

# Status of Implementation of Occupational Safety and Health Policies and Programs in Selected Government Agencies Located in Metro Manila

Research Paper No. 2015-02



Department of Labor and Employment  
**Occupational Safety and Health Center**  
North Avenue corner Agham Road,  
Diliman, Quezon City, Philippines



Management  
System  
ISO 9001:2015  
[www.tuv.com](http://www.tuv.com)  
ID 9105081680



# **Status of Implementation of Occupational Safety and Health Policies and Programs in Selected Government Agencies Located in Metro Manila**

Abstract

## **INTRODUCTION**

The 1987 Philippine Constitution provides for the protection of the rights and welfare of all workers, be it in the government or private sector. As such, the Civil Service Law mandated the Civil Service Commission (CSC) to formulate necessary policies and programs to ensure the rights and welfare of the government workers.

## **OBJECTIVES**

The goal of this study is to assess the availability of any occupational safety and health (OSH) framework applied to government offices for its workers. Specifically, this aims to find actual OSH conditions in government offices especially on the parameters of workplace safety and security, workers' health and wellness, workplace hygiene and sanitation, and information dissemination and training on workplace safety and health. This study also intends to find out the status of implementation of Civil Service Memorandum Circulars (CSC MCs) relevant to OSH, and gauge the level of perception of government offices and its employees on OSH and their awareness or knowledge on the different Civil Service issuance pertaining to OSH.

## **METHODS**

A descriptive study was conducted utilizing multi-stage random sampling with sample size determined using a confidence interval of 20 with  $\alpha = 0.05$ .

Government offices under the executive branch (except the constitutional commissions, the academe, government hospitals, local government units, government laboratories, regional offices, and the Department of Labor and Employment and its bureaus and attached agencies) located in Metro Manila listed under The Official Gazette ([www.gov.ph/directory](http://www.gov.ph/directory)) were included and grouped into national government agencies, bureaus and other executive offices, and attached agencies including government-owned and -controlled corporations. Walk through survey was done using a checklist adapted from the CSC MC 30 series of 1994 and the OSH Standards, as amended, assessing on the parameters mentioned. Self-administered questionnaires were also be distributed to the subject government agencies' human resource (HR) personnel (representing the management) and the workers' representative to gauge their level of perception on OSH and their awareness or knowledge on the different Civil Service issuance pertaining to workplace safety and health. Analyses of the data were conducted using the SPSS-PASW version 18 software. Descriptive statistics including frequency distributions and percentages were among the measurements done.

## **RESULTS**

A total of fifteen government offices under the executive branch located in Metro Manila participated in the study and were grouped into national government agencies, bureaus and other executive offices, and attached agencies including government-owned and -controlled corporations. Most of these agencies were found out to have Emergency Preparedness Committees (56.3%), emergency preparedness plans (50%), and conduct emergency

preparedness drills (56%). Also, majority of the offices assessed provide first aids kits (62.3%), adopt the Civil Service guidelines on return-to-work policy (56.3%), have functional comfort rooms (87.5%), provide potable drinking water (81.3%), and observe proper waste segregation and disposal (68.8%). Most notable deficiencies include the absence of safety officers and Safety and Health Committee (both at 93.8%), medical surveillance (100%), trained first aiders (87.5%), system on hazard identification, risk assessment, and controls (HIRAC), poor illumination (100%), among others. The Civil Service guidelines on smoking and sexual harassment are two of those OSH-related issuance that are implemented and are known to the workers. However, both the HR personnel and the workers' representative agree that all OSH-related issuance of the CSC, aside from the two mentioned, must be implemented in their respective agencies.

## **RECOMMENDATIONS**

The CSC issued MC 30 series of 1994 (Checklist on the Reasonable Working Conditions in the Public Sector) and MC 33 series of 1997 (Policy on Working Conditions at the Workplace) to serve as reference for government offices in the formulation and implementation of OSH in their respective workplaces. The OSH Standards, as amended, provided its applicability to all workplaces including government offices under Rule 1000. However, the findings of this study point to weak OSH infrastructures and systems in the public sector which would require a recommendation for an institution of more comprehensive guidelines on OSH for the civil servants such as adoption or adaptation of the OSH Standards, as amended, by the CSC for implementation

in all government offices. Moreover, regular monitoring and evaluation of implementation of OSH policies and programs in government offices including safety and health status of government workers; strengthening of OSH awareness and skills among government workers; and allocation of resources for OSH in government offices are also recommended.