and health as an elective subject in the academe.

The presentation on "tox" sciences provided a wholistic picture of OSH. The effects of chemical and physical agents on the individual organism pose a risk in the various levels in the ecosystem.

SESSION H: PROGRAM MONITORING AND NETWORK

Session Chair : **Ms. Agnes M. Tecson**
Deputy Executive Director,
Occupational Safety and Health Center

OSH Components of the Proposed ILO Maritime Convention,

*Ms. Rosalinda Dimapilis – Baldoz
Administrator
Philippine Overseas Employment Administration*

Admin. Baldoz discussed the components on the occupational safety & health protection of the proposed ILO Maritime Convention. Her paper included the mandatory and non-mandatory guidelines which the ratifying member needs to implement and issues on existing OSH programs on board ocean-going and domestic vessels.

The Convention specified the obligations of ship owners, seafarers and others concerned to comply with the applicable standards and with the ship's occupational safety & health programs with special attention to the health and safety of seafarers less than 18 years of age. The Convention required a reporting system on occupational accidents, injuries & illnesses and investigation of all serious occupational accidents. It also required ship owners to conduct risk evaluation in relation to management of occupational safety & health with reference to appropriate statistical information from their ships and from general statistics provided by the competent authority of the member's flag.

Programs for the promotion of occupational safety & health include information sessions, on-board guidelines, establishment of OSH committees and publicity on OSH. OSHC is tasked to promulgate health and safety system for the maritime industry.

Work Relatedness Cases among Seafarers

*Atty. Teresita C. Lora
Head, Migrant Workers Desk,
National Labor Relations Commission*

Atty. Lora presented figures on the number of money claims filed by OFWs, their job positions, their flag vessels and the nature of their claims. Her paper was based on the "Profile of OFW cases filed in NLRC-NCR for year 2003." For the year 2003, there were about 257 cases on disability and 140 cases on death benefits. She presented the compensation and benefits earned by overseas seafarers in case of work-related death, injury or illness. She also stated the criteria on whether a disease is occupational and if the resulting disability or death is compensable.

Atty. Lora urged the participation of the OSHC in industrial peace for the seafarer sectors. She suggested that OSHC undergo researches on diseases affecting seafarers and their work environment conditions. She stressed that there is a need for a competent authority who can declare whether a disease or injury is work-related or not.

Health & Safety Training of Philippine Global Seafarers: Some Issues and Concerns for State Policy,

*Dr. Maragtas SV. Amante
Professor, UP-SOLAIR*

Dr. Amante examined a sample of training programs on health and safety in maritime education and training (MET) institutions, and identified some of the issues and concerns which need to be addressed by Philippine state policy. He discussed the governance of Philippine global seafarer industry, the structure of Philippine maritime education and training, the urgent issues on health & safety for seafarers, and the Philippine policy on seafaring industry.

Dr. Amante described the life, sanity and risks on board a global ship. He also discussed some coping mechanisms of the seafarers in relieving stress such as socialization with the other crew; playing pool or miniature billiards, ping pong, basketball & guitars; loud videoke singing and beer drinking. He enumerated the common causes of accidents on ship. Finally, he suggested recommendations in resolving issues and concerns on the health & safety training of seafarers. Some of his recommendations were the following: call for ratification of important health and safety conventions; strengthen Maritime Transportation Commission (MTC) through regular budget, plantilla and technical capability; policy coordination through integration of government-owned maritime schools & training centers; coordination with CHED, TESDA, MTC, DOH and OSHC-DOLE; harmonize health & safety training; and setting-up a dialogue & forum on health & safety standards in maritime curriculum.

OPEN FORUM

Question: (Bong Soriano, OSHC) Do female seafarers have to undergo the same process of getting in, as dictated in the provisions of the Seaman's Book?

Reply: (Ms. Rosalinda Baldoz) Yes, they have to undergo the same process as the males do.

Question: (Bong Soriano, OSHC) Are female seafarers provided with separate quarters? Are there incidences of sexual harassment or rape against female seafarers on ship?

Reply: (Ms. Baldoz) The MTC, TESDA-accredited centers and PRC issue certificates for seafarers. If they have no certificates, they cannot embark on ship. There has been no incidence of sexual harassment committed against female seafarers, nor there has been a disciplinary case filed against male seafarers.

Question: (Mr. Dexter Banares, Sykes Asia) Do we have some safeguards or specifications in ensuring the safety & well-being of the seafarers? Are they protected if something unfortunate happens to them?

Reply: (Ms. Baldoz) The female seafarers are provided with separate quarters on ship. They are also provided with things related to recreation, which can be availed by all seafarers. No pregnant female seafarers are allowed to go on board.

Reply: (Atty. Lora) I have encountered thirteen (13) female seafarers having cases like: unpaid benefits and damages. Some female seafarers occupy small bedrooms on ship. I have also encountered female seafarers hugging their female colleagues, which can possibly be considered as a ground for harassment.

Comment: (Deputy Tecson) OSHC will look into the OSH policy guidelines on seafarers. It is not a concern of the DOH since it is not a public health concern. OSHC is also planning to conduct researches on seafarers. The context of Maritime Convention on OSH will be addressed. OSHC will look into policies and programs on maritime safety & health to ensure protection of seafarers.



SESSION I: RESEARCH AGENDA

Session Chair: **Engr. Victorio B. Molina**
Chair, UP-Department of Environment and Occupational Health

Developing a National Agenda on Research in Occupational Safety and Health

Dr. Maria Beatriz G. Villanueva
Supervising Occupational Health Officer
Occupational Safety and Health Center

In consultation with representatives from the government, academe, the OSH professional societies and the labor organizations, the following were the identified research areas that reflect both old and emerging problems in the workplace: 1) researches to assist in review and updating of Occupational Safety and Health Standards and relevant laws; 2) areas of concern as consequence of shift in global and national socio-economic conditions, vulnerable sectors and underserved groups, and 3) emerging issues.

This will provide guidance on occupational safety and health research priorities. In addition, it will provide a framework for continuously updating the research agenda and for its further refinement. Finally, it will serve as a framework for other agenda-setting activities.

Asbestosis and Asbestos-Related Disorders LCP Asbestos Screening Program

Dr. Dina V. Diaz
Department Manager
Lung Center of the Philippines

The Lung Center of the Philippines developed an Asbestos Screening Program mainly to identify cases of asbestosis among displaced workers of the former US Naval Base Shipyard. The program involved 1,542 subjects screened and of these, 593 were examined. The age of the subjects ranged from 43 to 84 years. The occupations of the subjects were: machinery mechanics, metal molders, pipe fitters, painters, boilermakers, laborers, and electricians. The subjects had a mean exposure of 24.01 years. Diagnosis was based on a criteria composed of essential and confirmatory components. The essential components are: a reliable and significant history of exposure, radiographic changes of diffuse lung fibrosis, and absence of other medical

illness, which can mimic asbestosis. Confirmatory components are: an appropriate time interval between exposure and detection (latency), restrictive pattern of lung function, bilateral fixed inspiratory crackles, and clubbing of fingers and / or toes.

The results of the radiographic tests were as follows: 302 (51.44%) had at least ILO Radiographic Classification of 1/0, 496 (84.49%) had positive pleural abnormalities. Pulmonary function changes were as follows: 143 (24.36%) had low total lung capacity while 363 (61.84%) had low diffusing capacity.

The following were the diagnosis: 366 (62.35%) possible asbestosis, 132 (22.48%) asbestos pleural disease, 1 (0.17%) combination, 15 (2.55%) possible cancer, 20 (3.41%) asbestosis with possible cancer, 4 (0.685) negative, 49 (8.34%) not otherwise specified.

Occupational Health and Safety in Hotel and Restaurant: A Preliminary Study

Dr. Dulce P. Estrella-Gust

Executive Director

Occupational Safety and Health Center



In the 2003 Occupational Injuries Survey, the hotel and restaurant industry showed a 7.51% incidence of work-related injuries and illnesses with lost workdays. Thus, a need to understand and analyze its occupational safety and health (OSH) practices as a basis for providing guideline for its improvement and in the prevention and control of work-related injuries and accidents.

The survey involved five first class hotels in the country. It also made use of extensive secondary data on hotel and restaurant health and safety from: USA, UK, and Australia. Discussions with the teaching staff of Ecole Les Roches in Valais, Switzerland were utilized.

The results indicated that majority of the workers are women, young and mostly in their first jobs. The industry has specific areas that are considered high risk for accidents and these include the kitchen, laundry area, housekeeping, and engineering. Prevalent accidents and illnesses were burns and scalds, cuts, strains / sprains, and other musculoskeletal complaints. Workers in the accommodation, kitchen and housekeeping services were most at risk from violence, from their clientele, co-workers and supervisors. Their work involves extreme pressure due to time, unusual working hours and the presence of physical and ergonomic hazards. The specific concerns of the women workers such as stress and other psychosocial problems surfaced.

In general, the survey showed that the respondent establishments do have OSH policies and programs but, however, are often not coordinated. Implementation of related policies and laws such as drug-free workplace, HIV/AIDS prevention and anti-sexual harassment laws are just beginning to be addressed. Training, education, and information programs are often focused on work and emergency procedures. Safety concerns that are prioritized are limited to specific matters such as loss prevention, and fire and bomb safety procedures.

The outcome of the survey provides a benchmark for action on occupational safety and health for the sector. The structured questionnaire may be modified to take the form of a checklist that can be used by hotels and restaurants as guide in developing or improving policies and programs on safety and health.

OPEN FORUM

Question: (Orly from Precision Sandblasting) Was working at the Subic Naval Base from the early 70s to early 80s. In 1989, x-ray indicated fibrosis. What are the differences among fibrosis, silicosis and asbestosis?

Reply: (Dr. Diaz) Fibrosis can be a radiologic or a microscopic term. Asbestosis is scarring due to asbestos dust and silicosis is scarring due to silica dust. I cannot make a comment on your case because I do not know the details

Question: This question is for Dr. Gust. In the hotels kitchen is identified as the most hazardous and dangerous. It has been found that cooking regular 4 viands in the kitchen is like smoking 6 cigarettes. Don't you think that the kitchen and laundry area workers should be required PPEs for this?

Reply: (Dr. Gust) We read this particular study but we would like to confirm this with our industrial hygienists. We would like to look into the kitchen, laundry and engineering.

Question: (from a participant from EM Cement). Do Philippine hospitals have the capability to determine the presence of asbestos in the lungs?

Reply: (Dr. Diaz) I hope that we will have such capability in the future. In our study, specimens were sent abroad because the workers to be compensated were also abroad.

Question: Dr. Diaz, What kind of asbestos were the workers in Subic exposed to ?

Reply: (Dr. Diaz) The asbestos is the same as what we used in our houses.

Question: (Arthur Dizon) We have a lot of oil boilers and fitters. A lot of people approach us to offer product substitutes like non-asbestos gasket. What are the health effects of these?

Reply: (Dr. Diaz) It is very difficult to say about the effects.

Comment: (Dr. Hisanaga from the National Institute of Industrial Health in Japan). This is a comment to Dr. Diaz. I think in the near future, the Philippines will encounter a few cases of asbestosis. To determine if a lung cancer is due to asbestos, we need to see asbestos fibers in the lungs. If you like to determine the content of asbestos tissue in the lungs we are willing to cooperate with you through OSHC for free. Please contact OSHC first then me.

(Dr. Diaz) I think that is a very good suggestion and offer. Should we have an occasion that we need to identify the fiber in the lung we are more than willing to take the opportunity.

Question: (Pilar from San Miguel) I am just curious about asbestos. First of all I would like to thank our Japanese visitor here because he is willing to help with regards our asbestos problem. Is it possible for OSHC or DOH to identify companies who are using asbestos so that when workers die, we are really able to know where we got it. Maybe it is high time for the government to be more pro-active. I was one of the participants who attended OSH in Bangkok and there is a suggestion that in all of our CBA, a provision should be placed in our CBA wherein a committee on OSH should be included in our CBA.

Reply: That will be a difficult task. And I agree that OSH concerns should be included in all CBAs.

SESSION J: PROGRAM (BEST PRACTICE)

Session Chair: Mr. Ernie O. Cecilia
President & CEO, EC Business Solutions

**Promotion of a Healthy Workplace and
Good Working Environment as a CSR Strategy**

*Mr. Jose Roland A. Moya,
Deputy Director-General,
Employers Confederation of the Philippines*

Mr. Moya stated that the world of work is undergoing rapid and major changes in which business is a key vehicle for globalization: increasing worldwide flows of money, goods, services, people, information, communications and culture among others. Technology has somehow eased the burden for business. However, these changes and innovation have the following effects: diversified production processes, increased employees workload, longer work hours and employee exposure to new work hazards. In other words, the greatest downside of globalization is that, health and safety of workers takes a backseat.

He introduced the concept of Corporate Social Responsibility (CSR), the new face of business. That is, the business has a social responsibility to provide the right wages, appropriate incentives and minimum acceptable working conditions for its employees. Businesses must be transformed into a change agent, a networker, and a workforce capacity developer. The Employers Confederation of the Philippines (ECOP) is a passionate adherent to and advocate of CSR. One of its major project is the organization of a pool of social assessors that can be dispatched to companies to assist them with their compliance to health and safety, incorporating international best practices; human resource management (e.g. labor laws, core labor standards) and environment concerns.

In addition, he explained the objectives of the following decent work initiatives:

- 1) promotion of child labor free and child friendly workplace;
- 2) promotion of Equal Employment Opportunities (EEO);
- 3) advocacy against sexual harassment in the workplace;
- 4) prevention of HIV/AIDS in the workplace;
- 5) promotion of a drug-free workplace;
- 6) promotion of family welfare/ population management programs; and
- 7) promotion of work life balance.

Lastly, emphasis was put into one of the objectives of the ECOP's CSR Division which is to strengthen the capacity of enterprises to promote and implement occupational safety and environmental health laws and international conventions for a more productive workplace. He concluded his presentation with this statement: *"Corporate Social Responsibility makes Good Business Sense"*

**The Human Dynamics of Injury Prevention:
The CP Kelco Philippines Experience**

*Mr. James Jason Q. Ylanan,
Environment, Safety and Health Manager, CP Kelco Philippines*

Mr. Ylanan presented their company's best practices in preventing injuries in the workplace which is a Behavioral-Based Safety process called CWID (Company Wide Injury-free Drive).

Central to the CWID are the components of Human Dynamics of Injury Prevention to create a safety culture, namely: 1) Person (knowledge, skills, abilities); 2) Environment (tools, equipment, procedures, compliance to government regulations); and 3) Behavior (reaction of people when exposed to hazards).

The behavior based safety process was introduced way in 2001. The activities to operationalize CWID are the following: 1) train the steering team – composition (management, associates and coordinators); 2) review of incidents/accidents and setting goals; 3) inventory of safe and at-risk behaviors - formulate forms and strategies to measure performance; 4) train the “Samplers” - all departments including contractors, associates as resource speakers; 5) do observations and submit forms- Coaching, positive feedbacks, no name/no blame, agreements, schedule; 6) monitor/record feedbacks- monthly report, discuss in meetings; and 7) correct barriers to SAFE Work.

Finally, he showed their key performance indicators on the CWID process as follows: BBS Outcome Summary, Total Recordable Injury Rate (TRR) for the year 2000- September 2004 and % safe behavior vs. TRR. He concluded his session by saying *“If you’re not controlling an unsafe behavior, you are reinforcing it!”*

OSH Practices: Distileria Bago, Inc.

*Mr. Kerwin L. Lopez,
Plant Safety Engineer,
Distileria Bago, Inc.*

Engr. Lopez introduced his company, Distileria Bago, Inc. (DBI) as an alcohol distillery located in Bago City, Negros Occidental. DBI manufactures various Ginebra San Miguel (GSM) liquor brands. Due to the highly hazardous nature of DBI, the company had embarked on a comprehensive safety and health program from the very start with the intent of keeping its plant, people, products, facilities and surrounding communities safe at all times. The program's three major components are as follows: a fully integrated safety and health program, environmental management program and community development program.

DBI's safety and health programs boasts of a clearly defined Corporate Safety Policy known to all employees at all levels in the DBI organization. The plant has a working Health, Safety and Environment Committee. In addition, the plant's safety program is clearly defined in their individual position descriptions, from managers down to the shop floor personnel. Furthermore, safety is also used as one measure for the rating of employee performance and contribution to the plant's zero accident record. The Company also conducts health and welfare program for its employees (e.g. annual physical examinations, random drug testing, free medical and hospitalization benefits, group hospitalization insurance, plan for employee dependents, reproductive health counseling) and year-round variety of sports, physical fitness and cultural activities to help promote work-life balance among employees.

Likewise, DBI constructed a P 700 million waste treatment facility to generate a renewable energy source from the biogas generated from the waste treatment process. The biogas displaces about 38% of the plant's bunker fuel requirement, resulting to substantial savings in energy cost. There are also waste minimization and waste segregation programs that have substantially reduced the generated wastes of the plant. In addition, the plant has organized a mufti-partite monitoring team in cooperation with the Department of Environment and Natural Resources to conduct periodic sampling of seawater along the coastal area fronting the plant for the safety and protection of the environment and the surrounding communities.

In line with DBI's commitment towards corporate social responsibility, a comprehensive community development program that was developed in 1999. The program features livelihood projects, provision of basic social services and environmental conservation programs. All these efforts contribute to the plant's over-all productivity in terms of improved efficiencies. In conclusion, Engr. Lopez believed that DBI's accomplishment to date does not end there. He said that future plans of the plant includes a "fertigation" project- a project will be using plant effluents as fertilizer for the sugar farms of Negros Occidental and continuous support to the San Miguel's nation-wide PET bottles recycling project. Lastly, he mentioned that DBI hopes that with its current and future programs in occupational, health, safety, environment and community development, it will create a legacy of safety and health consciousness, as well as contribute towards community and nation building.

OPEN FORUM

Question: (Mr. Orly Araujo, Precision Sand Blasting, Inc.) What are DBI efforts with regards to the solids and its residue upon undergoing neutralization of water.

Reply: (Engr. Lopez) Their wastewater goes thru a fertilization and separation process (solids are separated from the liquid) before they enter the wastewater treatment facility. The solids are used for organic fertilizers. Said facility cost DBI P 700 million

Question: (Ms. Directo, URC) What are ECOP's current efforts to promote CSR among the employers?

Reply: (Mr. Moya) Practically all the major business organizations in the Philippines are actively involved in the promotion and implementation of CSR. Cited were the Philippine Chamber of Commerce and Industry (PCCI) and Philippine Business for Social Progress (PBSP) They promote CSR through orientations, especially the CEOs on the merits of the program. A critical factor is the priority placed by the company on CSR.

Mr. Cecilia mentioned that aside from advocacy, ECOP is also involved in other civic activities. CSR is also one of the criteria in judging awards, among other things.

Question: (Ms. Directo) To Engrs. Ylanan and Lopez. She asked first what are the difficulties they encountered in the implementation of their programs. Second, how were they able overcome these difficulties and lastly, how they were able to sustain their projects?

Reply: (Mr. Ylanan) One of their stumbling blocks at the start of the CWID was sustainability. At the start, only a few observations were made. The program's steering committee put targets into the accountability contracts of each employee and each department. Second is the introduction of a reward system for those making the necessary observations. With the introduction of this system, they have noted an increase in the number of "samplers" and observations.

Reply: (Engr. Lopez) Resistance to the changes initiated occurred initially. Realization comes after the series of trainings and other information efforts on their part. Key to the program is the full support of management through a Corporate Safety Policy.

Question: (Mr. Elmer Constantino, P. Imes) What are the steps being done by GKK awardees to achieve zero accident. How many safety inspectors have been so far trained.?

Engr. Lopez identified that one of their programs in maintaining zero accident record is the specific objectives of each employee. That is, employees include zero accident in their specific

objectives. In addition, the specific objectives or individual objectives of the supervisors and managers are scored by the conduct of plant job observations and safety inspections. Furthermore, zero accident is one of the criterions of their "Perfect A Employee Award" which is given to each employee every end of the year.

Mr. Ylanan seconded that they too have similar program in which they also have to do the training, do the scheduling and it is placed in their employees' accountability contracts.

Question: (Mr. Rey Bancal, CP Kelco Phils) To Engr. Lopez: a) How long did it took DBI to become ISRS-certified, and b) Does DBI have any internal auditors or element champions for each element of ISRS.

Engr. Lopez replied that San Miguel has internal auditors that handle all the programs of the different plants of the San Miguel Group of companies. He emphasized that they attained their 5 star rating systems with regards to ISRS through their internal auditors only, thus, they don't have outside/external auditors that conducted ISRS.

Mr. Cecilia mentioned that DBI have a distinct advantage in having internal auditors in their corporation.

Question: (Mr. Ed Reyes, San Miguel Yamamura) To Mr. Moya about the following: a) What are the effects of labor contracting to the productivity in the aspect of service providers employees, and b) Does ECOP have a survey reflecting the effect of the workers attitude and to their motivation towards better workplace considering that after 5 months they are terminated.

Reply: (Mr. Moya) ECOP does not have that kind of study as yet but conceded that it is a pertinent area for research. He mentioned that the companies are now looking on the positive and negative effects of contractualization and emphasized that what is more important is to generate jobs. He then mentioned that right now ECOP is advocating for the review of Department Order 18, that is, to have flexible guidelines.

Mr. Reyes suggested that since ECOP is now reviewing the guidelines, agencies should look into the contract of their service providers. The contract should include the designation of safety officers to look after the safety and health of the service provider's employees in their workplace.

Mr. Moya commended Engr. Reyes for his suggestion; this is what he calls the supply chain approach; wherein other companies should also look into at least some of the policies of the suppliers and the contractors of the mother company. He added that Mr. Cecilia is the chairman of ECOP's long range policy project and it's committee is looking into reforms, not only to promote an employment friendly Labor Code but also promote the best practices.

Furthermore, Mr. Reyes promised that in his personal capacity he would give inputs so that he can also make use of this in the future.

Mr. Cecilia reiterated to the audience that if they have ideas like those of Engr. Reyes that will made an impact on the change or reforms of labor code or any such other instruments that affect employee-employer relationships, they can email it directly to him at ec4u@edsamail.com.ph.

Engr. Lopez briefly mentioned that he handled safety in 1996, the same year that they obtained the 3-star ISRS safety rating and shortly after 2 years they attained the 5-star rating.

Mr. Araujo mentioned that as a service provider, they have provision in their contracts, that if they are employing more than 20 workers they require a safety officer, a first-aid officer and a project manager instead of just a supervisor. He reiterated that they got this idea from German companies like Siemens because it is now a requirement for subcontractors.

SESSION K: PROGRAM (BEST PRACTICE)

Session Chair: Ms. Agnes M. Tecson
Deputy Executive Director
Occupational Safety and Health Center

Occupational Safety and Health –Management System
Wyeth Singapore
Mr. Chan Kok Heng
Regional ESH Manager, Wyeth (Singapore) Pte. Ltd.

Mr. Chan introduced the concept of safety culture and behavioral safety management. He showed the interrelatedness of managing human activities in a company based on analyzing their behavior. Today, the concept of behavior-based safety approach has evolved beyond the physical observation of individuals like on adhering to the use of personal protective equipment, following or supporting OSH standard procedures. Instead, the new paradigm of behavior-based safety approach includes looking at the “internal” human activities such as how a person thinks, believes, and perceives a message or issue.

The behavior-based safety approach, as conceptualized early this year, is to harness the safety mindset of everyone and look at the “inside-out” desire of each individual. It is not enough, according to Mr. Chan, to focus on imparting knowledge and skills on OSH to individuals within the organization, but more importantly for companies to build a unified “value direction” to harmonize both the physical and internal behaviors of each individual.

He stressed that when developing a staff, the most important function to develop is his “will” to do something. This translates to this desire of being someone or being involved in an activity. The new approach to safety should be an emotional one that drives a holistic, congruent safety behavior exemplified by those in the management. In sum, safety procedures are interrelated with a safety culture and also with the safety management system that are all linked to a central idea of influencing the behavior of an individual.

Productivity and OSH
Engr. Bernadette E. Alvarez
Safety Manager
Amkor Philippines

Engr. Alvarez stressed the importance of sharing information on promoting and implementing OSH among all stakeholders. She said that at Amkor, productivity is linked to safety.

The first step to an effective implementation of OSH is to convince management that it is an investment since the lesser workers sustain an injury or an illness, the more productive he becomes. However, in presenting such idea, it is important to present the figures that will show such since management is concerned with profit.

She said that it is important to use tried and tested formulas on the effective practice of OSH among companies. At Amkor, for instance, they use the Gawad Kaligtasan at Kalusugan framework that emphasizes the importance of a comprehensive OSH Policy where specific programs on safety control and emergency preparedness; industrial hygiene program; occupational health program; capacity building on OSH; environmental protection and community relations; and social accountability emanate.

Other OSH practices at Amkor that Engr. Alvarez shared were: to ask doctors to communicate the health effects of hazards to workers since they are the authority on this matter; follow standards that are more stringent to further boost the morale of workers; solicit suggestions from workers so they "own" up the program; help government in its advocacy like they did by supporting the HIV/AIDS Prevention in the Workplace Training conducted by OSHC in several regions in 2003; and recognize that safety, health, environment, and community relations are interrelated, thus, monitoring the three should be simultaneous. At the end of the session, she showed the savings of Amkor generated by more than 12 million manhours without lost time accident or injury as of September 3, 2004.

Drug Treatment and Employee Assistance Program

*Mr. Reniel Cristobal, Executive Director
Family Wellness Clinic*

Mr. Cristobal said that 35% of the individuals who underwent drug and alcohol treatment in 2003 are now back to work. This means that with proper care and treatment, substance abusers could come back to society as productive individuals.

The government has been fully supportive of the program on preventing drug abuse at the workplace. The Comprehensive Dangerous Drugs Act or RA 9165 signed several years ago gave birth to Department Order 53-03 or the Guidelines Implementing Drug Abuse Prevention in the Workplace that provides for advocacy, education and training; drug testing program for officers and employees; treatment, rehabilitation and referral; and monitoring and evaluation.

Workplaces, according to Mr. Cristobal, are significantly affected by workers who are drug users since they are less productive and incur more than 3 days of sick leave per week. Thus, early identification of drug users made possible through several tools is the first step to assist employees to get out of their drug problems. Counseling is the second step done by specialists. Treatment and rehabilitation is the last step. Medical, psychological, and sociological interventions are done in this stage. He discussed the steps in treatment and rehabilitation that is now done by treatment centers nationwide. He said that many companies have availed of the services of treatment centers to help their employees become productive members of society again.

OPEN FORUM

Question: (Dir. Agnes Tecson of OSHC) Does Wyeth Singapore have a drug program? Have you measured the impact of the Behavior-Based Safety Approach? Can you please share with us how you monitor EHS?

Reply: Wyeth has no official drug program. We have a drug policy but not a program. We have no reported case as of now. We have yet to evaluate the effectiveness of BBS given that it was only introduced this year. The responsibility of EHS goes down the line. We do a monthly audit but we do not only look at the behavior of the workers but also the supervisors

or higher management. How does the leader show by example? Again, when we talk about culture, everyone is involved since culture is a way of life where the values of each individual inside the organization is the same.

Question: (A participant from a manufacturing firm); Do you have a family planning control program at Amkor?

Reply: (Engr. Alvarez) Yes.

Question: (A participant from a canning firm) Do you have data on the profitability of safety?

Reply: (Engr. Alvarez) Yes. The Zero Downtime reflects the profit of the company. We compute the savings based on the compensation of each worker who did not encounter any injury or illness at work. This was shown to the validators of the Gawad Kaligtasan at Kalusugan where one of the criteria is linking OSH with productivity.

Question: How do you audit safety?

Reply: One personnel is assigned to audit our EMS program on a regular basis or as needed. We follow a roadmap for auditing each area. Some areas are audited frequently and others are not depending on the need of each worksite.

Question: (A participant from a food manufacturing firm) Do you conduct emergency drills?

Reply: Yes. We do it twice a year as mandated by law, and also when needed.

Question: (A participant from TUCP) What kind of sicknesses do you monitor?

Reply: (Engr. Alvarez) We classify sicknesses according to the frequency of times the workers had it. I showed it in the 2002-2003 data a while ago. These are common ailments like headache, gastroenteritis. We analyze these sicknesses and do a medical surveillance why such illnesses are frequent.

Question: (A participant from Mirant Power Plant in Pagbilao) How does DOLE assist workers who were found to be drug users?

Reply: Dr. Dulce Gust, Executive Director of OSHC, answered that DOLE takes a pro-active role in assisting companies to formulate a drug policy based on the requirements of DOLE 53-03.

Question: (Follow-up question): What happens to workers who are found to be using drugs?

Reply: Dr. Gust said that according to DO 53-03, if a worker was found positive for using drugs for the first time, he is entitled to be rehabilitated but conditions like who will be shouldering the entire expenses for treatment and rehabilitation should be agreed upon by both management and workers and reflected in the company's drug policy. For second time offenders, however, the company policy is usually drastic, meaning the worker is terminated.

Question: (A participant from a manufacturing firm) Are companies really implementing employee assistance programs for workers who are drug users?

Reply: (Dr. Gust) There is really no way of monitoring the content of each drug policy considering there are about 800,000 establishments nationwide. But our labor inspectors look if such a policy exists. So we push for advocacy so the workers will also advocate for a drug policy based on DO 53-03 in their respective workplaces.

SESSION L: RESEARCH AGENDA

Session Chair: **Dr. Ma. Teresita S. Cucueco**
Chief, Health Control Division
Occupational Safety and Health Center

Endangering Children with Take Home Poisons

*Irma R. Makalinao MD.
Associate Professor, Dept. of Pharmacology & Toxicology
U.P. College of Medicine*

The presentation focused on the take-home toxins transported by contaminated workers from worksites to places or homes where they come in contact with children particularly those below ten years old. Children and the unborn child often are in the most danger because of their developing organs during the critical windows of susceptibility. Based on available statistics in 2000 more than 47 million below the age of five died from illnesses aggravated by environments particularly toxins brought along in the homes by contaminated workers. These contaminants include mercury, asbestos, beryllium, cadmium, chlorinated hydrocarbons (chemicals including PCBs), hormone substances, lead, pesticides, and infections agents. These toxins are usually carried to homes by workers through their cars, shoes, socks, clothes, hair, tools, folders, brief cases and other related items.

Young girls exposed to lead are at higher risk since the lead is stored in her bones as she grows. When she becomes a pregnant adult, the lead moves from her bones exposing her fetus to lead. The children and unborn child are the most in danger because of their developing organs during the critically windows of susceptibility.

Finally talking about preventive measures, Dr. Makalinao presented measures from NIOSH to minimize the children's risks to take-home-toxins. These include: wearing of impervious gowns, gloves, and masks for health workers; changing contaminated clothes before going to a clean work area or home; storing street clothes in separate areas of the workplace to prevent their contamination; and showering before leaving work. Other effective preventive measures are: laundering clothing separately from family laundry (in hot water and detergent), prohibiting removal of toxic substances or contaminated items from the workplace, preventing family members from visiting work area, and educating health professionals to inquire about potential work-related causes of disease. Educational programs to prevent home contamination should be developed for employers, workers, children, teachers, and parents, physicians & other health professionals. There is also a need to create a research agenda & particularly in the area of the role of surveillance who is most at risk, enforcements laws to prevent contaminations and more outreach and educational efforts about the hazards.

Stewardship Activities in the Pesticide Industry Thru Croplife Philippines Inc.

*Mr. Simeon A. Cuyson
Executive director, Croplife Philippines Inc.*

Croplife Philippines, Inc., member of Croplife Asia which is part of the regional network of Croplife International, is composed of companies in the Philippine that are engaged in the development, production and marketing of quality products through the application of cutting edge technology. Mr. Cuyson pointed out that this association which is representing the plant science industry has the primary tasks of promoting the safe and responsible use of agrochemicals (crop protection products) and agricultural biotechnology, such as Genetically Modified (GM) crops, and fully supporting the FAO code of Conduct on the distribution and use of crop protection products.

Mr Cuyson noted that stewardship is crucial because of the challenges of changing agricultural environment. By year 2020 food production should increase by 50% to meet the needs of 120 million people. Arable land is decreasing and there is a need to increase productivity. Increasing production entail pressure to reduce farming of marginal land and fragile ecosystem as part of sustainable development and increasing concern about crop protection products including health, safety and environmental issues. Considering basic concepts of product stewardship, Croplife Philippines in line with FAO code of conduct involves: in the strict enforcement by member companies of the life cycle approach, such as product development to waste disposal; full recognition of product's safety, health & environment impact throughout the manufacturing/supply/distribution/user chain; proper education and effective dissemination of information among all stakeholders, on proper use (dose, interval, PHI), handling transport and storage, waste disposal; receptivity to new information/use experience and careful consideration of its safety, health & environment impact; Integrated Pest Management (IPM) compatibility

Currently Croplife Philippines has considered the following Key Thrusts and initiatives towards its role in Stewardship: 1) responsible use, handling & disposal through farmers/applicators training, dealers and distributors' training & equipment maintenance; 2) Medical Stewardship such as agromedical training, and Cholinesterase monitoring; 3) Triple Rinsing or campaign to improve practice of cleaning used containers that would result in 99% residue-free containers (a joint project with FPA) ; 4) Safe use in Banana plantation such as water monitoring of Nematicide residues, aerial applicators training, and seminars for surrounding communities ; 5) Good housekeeping Campaign, a joint project with FPA which is to improve distributors/dealers storage and transport practices and standards of safety; and 6) Official testing of Agri-Waste Treater. Others include Eggplant and Sampaguita IPM projects which aim to promote proper use/reduce number of applications to enhance safety and sustainable production.

Risk Evaluation of Psycho-Physical Hazard Exposures In Electronics and Garments

*Jinky Leilanie Lu, Ph.D.
University of the Philippines*

The study was investigated of the effects of organizational factors that use information technology in 23 selected garments and electronics industries in Cavite and Laguna. Organizational factors refer primarily with management style which includes nature of hazards exposure. Information technology considers microelectronics-based equipment, numerically controlled machine tools, computer-aided designs, robotics and programmable controllers. These technologies changed the nature of task.

Results of the study showed that there were differences between electronics and garment industries and among industry sizes. The electronics were more likely to have health and safety policies and more likely to have better policies and benefits than the garments. The garment industry was more likely to have hazardous work. Relative to small and medium scale industries, workers in large scale industries were more exposed to hazardous work environment like fumes, vapors, cold noise and radiation. They also have more work pressure but more able to slow down the pace of their work and better salary to compensate their needs. Common hazards exposure in the large industries was intoxicating odors and high temperature..

The study showed that indeed organizational factors affect the health of women workers. The overall physical health of workers was affected by overtime and mental work. Workers who have autonomy in making use of their own strategy to accomplish their work were likely to have higher level of physical health. Poor quality of work and exposure to hazardous work also increased chances of having low physical health among workers. Organizational factors and hazard exposures were also seen to affect specific illnesses such as low back pain, skin allergies, abortion, visual problems and anemia. In effect the use of new technologies generates new processes that subjected women to new forms of hazards and new types of organizational management. Technology has intensified work.

OPEN FORUM

Question: Are there available data or statistical information in the study that would indicate that hazardous environment such as exposure to lead is one of the primary cause of stillbirth among women?

Reply: (Dr. Makalinao) It is probable. There is therefore a need to do some preventive measures to minimize or totally eliminate the hazardous lead fumes. She recommended proper ventilation system as simple as installation of functional exhaust fan.

SESSION M: NETWORK

Session Chair: **Mr. Rene E. Cristobal**
Vice President,
Employer's Confederation of the Philippines (ECOP)

Industrial Hygienist Association of the Philippines (IHAP) Partner in Promoting Occupational Safety, Health & Environment for the Filipino Workers

*Eularito A. Tagalog, R.N, COHN
President, IHAP*

IHAP was conceived as early as December 1999 and came into being last April 2003. Its goal was the formation of an Industrial Hygienist organization with the purpose of professionalizing the Industrial hygiene practice in the Philippines. It is composed of the board of Trustees, officers and members coming from the different commercial, agricultural, educational, government agencies.

IHAP envisions becoming the national leader in promoting Occupational Safety and Health (OSH) excellence to effectively create and maintain a safe and healthful environment for workers and for the community as well. Moreover, IHAP aims to promote, protect and enhance industrial hygienist and other OSH professionals in their efforts to improve the health and well being of workers, the community and the environment.

Their Policy goal is to facilitate consensus among relevant stakeholders regarding major scientific and policy issues in industrial hygiene and other areas of OHSE by developing and disseminating consensus guidelines and standards as the basis of professional practice. IHAP is also committed in establishing effective criteria for membership recruitment and retention. To sustain the organization's programs and projects their fiscal resources goal is for IHAP to have a diversified funding base.

Activities lined-up for 2004 are as follows: Organization of regional chapters, holding of scientific meetings, conduct of national Annual convention, a intensive membership drive for professionals, and heightened students interest on industrial hygiene.

Eliminating Hazards in the Workplace Through Risk Hunting

*Edilberto L. Tadulan, Ph. D.
OH&S Coordinator
Union Cement Corporation*

First and foremost the presenter gave a summary background of his company, presented their Safety Policy and the OH&S Management System. To date they have 1,300 manpower compliments with 10 plants/terminals all over the country.

Risk Hunting is an activity that identifies hazards in the workplace and assessment of its corresponding risk. After which, priority of actions plans will be established for implementation and follow-up actions as needed.

They utilize a Digital Camera as their "Third Eye" during their risk hunting. Time allotment for this activity is 1 hour on the area identified conducted by 3-5 personnel with the aid of the computer and beamer as their tool.

He briefly described how the data gathered from the risk hunting is analyzed through the use of a guide questions and an assessment table. Risk is quantified as the product of "Severity X Probability X Frequency. A reference table is utilized for the interpretation of the result and prioritization of action to be undertaken.

The process was demonstrated to the group through a picture analysis.

The session was concluded by a very heartwarming phrase " Occupational safety and health is not just about numbers....behind an injury is a face and every face is a family".

The Private Sector in the Implementation of Environment Laws

*Cesar E. Pacheco
Air & Waste Management Association (AWMA)
Philippine Section*

To protect human health and to safeguard the environment are the two basic objectives of the private sector in the implementation of environmental laws in the Philippines. The need to

safeguard our surroundings was emphasized through the illustration of the relationship between human health, the environment and the effects of pollution.

The following terms were defined: role, private, environment and law. This is to guide the presentation and set parameters for the discussion. Sources of individual, entity or a party's rights to get involved, on such issues were identified. Among the sources of rights discussed was our constitutional right...1987 Philippine Constitution, Sec. 16, Art. II states that "The state shall protect and advance the right of the people to a balanced and healthful ecology in accord with the rhythm and harmony of nature." Section 15 of the same Article also mandate the state "to protect and promote the people's right to health."

Pursuant to these declared principles, the right of citizens shall be recognized and the State shall guarantee its enjoyment ... to breath clean air; to utilize and enjoy all natural resources according to the principles of sustainable development; and to participate in the formulation, planning, implementation and monitoring of environmental policies and programs and in the decision-making process were among the cited recognized citizen's rights.

The highlight of the presentation was discussion on the "Things To Do" namely: 1) Participate actively in all environmental affairs of your LGU and national government to keep you informed and educated; 2) Assert, Exercise, Enforce, Use, Perform or apply your Rights without reservation or fear; 3) Show your concern and get involved; 4) Seek legal, media, civil, society, NGO's support.

Various actions to take including the options available in case of failures was described. Likewise, various recourses were explained and examples were cited to illustrate the use of such recourse.

The presenter ended with this quotation "*The world is Blessed most by men who do things and not by those who merely talk about them.*"

OPEN FORUM

Question: (*Pilar San Miguel*,) It's good to know that you have organized IHAP. What are the qualifications to be a member of IHAP. Is it necessary that he/she be a nurse or a fist aider

Reply (Mr. Larry Tagalog) Membership is open to all occupational safety & health and environmental practitioners regardless of the course . Even people who are interested in OSH are most welcome.

Reply: (*Ernie Cecilia*) When is your next Congress?

Reply: (Larry) December 2-3, 2004

Question: (*For Dr. Tadula*) This is about the third eye. As I see it you have an internal assessor or team members for that taking pictures and then the third eye coming from outside. Is it a member from your head office. The way I understood it you have an internal person as the third eye?

Reply: In this risk assessment we get from other department within the plant itself, then we could ask somebody from the plant itself so we are making it open as long as it is somebody outside that area.

Question: (For Mr. Pacheco) Do you have in your organization a particular person who assists on environmental issues?

Reply: Yes. the Environmental Ombudsman.

Comment: (Pilar San Miguel) In our community, there was a complaint raised by the residence. At first, a business permit was issued as a warehouse and eventually it became a factory of battery manufacturing. There was an incidence where a neighbor died because of the foul smell coming from the factory. A complaint was filed for closure, there was also media coverage of the incident. However, there was one politician who did not want to close the factory because majority of the workers were residence of the community, therefore they will get unemployed. There was a DENR order to close the said factory but the mayor again do not want to close. But the residence pursued the case and made a dialogue with other politician...it took a year to permanently close the factory. Lessons learned: Community action is really needed to ensure that things get done.

Comment from Mr. Pacheco: We have to believe in the system. Activities of both DENR and the local government have timetables.

SESSION N: RESEARCH AGENDA

Session Chair: **Engr. Nelia Granadillos**
Chief, Environment Control Division
Occupational Safety and Health Center

Assessment of Volatile Organic Compounds Exposure Among Jeepney Drivers in Manila, Philippines

*Jo Anne G. Balanay, MS EH-IH
College of Public Health
University of the Philippines Manila*

Ms. Jo Anne Balanay said that her study aimed to assess the occupational exposure of jeepney drivers in Manila to the airborne volatile organic compounds (VOCs)

She used two sampling method - the diffusive and active sampling methods. She mentioned that the methodology includes commuting the routes of 15 jeepney drivers in some polluted area in Metro Manila where the sample population age ranges from 26 to 55 years old.

Results of the study indicated that Benzene has the highest concentration on air among other VOCs measured. She also stated that exposure to Benzene is a high risk given studies that indicates it is a human carcinogen. However, she states that there is no significant difference (the p value measured was lower than 0.5 on the average concentration in microgram per cubic meter) of VOCs (benzene, toluene, Ethylbenzene,m,p-Xylene) measured among the jeepney drivers.

Occupational Safety and Health Issues and Its Relation to the Attrition Rate in the Call Center Industry

*Ms. Maria R. Garcia
Graduate Student, UP SOLAIR*

Ms. Garcia said that her paper has three aims: 1) to assess the occupational safety and health (OSH) conditions in the industry; 2) evaluate OSH issues as they relate to the attrition rates of the call center industry; 3) to recommend measures to address the OSH issues as a contributing factor in the high attrition rate of the call center industry. The study involved 5 call centers with 50 respondents from each call center.

The average hiring rate of call centers is 1500/batch with age ranges from 18 to 58 years old. Her study showed the effects of policies concerning work shifts especially prolonged night work, medical and health facilities, hazards in the workplace common illnesses experienced by the employees and measures or programs to address safety and health issues to the attrition rate of employees.

Ms. Garcia mentioned that the common illnesses or ailments of employees in the call center are respiratory diseases and anemia. The high intensity sound coming from the head sets and the incidents of holdup in public transportation due to irregular schedules are the common physical hazards. Ergonomic hazard such as musculoskeletal disorders (MSD) was also mentioned.

Only one call center had provided safety and health programs for their employees and these are fire safety program and regular physical examination of the workers.

Wyeth Phils. Canlubang Nutritional Plant OSH Initiatives 2002 to 2004

*Jonathan P. Topacio
HSE Environment Supervisor
Wyeth Phils, Inc.*

Mr. Jonathan Topacio discussed the different safety incentive programs of the company in order to promote zero accident program and increase the safety awareness of the workers thereby achieving teamwork among employees and supervisors. A monthly incentive package which include meal tickets and small tokens were for crews achieving ZERO Lost Time for each month and the annual incentives of home appliances (choice of oven toaster, water purifier or rice cooker) was awarded to deserving employees who achieved ZERO Lost Time for the entire year.

Mr. Topacio states that one of the most effective safety campaign at their plant is the Emotional safety, where a family picture of one featured worker is displayed in a strategic place in order to remind other workers that their family is the beneficiary of being safe in the workplace. He also shared the six core values of OSH, which are, quality, integrity, respect of people, leadership, collaboration and safety. In addition, he showed some celebrity who helps in the promotion of safety to their consumers such as Senator Loren Legarda, Senator Juan Flavier and Caridad Sanchez.

He also revealed the ongoing preparation of the company for the accreditation of OHSAS 18001 and ISO 14001 certifications in 2004.

OPEN FORUM

Question: (Melvin C. Cambel, Safety Engineer of SMC - Metal Closure) Why not use the Clean Air Act in order to regulate the VOC?. It seems that VOC is not regulated

Reply: (Ms. Joanne Balanay) I am not familiar with the Clean Air Act Regulation

Comment: (Engr Nelia Granadillos) There is no specific standard for VOC, we only use international standards for our reference.

Question: (Dexter A. Bañares, Facilities Supervisor, Sykes Asia, Inc.) Is location an add factor to the attrition?

Reply: (Ms. Maria R. Garcia) Among the respondents, only 5% have complained about location. Location is not really a big issue for attrition in the call center. Some call centers have provided shuttle service for the employees.

SESSION O: RESEARCH AGENDA

Session Chair: **Ms. Agnes Tecson**
Deputy Executive Director
Occupational Safety and Health Center

The chair briefly introduced the three speakers for the session

Knowledge, Attitude and Practices in the Construction Industry *Engr. Concepcion T. Sto. Tomas* *Officer In Charge, OSHC*

Engr. Sto. Tomas cited the significance of the study, which is to provide baseline knowledge on the levels of OSH knowledge of the workers; supervisors, managers and also to describe their attitude towards OSH practices. It also aimed at determining the relationship of OSH – KAP to selected variables like age, marital status, education, years of experience and type of work and configuration of the construction work.

The study involved 17 construction sites in 5 cities and municipalities in Metro Manila with a total of 362 respondents. The survey and the focus group discussions were conducted during the one-hour lunch break. This is descriptive study dealing with specific group of people – the construction workers, and supervisors and managers. A total of 12 focus group discussions were conducted using a guided questionnaire.

Knowledge in both workers and supervisors were found to be both in the “fair” levels. However, supervisors had a slightly higher level within the “fair” level range.

Workers had a very general knowledge, on the occurrence of accidents, and the importance of PPEs like helmets. They deplored the lack of awareness of safety and health. When asked about safety programs, they commonly pointed out helmets and safety shoes as evidence of programs. They were also not aware of government institutions that look into occupational

safety and health concerns. Only few of the workers knew about the safety and health committees, tool box meetings, safety meetings and almost all of the workers were not aware of the Dept. Order No. 13 which provides guidelines to safety and health in the construction industry. Most of the workers were aware of the TESDA training skills but they believed that certification was not necessary. The workers think that accidents are not preventable and they can avoid accidents if they stay alert, strong, careful and able to drive away fear. They believed that they alone are responsible for their own personal safety. Safety at work is mainly the responsibility of their supervisors. Others believed that it is the responsibility of everybody. Others believe that respirator can protect them from harmful dust but intake of alcohol can remove dust from their lungs.

In terms of worker practices, work is usually rushed. Others are penalized for not wearing IDs and PPEs. Sometimes penalties would yield into some violent reactions from the workers. Workers pay for their hard hats and safety shoes if they are not provided by the company. They use towels and masks. Subcontractors / subcon workers are not provided with PPEs. Injured victim are sent to the hospitals with no guarantee that the expenses will be shouldered by the company. This is alarming in a sense that there is no guarantee that the worker who meets an accident would get the right treatment.

FGD results of supervisors. The supervisors cited common hazards in the sites such as: unsafe design or direction of scaffolds; non –use of PPE and other safety devices; electrocution; exposure to chemicals; eye injuries due to welding sparks; poor toilet conditions, loosened connection in wooden scaffolds and forms; careless handling of tool and equipment. Supervisors tend to forget safety esp during rush hours. Majority are not aware of Dept. No. 13. Like the workers, they believe that accidents are not preventable, especially during rush work. They attribute accidents mainly due to workers negligence. Although they are aware that they may have inefficiencies in implementing safety programs, still many will not submit accident reports to protect company image. Some even believe that PPEs hinders work.

The study recommended that government should review the existing regulations on construction safety and health especially D.O. 13. The construction sector on the other hand, should also take an active part on the review process

Behavior – Based Safety (BBS) Processes & Techniques

*Mr. Chan Kok Heng
Regional EHS Director
Wyeth, (Singapore) Pte, Ltd.*

Studies have long indicated that 80% of all accidents are caused by unsafe behaviour. A Company may have an OSH program but the immediate cause of an incident is still behaviour. BBS is a tool to collect data on the quality of safety behavior using scientific parameters for measurement . Old safety manuals may refer to it as “task observation”. The fundamentals of BBS consists of ABC. “A” stands for “Activator”; “B” for “Behaviour” and “c” for “Consequence” . It recognizes that attitudes towards safety may not be observable and recordable but behaviors can be. The Activator is basically a person, a place, a thing and an event. Safety signs as well as training are examples of activators. But when we respond to an activator, there is a consequence.

BBS can complement other OSH programs as it tends to reinforce positive behaviours. Before undertaking BBS observation however, the user should identify the hazards in the workplace, the extent of injuries the different hazards can pose on the workers, the types of behaviours

that can lead to accidents or injuries as well as the frequency of different types of accidents or injuries. Then prioritize the top 20%. Then systematically observe, track and give feedback to those concerned.

The process of BBS. First is the announcement to the management and to the employee and an explanation of the BBS process. Then a team is formed which will track the utmost behavior. From there, a checklist will be developed based on the behavior. Then, a system of cross-checking. Statistics will then be derived from the results of the checklists. But very important, feedback. During the first few months, compliance may be low and therefore continuous feedback will have to be given to those concerned until a 90-90% compliance have been recorded. And then look for another behavior that needs improvement. From time to time, there is also a need to go back to previous behavior that have been subjected to BBS observation to determine if the 'good' behaviors have been sustained. The process is then repeated.

Issues of Persons Living with HIV Aids (PLWHA) in the Workplace

Ms. Lorna P. Garcia, PAFPI

Ms. Garcia based her discussion on her personal experience and observations with regard to the issues and concern of PLWHAs. There are several issues on the individual level which includes the discrimination, denial, fear, stigmatization, disclosure, lack of treatment, lack of medicine, ignorance, lack of counseling, absence of programs, insensitive media, problems with the community of PHAs & access to Antiretroviral medication and access to information on HIV / AIDS care and ARV treatment.

It is mandated in the Philippine Constitution and by the Republic Act 8504, to PHAs, that basic treatment and care must be provided. This Act comprehensively deals with HIV/ AIDS related issues in the Philippines such as education, information, care treatment and prevention, and non – discrimination. Under this Act, the Philippine Government has undertaken to provide basic health services including treatment to PHAs in government hospitals. In terms of the Constitution, the State is obliged to protect and promote the health of the people, including those Filipinos living with HIV/AIDS, and to instill health consciousness among Filipinos. The State is furthermore required to adopt an integrated and comprehensive approach to health development, striving to make essential goods and other social services available to all people at affordable cost. To the effect, Filipinos living with HIV/ AIDS were at pains to indicate that despite these provisions, the Philippine government was not providing access to adequate medical treatment for PHAs including ARV medications.

In May 2002, Positive Action Foundation Philippines, Inc. in support of FORD Foundation embark in two years comprehensive programs on strengthening the Role of Filipinos living with HIV/ AIDS in the multi-sectoral response. These includes the following :

- ❖ Programs of the Affected Families and Health monitoring of PHAs
- ❖ Programs on the Local Government Unit and the youth
- ❖ HIV/ AIDS Programs in the Workplace

These programs mainly providing Basic HIV / AIDS Information and Education – as well as sharing of personal experiences from those living with HIV / AIDS.

This is an ongoing partnership with DOLE-OSHC and ECOP. However, difficulties have been met in the implementation of these programs as many companies still do not give any priority to programs involving HIV/AIDS.

OPEN FORUM

Question: (Carmen Santos, from United Corp. Management Services, a contractor working for Shell, in Batangas City.) To Mr. Chan. I would just like to add, because we are already practicing BBS in Shell, but we call it COACH. In addition, we don't only check or see what practices or behavior they are doing wrong. If we see that they are doing right, we also tell them that 'you have a very good practice. Keep it up.' So we also tell them what was being done correctly. Not only the bad things they are doing. Also, we don't wait for consequences to happen. As much as possible, we try to inculcate to the employee the bad consequences, it will do to them. But we don't wait for the consequences to happen, to set it as an example. 'Because you did not wear your eyeglass, this happens'. So maybe we show it thru pictures, but not as an actual accident to show or to make them learn. And also, in our COACH, it is not employee to employee who correcting each other. It can be a rank and file, who can correct an operations manager. Or it is a supervisor correcting somebody anywhere around.

Reply: (Mr. Chan) I am impressed by what you have done. Because that is the correct way of doing BBS. Especially on the point that you do not only do unsafe act. You look at, save at, and you recognize. One thing I would like to share is the perception and the interpretation of consequences. Consequences here of course, it means accident. But a consequence here is of wider interpretation. Recognition of someone is a consequences. Having my boss home and say, 'well done. Thank you.' That is a consequence. So, consequences is all those, is feedback and what the person get from the outcome if his behavior of his consequences. ABCs is very powerful.

(Ms. Carmen Santos): Just to add. In the manual that is being distributed to us, its here. COACH. Maybe every one can read it. The meaning of COACH is C – care for the employees; O – observe; A – analyze; C – communicate, which is the feedback. And H – help. We give the employers the preventive and all those and emptying.

Question: (Robert Dumlao, from SKYI.) To Engr. Sto. Tomas. You stressed up a while ago. That during your survey, one worker answered that in terms of a safety program, he has safety shoes, helmet. My question is, what are the components of a safety program and how to do it?

Reply: (Engr. Sto. Tomas) Sir, we recommend that you attend our 40hr Construction Safety training. It gives guidelines on how to prepare a safety and health program for a construction firm. To discuss that here would take a long time. If you want, you may come back by next week so we can sit down and discuss the matter very well.

Question: (Jimmy Bolinao, from Cardio Philippines, General Santos City.) In Cardio Philippines. We encourage people on the safety behavior by giving them incentives in the form of "bingo" points which are included in their performance appraisals.

Secondly, to Ms. Lorna Garcia. At home, how does a family member treat an HIV positive victim, particularly in the use of CR. Do they have separate CR, separate toiletries? And, another question, I might address these to the officers. If I am not an affected employee, what should I do? Immediately fire her? Terminate her? Or what? I am at loss with that.

Reply: (Lorna Garcia) On the first question, "HIV victim" is a misnomer. It is okay to use " HIV (+), or person living with HIV, or person with HIV" On the treatment of family member? I don't have my pictures taken publicly but the immediate members of my family knows that I have HIV/AIDS. I don't have separate toilets since my disease is not communicable that way. There are three ways, of contracting HIV/AIDS. First is through sexual contact, second is thorough blood transfusion and third is through mother and child during pregnancy. Also, RA 8504 or the HIV/AIDS Prevention and Control Act of 1998,. Does not allow you to terminate an affected employee just because you found out that he or she has the disease. You could be charged with discrimination.

Question: (Orly Okoho, from the AA Service Provider) To Mr. Chan. In the maintenance of equipment we have this so called Risk Base maintenance. And we assign figures. High risk, low risk, little risk, we assign figures 1 – 10. We have this formula, we say Risk multiplied by Likelihood equals consequences. Do you think we could use this for BBS?

Reply: (Mr. Chan) Definitely yes. The concept that we have shared in assessing risk, is the concept that has been used in many areas.

Summary

We found out that we have to work together to further disseminate the information on the DO 13. There is still lack of knowledge, and lack of poor attitude, and practices in the area especially in the construction industry and OSHC. This is a challenge to the OSHC, the DOLE to the labor sector and of course, to the constructors to develop policies and programs and still on safety and health. The second, Mr. Chan has presented to us the Behavior Based Safety. And what are the activators, and the consequences of the behavior. There are negative consequences. And there are highlights in the positive consequences. But we have to highlight the positive consequences whether it is a worker or the employee in this area of doing safety and health. In the last session, Ms. Lorna Garcia, shared with us her experience as a person living with HIV / AIDS. In the first instance, there were fears, in the long run. She's been living for 6 years productively. She is helping out in the pre-departure orientation services, providing her own experience, but there are still much to be done despite the passage of Republic Act 8504. There is still discrimination, and one aspect that she highlighted is that there is lack of medical facilities for people living with HIV / AIDS.

IV. CLOSING CEREMONIES

Dr. Dulce P. Estrella-Gust presented the draft Resolution which was unanimously approved by the participants through acclamation. Below is the text of the said Resolution.

Resolution
“Occupational Safety and Health: Essential for Decent Work”
9th NOSH Congress
October 21-22, 2004

- ❖ Whereas, “Decent work” is the framework to promote the aspirations of all working people for work that is productive and remunerative in conditions of freedom, equity, security and human dignity
- ❖ Whereas, occupational safety and health is primarily concerned with the prevention of accidents and illnesses at work, the protection of workers against hazards at work and at the same time of vital importance for the advancement of decent work.
- ❖ Whereas, globalization has brought about new hazards and risks due to dramatic changes in technologies and equipment, in work organization and processes as well as the importation and the proliferation of chemicals;
- ❖ Whereas, firms and establishments that have developed a culture of preventive OSH, are on record for lower numbers of accidents, injuries, illnesses or death, lower cost, higher productivity and motivation of workers as well as better labor management relations;

We, the participants of this 9th National Occupational Safety and Health Congress resolve:

- ❖ To advocate through national and international channels, “*fair*” globalization so that an increasing number of Filipino workers, here and abroad, will enjoy the benefits of decent work in accordance with the Philippine Constitution and labor laws as well as the relevant international instruments
- ❖ To ensure that OSH will be pursued towards attaining decent work for all workers in the formal and informal sectors without prejudice to age, gender, ethnic origin, religious orientation or physical characteristics in line with the Philippine laws and practice.
- ❖ To promote OSH and decent work as integral part of the ten-point national agenda of the government, especially with respect to employment creation as well as to the Medium Term Development Plan 2005-2010 and to the Philippine Country Program for Decent Work;
- ❖ To advocate and support a comprehensive national occupational safety and health program that covers prevention, treatment, compensation and rehabilitation of work-related injuries and illnesses as well as effective enforcement mechanisms of OSH Standards through tripartite consultation;
- ❖ To promote studies and research that advance the understanding of the linkages between safety and health and decent work and serve as basis for improving OSH services for all Filipino workers, here and abroad;
- ❖ To advocate for a review of the rules on workers’ compensation so as to shift the burden of proof for work-related illness or injuries from the afflicted workers to the Employees Compensation Commission
- ❖ To encourage international agencies concerned with socio-economic development, such as the ILO, WHO, World Bank, ADB and WTO to give highest priority to OSH and decent work in their respective technical cooperation programs.

Done at the Occupational Safety and Health Center of the Department of Labor and Employment in Diliman Quezon City this 22nd day of October 2004.

Dr. Estrella-Gust then presented the Keynote Speaker, Honorable Loretta Ann P. Rosales, representative, Akbayan Party-List at the Congress of the Philippines.

In her message, **Honorable Rosales** stated that the Resolution approved by the 9th NOSH Congress participants summed up the aspirations of those who look after the welfare of the workers, wherever they may be.

As the Chair of the House Committee on Human Rights, she was delighted to know that the participants recognize that a safe and healthy work environment is a human right. She stated that countries at varying stages of development exert hard efforts to reduce risks at their workplace and ensure a secure working environment for their working population. The Philippines, as an ILO and WHO member, commit to many of these ideals. However, practice in this area have been tenuous and much remains to be done to educate workers on the benefits of a fair, safe, and health-conducive working condition. A gap exists between legislation and enforcement in this area. It appears that making employers and administrators comply with labor standards is almost like moving a mountain. On the other hand, the inadequately organized labor front with its serious threat of unemployment hardly encourages employees to speak out and seek better plight. But a critical question is the definition of what are considered well; decent; fair and humane to workers. But she said that the yardstick should be based on the principles enunciated in our Philippine Constitution.

She also shared Akbayan's approach to development with the participants. This approach holds that the human being is at the center of the people's effort to improve and develop itself. It maintains that the human being is not just a means in a group's development goals, but rather its end. It is a belief that equality and social justice are not mere slogans but could actually be contents of developmental programs in the economic, social, and cultural front. At the end of her talk, she commended the organizers and sponsors of the 9th NOSH Congress for their efforts to contribute to the international campaign and advocacy for human rights, specifically in integrating human rights ideals to concrete practice in the workplace.

List of Participants

Name of Participants	Position	Company
1) Rene M. Fallarna	Project Engineer / Project-In-Charge	A.A. Alarilla Construction Co., Inc.
2) Liza P. Rey	Company Nurse	ABS-CBN Broadcasting Corporation
3) Mario Q. Dela Pena	Production Manager	ADD Research Paints & Chems., Inc.
4) Elbert A. Parungao	Supervisor	Aquatic Construction & Dev't
5) Valeriano C. Tupaz II	Safety Head	ArchEn Technologies, Inc.
6) Cynthia L. Calma	Industrial Hygienist	AsiaPacificMed.& Diagnostic Svcs.
7) Mary Ann R. Esteral	EOH Director	AsiaPacificMed.& Diagnostic Svcs.
8) Ericson M. Dumlao	ESH / CAL Staff Engineer	Astec Power Phils., Inc.
9) Michael S. Tud	Consultant	Atlantic Safety Consultancy Inc.
10) Diosdado T. Chan	Consultant	Atlantic Safety Consultancy, Inc.
11) Antonio I. Encarnacion Jr.	Bank Officer V	Bangko Sentral ng Pilipinas-QC
12) Dr. Susan Y. Sison	Bank Physician	Bangko Sentral ng Pilipinas-QC
13) Felipe G. Lu	Plant Manager	Buang Private Power Corp.
14) Dr. Fe G. Bandy	Occupational Health Physician	Bayer Philippines, Inc.
15) Elaine C. de Guzman	Admin. Assistant	Bayer Philippines, Inc.
16) Milagros Autherine G. Lucido	Employee Benefit & Welfare Sect. Head	Camarines Sur I Electric Coop., Inc.
17) Ronald A. Fernandez	Safety Officer, SPAR IV Member	Capital Garment Corp
18) Arnold P. Rioflorido	Safety / PCO	Cavite Nagano Seiko, Inc.
19) Lovenia I. Cortez	Vice Chairman, Safety & Health Org.	Cavite Nagano Seiko, Inc.
20) Francis Regis P. Padua	Safety Officer	Central CATV, Inc.
21) Ronald J. Pornogi		Central Luzon Doctors Hospital
22) Brian M. Villarias	Engineering Supervisor	Coca-Cola Phils., Inc.
23) James Jason Q. Ylanan	Environment, Safety & Health Manager	CP Kelco Phils., Inc.
24) Janice G. Gavini	Company Nurse, HR Staff	CP Kelco Phils., Inc.
25) Reynel M. Bancal	Environment, Safety & Health Officer	CP Kelco Phils., Inc.
26) Edda Lydia M. Valdehuesa	Supervisor, Plant Sfty.& Teams Admin.	Del Monte Phils., Inc.
27) Arles A. Janaban	Safety Engineer	Embrocal Builders, Inc.
28) Ma. Lalaine G. Lorilla	Safety & Environment Officer	Essilor Manufacturing Phils., Inc.
29) Herminio F. Falsis	Operations Manager	F-ANTI Construction & Supply
30) Danreb M. Oira	HR Officer	Fedders Koppel, Inc.
31) Robert S. Dumlao	Safety Practitioner	First Balfour
32) Victor D. Barlas	Safety Aide	First Balfour
33) Lorena P. Cosa	Safety Officer	Glory Phils., Inc.
34) Nerissa C. Vidal	Com. Leader	Glory Phils., Inc.

Name of Participants**Position****Company**

35) Edwin L. Pastorfide	Plant Metallurgist / Superintendent	GST Philippines, Inc.
36) Ray Patrick R. Nuique	Safety Officer	Cal Energy
37) Marte M. Vargas	Safety Officer	Hilmarc's Construction Corp.
38) Genaro V. Disu Jr.		Indophil
39) Gladys F. Villasenor	Administrative Officer	Interphil Laboratories, Inc.
40) Elvin A. Gulipatan	Safety Officer	Ju-Young Electronics (Phils.), Inc.
41) Ana Sabrina A. Vigo	HR Manager	Lorenzo Shipping Corp.
42) Alicia M. Manalo	SHEQ Dept. Manager	Manila Water Company - MWSS
43) Noel C. De Guzman	Safety Supervisor	Mitsubishi Motors Phils. Corp.
44) Raul Porta	Safety Assistant	Mirant Pagbilao
45) Paul C. Cabauatan	FME Jr. Engineer	MME Technologies, Inc.
46) Refrando L. Diaz	Safety Off. / Mat'l & Inventory Off.	MME Technologies, Inc.
47) Ellington A. Garcia	Safety Engineer , ASSPI Member	NAIA Skyway Interchange Project
48) Marvin R. Morpe	Safety Officer, ASPPI Member	NEC Tokin
49) Amelita S. Alim	OIC, Indoor Special Project	Ostrea Mineral Lab., Inc
50) Lorna G. Sy	VP – Operations	Ostrea Mineral Lab., Inc
51) Federico A. Consad		P. IMES
52) Giovanni A. Manikad		P. IMES
53) Jonathan R. Custodio		P. IMES
54) Joseph H. de Leon		P. IMES
55) Joseph T. Parin		P. IMES
56) Margarita C. Enriquez		P. IMES
57) Melanio C. Boleche		P. IMES
58) Raul L. Montevirgin		P. IMES
59) Victor C. Romano		P. IMES
60) Warren V. Anacay		P. IMES
61) Liza V. Dino	Company Nurse	Pascual Laboratories, Inc.
62) Fe Ruby A. Alvarado	Company Nurse, HR Assistant	Pepsi Cola Products Phil., Inc.
63) Dr. Riza A. Relova	Company Physician	Perkin Elmer Optoelectr. Phils., Inc.
64) Leticia C. Estrada		Phil. Exporters Confederation, Inc.
65) A. L. Indolos	Safety – Enercon Supervisor	Philippine Phosphate Fertilizer Corp.
66) Razoland B. Roullo	Sr. Manager, HRMD	Philippine Phosphate Fertilizer Corp.
67) Henry V. Ligdao	Safety Officer	PKI
68) Ramil B. Raule	Safety Officer	PKI
69) Edmundo M. Ruiz	Safety Superintendent	PNOC - Energy Development Corp.
70) Orlando Araujo Beriones	President	Precision Sand Blasting

Name of Participants**Position****Company**

71) Cynthia Veronica V. Manansala	Plant Manager	REACHEM Industries Inc.
72) Cecilia O. Ranoso	Business Development Manager	Safety Center of the Phils., Inc.
73) Jonnel G. Santos	Business Development Associate	Safety Center of the Phils., Inc.
74) Lauro A. Bautista Jr.	Business Development Manager	Safety Center of the Phils., Inc.
75) Ma. Rosette P. Perlas	Business Development Manager	Safety Center of the Phils., Inc.
76) Randolph H. Estacio	Business Dev't. Group Manager	Safety Center of the Phils., Inc.
77) Francisco V. Vivas		Samsung Electro-Mechanics, Phils.
78) Jose Allan H. Oplencia	Safety Officer, SOPI Member	Samsung Electronics Phils.
79) Alma A. Elizaga	Gen. Affairs Manager	SAN TECHNOLOGY, INC.
80) Arminda H. Dadiz	Engineer	SAN TECHNOLOGY, INC.
81) Edgar N. De Guzman	Maintenance	SAN TECHNOLOGY, INC.
82) Hernando P. Bautista Jr.	Maintenance	SAN TECHNOLOGY, INC.
83) Jeffrey O. Isay	Engineer	SAN TECHNOLOGY, INC.
84) Ma. Adelina A. Gutierrez	HRD Manager	SAN TECHNOLOGY, INC.
85) Melinda M. Malabanan	Company Nurse	SAN TECHNOLOGY, INC.
86) Micheline L. Gonzales	Senior Officer, HRA Department	Sanyo Capacitor (Phils.) Corp.
87) Rupert F. Pallasigui Jr.	Business Development Coordinator	Sentrotek
88) Liberato F. Lao	Safety & Sanitation Engineer	Shemberg Marketing Corporation
89) Narven G. Balagtas	Health & Safety Off., ASPPI & IHAP	TIPCO
90) Franco D. Del Cano	Engineer III	Toledo Construction Corp.
91) Ma. Imelyn Jessica M. Agor	Safety Engineer	Toledo Construction Corp.
92) Cheryl Calapati		Transitions Opticals Phils., Inc.
93) Napoleon P. Alkonga	Safety Officer	Triple A Technology Specialists, Inc.
94) Rhona ST. Dolor	Company Nurse	United Cycle Inc.
95) Marites T. Directo	Section Mgr.- Trng, Systems & Reg.	Universal Robina Corporation
96) Carmina V. Santos	Admin & HR Manager	UPMSI, Shell Refinery Tabangao
97) Lorenzo A. Azuelo Jr.	Asst. General Manager	UPMSI, Shell Refinery Tabangao
98) Severino R. Superal	Safety & GS Supervisor in Mfg.	Wukong (5) PTE LTD
99) Claudette A Alonsabe	HSE Affairs Staff	Wyeth Phils.
100) Ma. Vibien C. Efondulan	Environmental Control Supervisor	Wyeth Phils.
101) Eric Romeo B. Balin	production Operator	Wyeth Phils.
102) Dionisio Adriotico	production Operator	Wyeth Phils.
103) Lorain C. Calpo	production Operator	Wyeth Phils.
104) Vener Bagasbas	Foreman	Yakult Phils.
105) Vicente Alipio	Jr. Assistant Manager	Yakult Phils.
106) Yeselda D. Caringal	Sales Manager	REACHEM Industries Inc.

List of Presentors

Name of Presentors	Position	Company
1) Martin Agida, Jr		ABS-CBN
2) Ms. Bernadette E. Alvarez	Safety Manager	Amkor
3) Jacqueline Abola, MD		Amkor Tech Phils., Inc
4) Ben C. Gonzales		AWMA
5) Jenifer C. Lago		BEZPACK Corp
6) Nelson S. Se, Sr.		BFD-DILG
7) Teodoro S. Gaela		BFP, QC Fire Department
8) Shimee Mamanglu		Bulletin
9) Beverly Natividad		Business World
10) Dr. Florence Tadiar,	Regional Expert,	CHASSPAR
11) Ma. Lourdes Bernardo		CHR
12) Dr. Renante Basas	Dir., Assistance and Visitorial Office	Commission on Human Rights
13) Mr. James Jason Ylanan	Env. Safety and Health Manager	CP Kelco
14) Mr. Simeon A. Cuyson	Executive Director	CropLife Philippines, Inc.
15) Edda Lydia Valdehuldes		Del Monte Phils., Inc.
16) Mr. Kerwin L. Lopez	Safety Officer	Distileria Bago, Inc.
17) Dr. Desiree Narvaez,	Chief, Env.I and Occup'l. Health Office	DOH
18) Ouli G. (companion of Dr. Narvasa)		DOH
19) Atty. Benedicto Ernesto R. Bitonio, Jr., ,	Assistant Secretary	DOLE
20) Ma. Anthonette Allones		DOLE
21) Ms. Ma. Teresa E. Edora	Senior Labor Executive Officer	DOLE-BLES
22) Mr. Elmor Juridico	Executive Director	DOLE-ECC
23) Mr. Elmer K. Talavera	Executive Director	DOLE-NITVET-TESDA
24) Ms. Rosalinda Dimapilis-Baldoz	Administrator	DOLE-POEA
25) Maria Gracia H. Coqui		ECC
26) Aries Janaban		EMBBI, Makati
27) Engr. Cesar Siador	Chief, Air Section	EMB-DENR
28) Isaac Moreno		EMB-DENR
29) Benjamin Co		Federation of Fil. Chamber of Comm.
30) Mr. Roberto Rubina	ESH Mgr. and QESH Mngt. Rep.	First Gas Holdings
31) Erwin Dimaguiba		FWC
32) Mr. Reniel Cristobal	Executive Director	FWC
33) Mr. Larry Tagalog	President	IHAP
34) Mr. Aurelio Parisotto, Sr. Enterprise ,	Development & Employment Specialist	ILO-IPEC Manila
35) Dr. Gert Gust	President	ILO-Philippines Association
36) Francois Mong		Jeffrey Mines-Canada

List of Presentors

Name of Presentors	Position	Company
37) Dr. Dina V. Diaz	Department Manager	Lung Center of the Phils.
38) Dr. Ma. Lourdes B. Salud		Makati Health Department
39) Enrique Gamboa, jr.		Metrowide Commodities Corp
40) Rhoda Noble		MGB
41) Mr. Onesimo M. Panaligan	Fire and Safety Superintendent	Mirant
42) Mr. Gilbert Rafer	HRO for Emp. Relation Sfty. & Sec.	MOOG Controls Corp.
43) Ms. Susanita Tesiorna,	Sectoral Representative- WIS	National Anti-Poverty Commission
44) Dr. Naomi Hisanaga	Chief, International Center	National Institute of Industrial Health
45) Teresita C. Lora		NLRC
46) Henry M. Oczon		P. Imes Corp
47) Ms. Lorna Garcia		PAFPI
48) Rodel Navarro		PAFPI
49) Engr. Jonathan B. Sales	Sr. Asso. Engineer	Phil. Int'l. Mftg. & Eng'g. Srvcs. Corp.
50) Ms. Erlinda S. Natera, Sr.	Science Research Specialist	Philippine Nuclear Research Institute
51) Mayen Jaymalin		Phil-Star
52) Jose Wambangco Jr		RAIPI
53) Ruperto Tan		RAIPI
54) Mr. Eduardo C. Reyes	Sr. Staff – Plant Manager's Office	San Miguel Yamamura Asia Corp.
55) Mr. Ricardo Simpao	HSE Assistant	Shell
56) Allen Simon		TESDA-NITVET
57) Eugene I. Panesa		TESDA-NITVET
58) Cher Jimenez		Today
59) Mr. Marie		Tribune
60) Mr. Rafael E. Mapalo	Project Manager	TUCP
61) Mr. Edilberto L. Tadulan, PhD	OH&S Coordinator	Union Cement Corp.
62) Irma Makalinao		UP Medicine
63) Ms. Jinky Lu	Assistant Professor	UP-Manila
64) Ms. JoAnne G. Balanay, M.S.	Asst. Professor	UP-Manila
65) Dr. Maragtas SV. Amante	Professor	UP-SOLAIR
66) Ms. Martina Garcia	Student	UP-SOLAIR
67) Ms. Sharon A. Sta. Ana	Student	UP-SOLAIR
66) Mr. Chan Kok Heng	Regional EHS Director	Wyeth (Singapore) Pte. Ltd.
69) Jonathan D. Topacio		Wyeth Phils Inc
70) Cesar E. Palanca		
71) Hans de KruyF		
72) Maricar Simpao	wife OF Ric Simpao	

List of Exhibitors

Name of Exhibitors	Position	Company
1) Jenn Paccanuayan		3m
2) Rodney Ronsayro		3m
3) Erick T. Manalili		Benedict
5) Menchi Lacambra		ECC
7) Albert Dela Merces		GSIS
9) Nenita M. Mendoza		Kings Industrial Safety Supply
11) Cleo R. Dela Fuente		Materials Unlimited Corp.
13) Valerie M. Picaña		Organization Mngt & Dev. System
15) Joven P. Rico		Panpisco
16) Gilbert R. Ralin		Panpisco
17) Cecilia Q. Rañeso		Safety Center of the Phils.
19) Maria Cecilia F. Messes		SSS
21) Fhloy R. Ringor		Top Rigid
55) Thelma G. Castillo	Manager	GSIS
56) Ma. Theresa S.A. Dela Rosa	Asst. Mgt. Specialist	GSIS
57) Nermin R. Galacgac	S/A II	GSIS
58) Judith M. Rabina	S/A II	GSIS
59) Edna M. Cubaz	SR. GI Specialist	GSIS
60) Mercy Cruz	HPRDG	GSIS

List of Labor Groups

Name	Position	Company
1) Leodigario J. Lubiano Jr.	President	Construction Workers Solidarity
2) Mario T. Ferolino	Board of Director	Construction Workers Solidarity
3) Pio T. Sarmiento	Board of Director	Construction Workers Solidarity
4) Mr. Isidro Antonio Asper	Executive Assistant to the President	Federation of Free Workers
5) Andrew Brillantes	FFW Staff	FFW
6) Belinda Cruz	UERM	FFW
7) Carmelita Jaminola	FFW Staff	FFW
8) Dennis de Lumban	UERM	FFW
9) Eduardo Dizon	Penn Phils. (R&F)	FFW
10) Edward Agustin		FFW
11) Jonet Sibunga	Child Labor Advocates	FFW
12) Lester Dennis Dumas	FFW Staff	FFW
13) Marjorie Macalalad	Penn Phils. (R&F)	FFW

List of Labor Groups

Name	Position	Company
14) Peter Abbas	Centennial Plastic	FFW
15) Daniel M. Parocha		Nat'l. Union of Bldg. & Const. Workers
16) Bernard Bairoy		NUBCW
17) Don Orido		NUBCW
18) Beth P. Quijano		NUBCW
19) Mr. Arwin Villamil	National President	NUBCW
20) Caren Resplandor	Chief Workers Educ	Trade Union Congress of the Philippines, (TUCP)
21) Ms. Antonina Tina	National Coordinator	Pambansang Tagapag-Ugnay ng mga Manggagawa sa Bahay (PATAMABA)
22) Rozel R. Garcia		Philippine Gov't. Employees Association (PGEA)
23) Ma. Pilar Aquino	Union President-SMC	Phil. Transport & Gen. Workers Organization (PTGWO)
24) Rosalinda Manabat	National Treasurer & Educ. Officer	PTGWO
25) Norma F. Calinquin		PGEA
26) Jennie C. Detablan		PGEA
27) Che B. Mahusay		PGEA
28) George Valero	Secretary-General	Public Services Labor Independent Confederation (PSLINK)
29) Glenn Cinco	Member, JFC	TUCP
30) Jonathan L. Bautista	KJFC, TUCP	TUCP
31) Jacent Rallos	KJFC, TUCP	TUCP
32) Igmedeo Balasa Jr.	KJFC, TUCP	TUCP
33) Fernando S. Meneses	Indophil Textiles	TUCP
34) Augusto Degala	Kilusan sa Jollibee	TUCP
35) Renato G. Galag	Kilusan sa Jollibee	TUCP
36) Alex V. Rutaganes	Kilusan sa Jollibee	TUCP
37) George V. Juaneza III	Kilusan sa Jollibee	TUCP
38) Rommel Angelo Apalit	Kilusan sa Jollibee	TUCP
39) Ariel S. Banag	Maynilad Union Services Inc	TUCP
40) Ricardo M. Amarante	Maynilad Union Services Inc	TUCP
41) Glenn Ford M. De Guzman	Kilusan sa Jollibee	TUCP
42) Ramon A. Certeza	Class TUCP	TUCP
43) Jayson Sacristan		TUCP

List of Labor Groups

Name	Position	Company
44) Ma. Teresa R. Sanchez		TUCP
45) Rola Genia R. Guzman		TUCP
46) Gianne Carla Acdao		TUCP
47) Nerlito P. Cervantes Jr.		TUCP
48) Connie M. Angco		TUCP
49) Antonio E. Ilagan		TUCP
50) Jaybee John Vincent V. Baginda		PSLINK-LO/FTF
51) Carmen M. Sulinga		TUCP

List of Guests

Name	Position	Company
1) Ms. Ma. Antonette V. Allones	Assistant Secretary	Department of Labor and Employment (DOLE)
2) Mr. Jeffrey D. Cortazar	Assistant Secretary	DOLE
3) Mr. Ciriaco Lagunzad	Executive Director	DOLE -NWPC
4) Dr. Purificacion Quisumbing	Chairperson	Committee on Human Rights
5) Ms. Carmela Torres	Deputy Director	ILO Subregional Office for South-East Asia and the Pacific Mla. Office
6) Atty. Albert Quimpo	Corporate Secretary	ECOP
7) Prof. Jose Gatchalian		UP-SOLAIR
8) Mr. Ernie O. Cecilia	President & CEO	EC Business Solutions
9) Mr. Vic Molina	Chairman	UP- CPH
10) Mr. Isidro Antonio Asper	Executive Ass. to the Pres.	
11) Mr. Rene Cristobal	Vice President,	ECOP
12) Lynn Crisanta R. Panganiban	Head, Nat'l Poisons Control & Information Service	PGH

List of Additional Guests

Name	Position	Company
1) PHILIP T. ALANO	LEO III	DOLE REG. IV-B
2) RICO M.RUELO	LEO II	DOLE REG. IV-B
3) MA. SOCORRO U. MARQUEZ		DOLE -BLR
4) CHONA MANTILLA	ASST. REGIONAL DIRECTOR	DOLE-CARAGA

List of Additional Guests

Name	Position	Company
5) ENGR. REYNALDO MENDIOLA		DOLE-CARAGA
6) DR. MA. GRACIA LAQUI	MEDICAL OFFICER IV	DOLE-ECC
7) SUSAN QUIMPO	CONCILIATOR	DOLE-NCMB
8) SHIRLEY M. PASCUAL	DIRECTOR II	DOLE-NCMB
9) PRECIOSA SIENES	CHIEF-HR DIVISION	DOLE-POEA
10) DIR. GRACE Y. URSUA	OIC-RD	DOLE REG. IV-B
11) DIR. GUERRERO N. CIRILLO	REGIONAL DIRECTOR	DOLE REG. 1
12) DIR. CHITA CILINDRO	REGIONAL DIRECTOR	DOLE REG. 9
13) GREGORIO T. ABALOS, JR.	ASST. REGIONAL DIRECTOR	DOLE- CAR
14) DR. ZEUS T. TESORIO	DENTIST	TESDA
15) CERLYNDA B. MAHUSAY	NURSE	TESDA/TUCP
16) MERCEDES D. DELGADO	SUPERVISING LEO	DOLE REG. IV-A
17) MA. SARAH A.I. CONCEPCION	MEDICAL OFFICER IV	DOLE-BWC
18) MA. GLENDA MANALO	REGIONAL DIRECTOR	DOLE REG. 5
19) MILAGROS A.G. LUCIDO	PERS'L BEN. & WELF. SECT'N HEADLIB. CS. DOLE	
20) BENJAMIN HONTIVEROS	EXECUTIVE ASSISTANT	DOLE -Usec Jimenez
21) MARK CERDENIA		DOLE -IPS
22) DIONISIO FENANDEZ		DOLE REG. 1
23) EDITHA B. RIVERA	OIC-DIRECTOR	DOLE - BLES
24) MA. IMELDA S. SANTOS	MO - V	DOLE -BWC
25) TERESA V. PERALTA	CHIEF, LEO	DOLE - BLES
26) NATHANIEL ATUTUBO	ASEC	DOLE -
27) ANICETA E. MISA	NURSE II	DOLE - ECC
28) USEC BALDOZ COMPANION		DOLE
29) ZENAIDA AUGUSTA D. PALITA	SR. RESEARCH SPECIALIST	NMP
30) ZENAIDA C. CRISOLOGO, MD.	DIVISION CHIEF, PUBLIC H/S	SBMA
31) MA. ASEAN R. BRIONES, MD.	MEDICAL OFFICER V	SBMA
32) SUSAN Y. SISON	BANK PHYSICIAN IV	BSP
33) ANTONIO I. ENCARNACION, JR.	BANK OFFICER V	BSP
34) EDITA R. PAGA	NGO DESK OFFICER	DENR
35) DR. THELMA R. GRANA	MEDICAL OFFICER	DSWD
36) TERESITA L. LOPE	NURSE	BFAR
37) ROSARIO RAGAZA		BFAR
38) BEN C. NIBALUOS	ADMIN OFFICER	VISAYAN FORUM FOUNDATION
39) GISELA S. DEL ROSARIO	HRMO IV	CITY PERSONNEL OFFICE MANILA CITY HALL

List of Additional Guests

Name	Position	Company
40) ENRIQUE R. GAMBOA, JR.	PRESIDENT *cocktail sponsor*	METROWIDE COMM.CORP.
41) NELSON S. SE, SR.	ENGR. V, /HAZMAT	BUREAU OF FIRE PROT, DILG
42) RHODA NOBLE	CDO	MINES & GEOSCIENCES BUREAU
43) JOLIE CAROL DAG-OB	STUDENT	UP-SOLAIR
44) NOVILLA TUBON	STUDENT	UP-SOLAIR
45) BIENVENIDO GONZALES	rep. of Cesar Pacheco	PACIFIC ECOLOGY AND AWMA
46) SALVE P. ORCINE	SECTION CHIEF, HRMD	DEPARTMENT OF ENERGY
47) CARMEN T. COREA	LG00	DILG
48) ALLAN JOSE J. VILLARANTE	CONSULTANT	Ofc. Of Rep. Roseller L. Barinaga
49) ABES JONABAN		EMBBI - MAKATI CITY
50) MARIA LETICIA R. MERCADO*	JR. COM. ANALYSIS	SSS -QUEZON CITY
51) GRACE L. MERCADO	PROCESSOR	SSS -QUEZON CITY
52) EVELYN R. BINARAN	SCA	SSS -QUEZON CITY
53) ERIC O. ADVINCULA	SCO	SSS -QUEZON CITY
54) PEDRO ALDAVE		SSS -QUEZON CITY
55) DINDO M. MATUMBA	INFO OFFICER V	GSIS (Public Affairs Office)
56) JOJO TAGLE	CAMERAMAN	GMA 7
57) ARIEL DAÑO	ASST. CAMERAMAN	GMA 7
58) ANA REYES	ASSOCIATE PRODUCER	ABS -CBN
59) MELCHOR ZABATE	CAMERAMAN	ABS -CBN
60) ARIEL PARANGALAN	DRIVER/ASST. CAMERAMAN	ABS -CBN
61) GEORGE MOLINA	PRODUCTION STAFF	WINS CHANNEL
62) LARRY FERNANDEZ	CAMERAMAN	WINS CHANNEL
63) NAOMI DAYRIT	REPORTER	ABC 5
64) JON TOLENTINO	CAMERAMAN	ABC 5
65) FRANK SOLANO	CAMERAMAN	ABC 5
66) ELVIE CATRANTA	REPORTER	DZRB
67) LILY O. RAMOS	SR. NEWS EDITOR	PHIL. NEWS AGENCY
68) MARDE YNFAnte	REPORTER	PEOPLES TONIGHT
69) RAZIELLE AMBAT	REPORTER	ANG OFW NGAYON
70) ROMY MINGOC	DRIVER	DOLE- USEC B. JIMENEZ
71) ARMANDO O. ARJONA	VIP SECURITY/ESCORT	DOLE- USEC B. JIMENEZ
72) NARCISO T. ISIP	VIP SECURITY/ESCORT	DOLE- USEC B. JIMENEZ
73) BERT KABAYAO	DRIVER	ATTY. SORIANO
74) RECTO I. MARQUEZ	DRIVER	DOLE OIC DIR. EDITHA RIVERA
75) EDUARDO DIMAYANDOG	DRIVER	DOLE - QUIMPO

All about the OSHC...



The Occupational Safety and Health Center (OSHC) was established as the nationally recognized authority on safety and health research, training, information and technical expertise. The OSHC pursues partnership with the public and private sectors the attainment of a healthy and safe working environment through responsive and sustainable OSH programs and policies. It also targets the effective delivery of quality services. The OSHC aims to increase productivity through better working environment, decrease in manpower and economic losses caused by occupational accidents and diseases, and to improve welfare of workers and their families.

Other OSHC activities are on trainings (both basic and specialized); and conduct of technical services such as Work Environment Measurements, Safety Audits, and Testing of Personal Protective Equipment (PPEs).