NATIONAL OCCUPATIONAL SAFETY AND HEALTH PROFILE
UPDATE: 2011-2018

Dr. Dulce P. Estrella-Gust
ILO National Consultant
CEO, ZAPOHS
BACKGROUND

National Occupational Safety and Health Profile (NOSHP) provides information on the OSH system with regard to prevention, compensation, and enforcement.

Describes the response of the national OSH system, laws and policies, and programs to cover potential hazards and risks.
Provides information on major parameters that could affect OSH management at the national and enterprise levels.

This NOSHP, an update on the national OSH situation, is presented as a reference document that may contribute to on-going efforts to improve national legislation, policies, a national occupational Safety and Health programs attuned to the current situation.
OBJECTIVES

NOSHP intends to achieve the following objectives in shaping the safety and health solutions

1. It should provide an understanding of the national context, that is, key stakeholders should describe the capacities, resources, activities, and constraints of the main institutions.

2. It should provide a grasp of potential problems and a critical analysis of activities in the country.

3. Lays down the basis for the next National Medium Term OSH Plan.
METHODS

**Extensive tripartite consultations** among stakeholders and several partners from the private and public sectors as well as the academe. Focus group discussions (FGD) were held in NCR and in CAR, Region III, Region IVA, Region VII, and Region XI. Representatives were present from the tripartite and private and public sectors in these regions.

Review of the Medim Term Plan of 2005-2010

Analysed strengths, weaknesses, opportunities, and threats (SWOT) of their respective programs and activities at national and at establishment levels.
Cont. of methods:

**Other strategies for collecting quantitative and qualitative OSH information:** Key informant interviews (KIIs), literature survey, and data analysis

Guided by the ILO Convention 187 on National OSH Framework and the Recommendations (197)
FINDINGS

Stakeholders were offered a situational analysis.

This analysis was based on consultations that enabled stakeholders to identify the strengths, weaknesses, threats and opportunities (SWOT) that they observed in the national OSH situation, and the gaps in implementation.

The information gathered formed the backbone of identifying gaps and recommendations.
POLICIES ON OSH

From 2008, up to present
POLICIES WERE CRAFTED FOR HAZARD SPECIFIC SUBJECTS;
A. OSH OF INDUSTRIES (CALL CENTER, SHIPBUILDING, MARITIME, PYROTECHNIC, PRIVATE HEALTH CARE, KASAMBAHAY, MOVIE AND ENTERTAINMENT, CONSTRUCTION, FISHERIES.

B. AGE: CHILD LABOR, OLDER WORKERS
C. HAZARD: HIV/AIDS, CHEMICALS, ASBESTOS, HEPATITIS, HEAT STRESS
D. WORKING CONDITIONS: PROLONGED SITTING, PROLONGED STANDING
E. SERVICES: ACCREDITATION – SAFETY PRACTITIONERS, WEM, HEAVY EQUIPMENT
LAWS, POLICIES:

STRENGTHS

- Phil. Constitution of 1987 ("labour shall be entitled to humane conditions of work")
- OSHS was developed in 1978 as set of specific rules in OSH

WEAKNESSES

- OSHS need to review and revisions
- Poor continuity of safety and health monitoring from implementing bodies and individual firms
- Poor or non-compliance of companies to implement and provide employees' benefits
- Incomplete, insufficient contract/service agreement between principal employer and subcontractor
Towards the end of this project, the RA 11058 was passed “the State shall protect every worker against injury, sickness or death through safe and healthful working conditions—”

Several policies from DOLE and other government agencies such as DOH, DENR, DepEd, CHED, TESDA, CSC
OPPORTUNITIES

- IRR of RA 11058 almost completed
- Revision of OSH Standards ongoing
- Align policies with international policies: follow the international thrusts
- Strengthen advocacy on information and awareness campaign of OSH
- Inclusion of safety issues in the educational sector/ info agencies

THREAT

- Conflict between government and company policies, international standard and company policy.
NATIONAL SYSTEM AND NETWORK
STRENGTHS

- Existing LAWS in prevention, enforcement, compensation, and updating policies
- Enforcement: over 530 labor inspectors
- ECP strengthened
- Strengthened public/private partnership

WEAKNESSES

- No provision in terms of Legal Protection
- Proliferation of Sub Standard PPE’s
- Compensation of Safety Officers not standardized, depends on the discretion of Company
- Inconsistency of OSH program Implementation, inadequate companies with policies and guidelines
OPPORTUNITIES

- Social media/webpage, fliers, ads, localities (Brgy., Municipal, City Hall, NGO’s) and other related Agencies like DepEd, Tesda, DTI, PRC
- Development of a Ladderized system for Safety Personnel Growth
- Provision of Safety Officers Benefits/Compensation
- Legal provision on penalty system to organization and companies not implementing Safety Standards
- Develop the One Million OSH Advocates Policy/Program

THREAT

- Budget, Congress Law Provision, politics/political will, resistance to adopt policies, redundancy of policies, rules and regulations from other agencies
- Safety Officers have multiple functions / multi-tasking
FOCUS ON SECTORS/INDUSTRIES: IMPLEMENTATION AT LEVEL OF UNDERTAKING
Discussions of OSH Trends and Progress in National Action Capability Building, advocacy, information, training, research and technical assistance.
SWOT exercises carried out in regions were a product of knowledge, experience and perception of representatives of the organizations and establishments.

There were no statistics except for the numbers of safety practitioners, establishments in the regions.

Concerns: included:

- the need to expand coverage to the public sector, to education, health; to industries like mining,
- to improve the preventive services for small enterprises and the informal sector, to address vulnerable population like young workers, older workers, some women working from home, the coverage OFWs.
- To address the weaknesses and opportunities on coverage and quality of training.
HOW WERE POLICIES IMPLEMENTED

Gaps

- in statistics: workers and employers activities and programs on OSH; academe; STOs consultancy
- In research
- In administrative reporting
- Training
- Technical assistance
ISLE: Integrated Survey on Labor and Employment, (formerly BITS), by Phil Statistical Authority. Taken from the results of the 2013/2014 nationwide sample survey covering 8,399 establishments with 20 or more workers.

Administrative Reports: WAIR, AMR, Technical Safety Reports, Rule 1020

OSH STATISTICS
RECOMMENDATION/S (POLICIES)

- Increase Advocacy strategies
- Align National Policies/Standards on OSH for Public and Private sectors
- Capacity-building for Policy-makers
- Capacity building strengthened for workers and employers organizations
RECOMMENDATIONS

- Reinforce the need for Occupational Health Practitioner in Industries
- Ratio of Safety Officers to workers must be reviewed
- Practitioner needs to be evaluated & accredited according to specialization (hazardous vs non-hazardous)
- Safety personnel to be invited in operations meeting. This shall also be mandated by law.
- An existing program or module for CEOs/managers, two-day training, to be made mandatory.
- Include an OSH training requirement in the application of AEP
RECOMMENDATION/S
(OSH PROGRAMS)

- One day OSH training for CEOs/COOs
- Integration of systems and develop apps/MIS
- Integrate OSH in the requirements for foreign investments
- Integrate OSH in Alien Registration Permit
- Integrate OSH in Barangay Permits; Municipal Permits
- Higher penalties for non-compliance to requirements/ standards
- Improve Safety Officer/Practitioner/Consultants qualifications
- Incentivize, Ladderize OSH professionals
RECOMMENDATION/S (OSH COMMITTEE)

- Clustering of OSH Committees per industry/locality for review/study purposes
- Standardized reporting per Industry/Sector
- Improvement/revision of forms tailored-fit per industry
- ASEAN OSHNET programs link with ASEAN countries
- ILO
- US-DOLE
- Bilateral partners
- European agencies for safety and health
- International NGOs

INTERNATIONAL NETWORK
OSH coverage remains elusive to workers in the informal economy, microenterprises, public sector,

Vulnerable populations such as the young workers, women workers, older workers and the OFWs.

The question also was asked on what is the OSH coverage of the workers in the agriculture, fisheries, transportation. There are 18 industry sectors, are we covering the workers in those vulnerable areas with OSH system?
CONCLUSIONS

The NOSHP should contribute to the drafting of the National OSH Medium-Term Plan 2017-2022 and should serve as benchmark for monitoring progress in addressing OSH issues.

The National Development Plan 2017-2022 highlighted that human capital on safety and health should look at the gender dimension, and vigorous enforcement of inspection.

The process of updating the NOSHP was guided by the Promotional Framework for Occupational Safety and Health Recommendation, 2006 (No. 197)
Thank you...