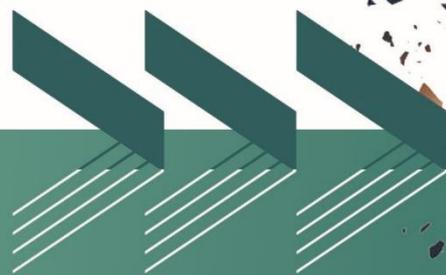


OSHIC



ANNUAL REPORT 2020

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THE OSHC STORY

Established through Executive Order No. 307, signed by the late President Corazon C. Aquino on November 4, 1987, the Occupational Safety and Health Center (OSHC) champions the cause of worker safety and health in the Philippines. The OSHC is the National Training Institution for Occupational Safety and Health (OSH) and has been designated as the International Labor Organization Center for information and studies, as well as the Program Area Coordinator on OSH Training of the ASEAN Occupational Safety and Health Network.

Its existence, together with its facilities, and more importantly, its programs and services, did a lot to change the landscape of the Philippine workplace. Through information dissemination campaigns, trainings, researches and technical service, more companies are now aware of the Occupational Safety and Health Standards. The services of OSHC cover the preventive aspect of OSH in both the public and private workplaces.

As the authority on OSH, the Center has a staff of specialists in various fields of OSH. It draws on national and international expertise when needed. The management is headed by the Executive Director who oversees the planning, implementation, monitoring and evaluation of its operation. Programs are carried out through the following work centers: the office of the Executive Director (OED), Environment Control Division (ECD), Health Control Division (HCD), Safety Control Division (SCD), Training and Public Information Division (TPID).



OFFICE OF THE EXECUTIVE DIRECTOR

The OED executes the policies and programs formulated by the OSHC Governing Board; plans, directs, coordinates and controls the administrative and technical operations of the OSHC; administers the undertaking of researches and studies in all areas of OSH administration and policy; and serves as a link between the Department of Labor and Employment, other governmental and non-governmental agencies and local and foreign organizations.

ENVIRONMENT CONTROL DIVISION

The ECD works primarily toward eliminating work environment hazards and their effects. It conducts basic and practical researches to determine the presence of harmful environmental contaminants. ECD also carries out work environment measurement to evaluate illumination, ventilation systems and levels of exposure to chemicals like solvents, heavy metals, toxic gases and physical agents like noise, heat, and vibration. These measurements will then be the basis for the recommendation of appropriate control measures.

The ECD also conducts training courses such as the Fundamentals of Industrial Hygiene, Work Environment Measurement, Safe Use of Chemicals at Work, Globally Harmonized System of Classification and Labeling of Chemicals and Industrial Ventilation.

HEALTH CONTROL DIVISION

The HCD focuses on the prevention of work related-illnesses and diseases. It carries out research, and consultations in close cooperation with sectoral organizations, agencies and individuals and conducts medical surveillance programs necessary for early detection of occupational diseases, medical examination and biological monitoring of workers exposed to different occupational hazards. Special examinations such as audiometry, pulmonary function testing, and analysis of heavy metals and organic solvent metabolites.

HCD also conducts trainings for safety and health practitioners, members of the safety and health committee, human resource personnel, such as: Seminar on Work-Relatedness of Diseases, Seminar Workshop on Managing Emerging Health Issues in the Workplace, Seminar on Ergonomics, and Training for the Assessment Team Members for a Drug-Free Workplace.

SAFETY CONTROL DIVISION

The SCD conducts continuing studies, researches, safety audits and technical inspections in worksites particularly on hazardous machines, processes and operation.

It undertakes practical testing on the safe use of personal protective equipment (PPE) and sets standard specifications for the production of PPE and other safety devices. The SCD develops technical guidelines and test procedures for safety performance checks and provides technical advice to correct unsafe conditions in workplaces.

The SCD also conducts the mandatory 40-hour Construction Occupational Safety and Health (COSH) Training, Construction Safety Orientation, Fire Safety Orientation, Fire Safety Training, Crane Safety Training, Forklift Safety Training, and Scaffold Safety Training.

TRAINING AND PUBLIC INFORMATION DIVISION

The TPID aims to enhance knowledge, skills and behaviors on OSH matters among workers, employers, and the general public. It organizes, designs and conducts basic, advanced and specialized courses for safety and health practitioners, trainers, supervisors, and workers from both the private and government sectors such as the Basic Occupational Safety and Health Training Course and Training of Trainers on OSH.

The TPID also leads in disseminating OSH information through regional information drives; press conferences and other media activities; dialogues with various industry groups, holding exhibits and scientific fora, and through the development and distribution of Information, Education and Communication (IEC) materials.

FINANCE AND ADMINISTRATIVE DIVISION

The FAD provides fiscal and financial management, human resource development, procurement of supplies, and general building maintenance in support of the operations of the OSHC. They are also responsible for providing all the necessary documents for the Citizen's Charter, Transparency Seal, DOLE Code of Conduct and the Manual of Corporate Governance as prescribed by the Governance Commission for GOCCs (GCG). The FAD provides support services to the OSHC and its Regional Extension Units in Baguio, Cagayan, Pampanga, Laguna, Legazpi, Iloilo, Cebu, Tacloban, Zamboanga, Cagayan de Oro, Davao, General Santos, and Butuan.

VISION, MISSION, QUALITY POLICY

VISION

To have a healthy, well-protected working population in a caring and responsive work environment brought about by sound OSH policies and laws, research, training, information exchange, technical expertise and extensive networking.

MISSION

To continue to be an efficient and effective OSHC fully committed to the attainment of a healthy and safe working environment through responsive and sustainable OSH programs and policies, effective delivery of quality OSH services, client-focused responses, excellent resource management and mutually beneficial linkages.

OSHC QUALITY POLICY AND OBJECTIVES

To continue The OSHC's overall commitment to quality in work practice and customer service and customer service is aligned with its mission and vision and with the Governance Commission on Government Owned and Controlled Corporation (GCG).

THE OSHC SHALL PROVIDE A WORKING ENVIRONMENT TO SERVE THIS PURPOSE:

- Involve its human resources who are adaptive, competent and responsible to carry out effectively the aforesaid goal;
 - Continually review and improve the systems and procedures following the recognized quality standards for customer satisfaction
 - Comply with statutory and regulatory requirements and adhere to principles of good and democratic governance through transparency and accountability among members of the organization
 - Ensure continuity of the implementation of the quality management system
 - Committed to protect the workers through safety and health policies and programs
-

PRINCIPLES

Outstanding Professionalism

Service with Dedication

Honesty and Integrity

Competent Workforce

SAFETY, HEALTH, AND ENVIRONMENT POLICY

The occupational safety and health advocacy, along with environmental protection, is our foremost commitment in the OSHC: a commitment that guides our every policy, program and service. To ensure that we deliver on this commitment, we abide by the following tenets:

- **ORGANIZED AND COLLECTIVE EFFORTS:** We believe that individual efforts of the employees, with proper guidance and clear direction from our dedicated management lead to the accomplishment of our collective goal.
- **SHARED RESPONSIBILITY:** We believe that our success in the delivery of commitment to our own personnel and even the community lies in every member's involvement. The management's commitment coupled with the employees' involvement in even in the most basic details, from policy and program development to their eventual implementation, are inherent in the way we manage the safety and health of all OSHC staff.
- **HIGH REGARD FOR OSH STANDARDS AND OTHER REGULATIONS:** We believe that it is our essential duty to comply with the Occupational Safety and Health Standards, other OSH-related regulations, environmental laws, and relevant statutory issuances. Compliance with these legislations is faithfully adhered to by our agency and also advocated to clients and partners in every available opportunity.
- **CONTINUAL REVIEW AND IMPROVEMENT:** We believe that it is necessary for our system, services, and resources to be periodically reviewed. Subsequently, every point for improvement is dutifully implemented to ensure that we continue to efficiently and effectively serve our commitment to our workers and our clients.

To us, ensuring safe and healthful working conditions for all workers, especially our own, as well as protecting the environment, starting in our own grounds, are not just services called for by our mandate, but from deeply ingrained personal values. We, at the OSHC, deem it our duty to be at the forefront of advocacy for OSH and environmental protection in all workplaces beginning with our own.

MILESTONES

MAINSTREAMING MENTAL HEALTH

Not much attention has been given on mental health and it is mostly considered a taboo issue in the past. However, implementing a mental health workplace program is actually a win-win measure for enterprises – it helps maintain the well-being of workers and it can improve company productivity.

On February 2020, the DEPARTMENT OF LABOR AND EMPLOYMENT ISSUED DEPARTMENT ORDER NO. 208 SERIES OF 2020 OR THE “GUIDELINES FOR THE IMPLEMENTATION OF MENTAL HEALTH WORKPLACE POLICIES AND PROGRAMS FOR THE PRIVATE SECTOR”. This requires private workplaces and establishments in the formal sector including those which deploy Overseas Filipino Workers to formulate a mental health policy and program which will raise awareness, prevent stigma and discrimination, and provide support and facilitate access to medical health services.

Likewise, the Civil Service Commission has also issued Memorandum Circular No. 4 series of 2020 which requires government agencies to establish a mental health program for their employees. Both issuances are in compliance to the Republic Act No. 11036 or the “Mental Health Act of 2018” and its Implementing Rules and Regulations dated January 22, 2019.

OSH AMBASSADORS



The Occupational Safety and Health Center, an attached agency of the DOLE has enlisted the help of Mr. JC de Vera and Ms. Erich Gonzales of ABS-CBN and Mr. Kim de Leon and Ms. Lexi Gonzales of GMA to spread information about the importance of work safety and health.

In 2019, OSHC began working with ABS-CBN and GMA to produce advertisements to introduce the basic concept of OSH to the public. A 30-second infomercial was shown in Regions 3, 5, 6, 7, 8, 10, and 11 during primetime shows of ABS-CBN during the past two months. Advertisements are also set to be displayed on social media and out-of-home platforms such as trains and LED Billboards in Metro Manila.

“I would like to express my heartfelt gratitude to the leading television networks in the country – ABS-CBN and GMA – for extending their valuable support to the Occupational Safety and Health (OSH) advocacy. Their prestigious artists, Mr. JC de Vera and Ms. Erich Gonzales of ABS-CBN and Mr. Kim de Leon and Ms. Lexi Gonzales of GMA have consented to become OSH ambassadors who will greatly help us share vital OSH information to the Filipinos,” said Labor Secretary Silvestre H. Bello III.

Occupational Safety and Health Center Executive Director Noel C. Binag expressed his hope to increase the public’s awareness and understanding of work safety and health. “I believe that our OSH Ambassadors, in their capacity as celebrities, can greatly influence Filipinos to value OSH as their right, responsibility, priority, and key to continue providing for their families. We hope that through the information campaigns we have with JC, Erich, Kim and Lexi, we will be able to inspire more to become OSH Champions,” he said.

OCCUPATIONAL SAFETY AND HEALTH STANDARDS FOR THE PUBLIC SECTOR

Workers in the public sector are now better protected from work-related accidents and illnesses with the Joint Memorandum Circular NO.1, series of 2020, of the Civil Service Commission, Department of Health, and Department of Labor and Employment (DOLE).

The said memorandum Circular contains the Occupational Safety and Health Standard for the Public Sector which will cover all officials and employees in the National Government Agencies, State Universities and Colleges, Local Government Units, and Government Owned and Controlled Corporations, with permanent, temporary, or casual status, including job order and contract of service workers, and institutional and individual contractors.

“We hope that this is the start of establishing the culture of safety and health in the public sector. We are grateful to have imparted much needed information in identifying the hazards and risks in their workplaces, measures to mitigate these, and helping them develop their safety and health policies,” said OSHC Executive Director Noel C. Binag, CE.

All government agencies are required to establish their own occupational safety and health (OSH) program, create a safety and health committee and/or special investigation committee, and designate a safety and health officer to ensure that compliance to this guidelines is implemented in their respective workplaces. The budget for the implementation of OSH programs must be included in the agency’s Annual Work and Financial Plan.

FIGHTING THE COVID-19 PANDEMIC IN WORKPLACES

COVID-19 ISSUANCES

When the biggest crises in recent history – the Corona Virus Disease (COVID) 19 Pandemic hit the world, everything was at a standstill - businesses in all industries have been shuttered and people were locked up in their homes for months. Under the Inter-Agency Task Force on Emerging Infectious Diseases, various agencies have released issuances to prevent the spread of COVID-19 in public and private workplaces including public transportation.

The Department of Trade and Industry and the DOLE issued Joint Memorandum Circular No.20-04 – Supplemental Guidelines on Workplace Prevention and Control of COVID-19. Based on this guidelines, Workers and employers in the private sector were required to observe strict occupational safety and health (OSH) protocols to prevent the transmission of COVID-19.

On-line transactions were promoted together with alternative work arrangements such as work from home, and shift rotations especially for vulnerable workers such as include senior citizens, women with high-risk pregnancies, and those with pre-existing illnesses like diabetes, hypertension, cancer and other immune-compromising conditions. Workers are required to wear face masks at all times except during mealtimes which were required to be taken in shifts and in the workers own workstations. Employers were required to provide must provide appropriate face masks along with other necessary personal protective equipment (PPEs). Temperature checks, health declaration forms, sanitation and disinfecting, and social distancing became part of the SOPs in workplaces. More issuances from the DOLE and other government agencies were also released to further ensure the protection of workers in all sectors.

SHIFTING TO THE DIGITAL PLATFORM

The OSHC worked on continuing to bring its services to the workers. “Our staff worked on the developing the modules for the mandatory OSH trainings to allow the migration of training services to the on-line platform and enable the provision of training services while ensuring the protection of training participants and resource persons,” said Binag.

The skills development and on-site visits which were part of the face-to face trainings were converted into video-assisted workshops to maintain active interaction among the participants and resource persons. All mandatory OSH trainings now include a module on the prevention and control of COVID-19.



A total of 5,185 workers and benefitted from the mandatory and specialized training programs conducted by the OSHC and Occupational Safety and Health Networks in 2020.

This includes 4,878 workers from 2,898 companies who participated in the mandatory Occupational Safety and Health (OSH) courses – the 10-hour and 40-hour Basic Occupational Safety and Health (BOSH) Training for and Construction Occupational Safety and Health Training. Of this number, 2,344 participated on the on-line trainings.



Some 307 workers from 256 companies participated in six types of specialized trainings such as Managing Emerging Health-Related Problems at Work, Drugs Assessment Team Training, Seminar on the Safe Use of Chemicals at Work with Globally Harmonized System of Classification and Labeling of Chemicals, the 40-hour Industrial Hygiene Training, Training of Trainers on OSH, and Crane/Rigging Safety Training.

The OSHC also shifted its public information campaigns online through the KamOShtahan webinar series. The Center and its regional extension units were able to hold 25 webinars featuring COVID-19 prevention strategies and related issuances benefitting 4, 269 participants via Zoom and thousands more through Facebook Live.

Even amidst the quarantine restrictions, the OSHC continued to safeguard workers through its technical services. All requests were accepted online while the services continued to be carried out in the OSHC laboratories.

A total of 17,720 workers from 41 companies benefitted from the technical services of the OSHC in 2020.

Of this number, 17,411 workers from 29 companies benefitted from the Work Environment Measurement. The WEM is a technical service wherein a team of experts identify and measure various physical, chemical, biological and ergonomic hazards within the premises of an establishment. The results of the measurement are evaluated in the laboratory which will then be the basis for corrective strategies.

On the other hand, some 309 workers benefitted from occupational health services on biological monitoring/clinical toxicology and special examinations. The results of these exams on workers exposed to hazards such as heavy metals and organic solvents become the basis of recommendations for the development of a company's OSH policies and programs.

The OSHC was also able to conduct 2,700 tests on 1,581 specimens of personal protective equipment which include safety shoes, hard hats, safety spectacles and full body harnesses.

MAINTAINING THE ISO 9001:2015 CERTIFICATION



“We are proud to say that we have maintained our ISO 9001:2015 certification with zero non-conformities. The Occupational Safety and Health Center (OSHC) has been ISO 9001:2015 certified for four years now and the many efforts we have made to overcome the challenges have indeed paid off,” said OSHC Executive Director Noel C. Binag, CE.

“I would like to thank the TUV Rheinland, who worked with us through this first on-line ISO audit. I would also like to commend the OSHC staff who worked hard to ensure that all procedures were followed and that our services are carried out

efficiently and with utmost quality even in the midst of the Covid-19 pandemic,” he added.

The on-line audit was conducted on December 9, 2020 and the OSHC has maintained certification for the In-house Basic Occupational Safety and Health (BOSH) Training, conduct of Work Environment Measurement, Personal Protective Equipment (PPE) Testing, Information Dissemination, Health Services excluding X-Ray and Spirometry and support processes such as human resource management, procurement, billing, repair and maintenance of IT equipment, security, control of records and documents, handling communications, internal audit, and general services.

The OSHC was cited for positive findings such as commendable process for the design and dissemination of Covid-19 IEC materials, use of a dry run as a validation process for the on-line in-house BOSH Training, the on-going renovation of all training and comfort rooms, procurement of a new 29-seater bus, hiring additional manpower, approved IT strategic plan for procurement of equipment, a program to enhance the competency and organizational knowledge in PPE testing, and a 95% customer satisfaction rating.

SCORING 99.7% IN CUSTOMER SATISFACTION

“We are very pleased to know that our clients in the past year are satisfied with the services that we provide. 2020 has been difficult because we had to develop ways to continue delivering our programs while ensuring everyone’s safety. The shift to the on-line platform was not easy but we are glad that workers were able to benefit from our efforts and that they find our service very satisfactory,” said Occupational Safety and Health Center (OSHC) Executive Director Noel C. Binag, CE.

The 2020 Client Satisfaction Measure Survey conducted by Fernando Paragas PhD and his team is for the Employees Compensation Commission and OSHC. A total of 2,315 respondents were chosen randomly using stratified sampling based on a sampling frame of ECC and OSHC clients from January 1, 2020 to December 29, 2020. The survey results show a joint net satisfaction rate of 93% and a 99.7 total satisfaction score for OSHC.

“Malaking ang naitutulog”, “malinaw”, “maayos”, “maraming natututunan”, “magaling at mahusay”, “relevant and applicable” were some of the words which clients have used to describe their satisfaction with OSHC services.

Many of the survey respondents for OSHC expressed the usefulness of the occupational safety and health trainings they have undergone on-line. “Madami natutunan kasi about sa safety ang topic.” “Marami akong natutunan na naiaapply ko sa trabaho ko.” “Satisfying naman siya kasi kahit online lang ang training they were able to discuss the topics fluent and clear sa amin, if may hindi naman naintindihan they would explain it again.”

The staff also received very satisfactory scores in each of the statements about them which include knowledge and skill, respect, willingness to help clients, prompt response, and strict and fair implementation of rules and policies. Satisfactory scores were also given on the delivery of information, website, technical services, facilities, and handling of complaints and records keeping.

ENHANCING THE CULTURE OF WORK SAFETY AND HEALTH THROUGH RESEARCH

For 2020, the OSHC conducted the following researches:

1. A TRACER STUDY ON DRUG ASSESSMENT TEAM TRAINING (DATT) PARTICIPANTS OF OSHC FROM 2014 TO 2018

The Occupational Safety and Health Center created Drug Assessment Team Training in 2010 to enhance the decision-making skills of the participants in establishing the level of care and management of workers with drug use issues, and provide knowledge and skills in conducting drug assessment and in creating a referral system. The training was created in accordance to the provision of Department of Labor and Employment Department Order No. 53-03 where employers must provide training to its personnel that will later form part of an Assessment Team. However, no study has been conducted to assess the quality and effectiveness of the training since its creation, which this tracer study is aimed. An eight-part online self-administered survey questionnaire was used and the information and data gathered were analyzed and produced automatically. Frequencies obtained were analyzed with the use of MS Excel and IBM SPSS Statistics version 25. A total of 525 target participants obtained with 155 responses corresponding to 38.37% response rate. Ninety-four percent of the respondents were employed at the time of data collection. Majority of which were from NCR (37%) and 20% of the respondents belong the Construction industry. After the training, 84 formed a Drug Assessment Team to their respective companies, 96.7% improved their decision-making skills in managing workers with drug use issues, 56.1% handled drug-related issues, and 87.8% were able to establish a referral system. In terms of written Drug-Free Workplace policy and program, 94.5% of the companies were compliant. Support from the top management and budget allocation were identified as top enabling and inhibiting factors, respectively. The strength of the respondents were noted to be on the non-methodological aspects of the training. Overall, this tracer study showed that the Drug Assessment Team Training is successful in achieving its objectives

Maria Revelyn B. Galura, MD¹, Jasmin D.C. Rivera², and Faith Carmela A. Relente²

¹Occupational Health Officer, ²Research Analyst I,

2. A TRACER STUDY ON OCCUPATIONAL SAFETY AND HEALTH CENTER -LED BASIC OCCUPATIONAL SAFETY AND HEALTH (BOSH) TRAINING PARTICIPANTS FROM JANUARY 2016 TO DECEMBER 2018

INTRODUCTION: Tracer studies are common tools for research in educational and training programs. The assessment tests done help identify the strengths and weaknesses of the programs being measured. Most institutions use the results of tracer studies as basis to improve education and training programs as well as enhance the learning experiences of future learners. This is an approach that is being used widely by different organizations most especially in educational

institutions. The primary consideration is to monitor their students once graduated from their institution which results to follow up of graduates as to what extent did they apply their acquired knowledge. The aim is to evaluate a person's development and progress up until the person is employed. In effect, tracer studies assess the quality of graduates as affected by their training or education (Lange, 2001). Furthermore, tracer studies are seen as an effective tool in monitoring and planning of training programs. It is a simple tool designed to measure the relevance of a training program. Documenting and collecting feedback from the graduates of a training program greatly help in improving project planning; revise and reinforce interventions as well as demonstrate results towards improving public confidence in the training program. (Macchi, et al, 2009) The Occupational Safety and Health Center (OSHC) of the Department of Labor and Employment, mandated to plan, develop and implement training programs in the field of occupational safety and health in the Philippines, have employed tracer studies to evaluate and monitor one of its training programs specifically the 5-day mandatory Basic Occupational Safety and Health (BOSH) Training for Safety Officers. To date, there were two tracer studies done. The first tracer study was done by M.R. Tubelonia, et. al in 2002 which aimed to aid in improving the BOSH training program of the OSHC. In 2016, a follow up study was conducted by R.M. Sta Ana, et al which aimed to determine the extent of application of knowledge gained by the participants in the training program. The results of which also served as bases in improving the training program. Taking into account the findings of the studies done by Tubelonia, et al. and Sta. Ana, et al., respectively, the OSHC have revised the modules of the BOSH to ensure that the expected skills of the trainees are obtained. The advent of R.A. 11058 in 2018 contributed to the further revision of the modules. This research will further look into the observations identified by the tracer studies done by Tubelonia, et al in 2002 and Sta. Ana, et al in 2016, respectively.

OBJECTIVE OF THE STUDY: This study aimed to determine the extent to which the knowledge and skills gained by participants are applied after completing the 5-day mandatory BOSH training during the period of CY 2016-2018.

METHODOLOGY: A descriptive approach using both qualitative and quantitative data was used to attain the objectives. An on-line survey method using self-administered structured questionnaire using Google Forms was utilized in a two-phased data collection process which spanned from February 2020 to September 2020. The questionnaire focused on information pertaining to: a) Demographic profile of respondents including their respective company profiles; b) Knowledge gained from the BOSH training and how the respondents applied the knowledge they gained; c) Facilitating and hindering factors that influenced the application of knowledge gained; d) Effects of the training on the current employment of respondents; and e) Improvements that the respondents did in their workplaces influenced by the knowledge gained from the training. There were 3,161 prospective respondents of the study with 1,184 valid participants identified of which 457 have responded with a 38.60% response rate.

RESULTS AND DISCUSSION: Results showed that the BOSH training was well received by the respondents. Majority have assessed that the BOSH training was generally successful and have met its objectives. The most knowledge gained were from topics that were perceived to have discernible information that respondents comprehend and understand which translated to more in-depth application of the

learnings as opposed to concepts that were seen to be too technical. It was noted that BOSH topics that had highly technical concepts are important components in capacitating safety officers in the performance of hazards identification, risk assessment and control. The facilitating and hindering factors that affect the application of knowledge from the training were not influenced by company size. The realization of the importance of improving OSH practices in the workplace was the primary observed positive effect of the BOSH trainings to respondents. Diversely, it was observed that the BOSH training did not have much impact on the improvement to perform monitoring and evaluation of OSH programs and that most respondents did not pursue advanced trainings in OSH to further improve their capability and competency in practicing OSH. These reinforced the observation that most respondents underwent BOSH training just to comply with DOLE requirements. It was also noted that the change in the structure and focus of the BOSH module was done by the Occupational Safety and Health Center in 2019 to increase the competency of safety officers in formulating needs-based OSH programs to comply with the requirements of the RA 11058. The determination of the impact of the change in module structure is not in the purview of this study. This study also showed that most respondents have non-OSH personnel functions at present and most did not pursue DOLE accreditation as an OSH practitioner.

RECOMMENDATIONS: Considering the results shown by this study, the following recommendations include: 1) Review of BOSH Topics that were considered to have elicited low learnings and restructure them to provide more discernible information; 2) The OSHC to explore the possibility of inclusion to the BOSH training the following: a) Establish a system to discern the qualifications of prospective BOSH trainees and addition of an internship curriculum as part of the training to ensure that knowledge application from the training is standardized and will further equip the trainees with practical aspects of the training and b) Information that would promote and explain the advantages and benefits of being a DOLE Accredited OSH practitioner to give would-be OSH practitioners encouragement on improvement of their capability and accountability in their OSH practice; and 3) Conduct of a tracer study among trainees who underwent BOSH training under the new module implemented by the OSHC.

Darryl Lucian S. Bautista, MD¹ ; Jasmin D.C. Rivera² Faith Carmela A. Relente² , Wilfredo J. Tandyu, RRT³

¹Senior Occupational Health Officer,

²Research Analyst I, ³Radiologic Technologist III

3. HEALTH STATUS AND SAFETY PERFORMANCE OF WORKERS ON COMPRESSED WORKWEEK

Long working hours has been existing until various stakeholders pursued shorter working hours to protect the workers. However, hours of work have been evolving due to the recent developments in technology and other social and environmental factors. Various literatures reported that these alternative work arrangements have an impact to the safety and health of the workers. Hence, it is the goal of this study

to determine the health status, safety performance, and family-work life of the workers employed in private establishments with compressed workweek as their flexible work arrangement.

An electronic survey was done to the workers who have worked for at least 12 months, as of December 31, 2019, on the said work arrangement. Companies from among the list provided by the certain agencies under the Department of Labor and Employment were invited to participate in this study. Online link of the survey was sent via e-mail to the company's Safety Officer or its Human Resource personnel. They were then instructed to forward the same to the respondents. The respondent's demographic profile, health status, safety performance at work and during travel to and from work, and work-family and family work life scales were elicited. The establishment were also asked of their company and occupational safety and health profile. Data gathered were analyzed using Microsoft Excel and IBM-SPSS® version 24.0. Descriptive statistics including frequency distributions and percentages were among the measurements done.

This study revealed that psycho-vegetative conditions were noted in respondents employed in compressed workweek scheme. Likewise, injuries such as back spasms, cuts and punctures, among others, were common among respondents in the accommodation and food service activities and attributed these to over-exertion or strenuous movement and fatigue. Balanced work-family and family-work lives were also noted in among the respondents.

The participating companies reported competitiveness enhancement as a common reason why they applied for compressed workweek for their workers. Majority of the respondents belonged to the rank-and-file and were regularly employed. No overtime work was reported but there were companies that engaged their workers to shifting schedule on top of the said work arrangement. Company OSH programs were available for the benefit of their workers.

It is recommended that prevention and control of occupational and work-related injuries and illnesses relative to compressed workweek be addressed by establishing safety and health programs and activities. Existing mechanisms noted can be strengthened to address these concerns. Strict compliance to government issuances and recognizing the effects of compressed workweek and shiftwork must be taken into consideration.

Jehremias M. Florante, MD¹, Princess Karla L. Cabrido, RMT², Faith Carmela A. Relente³, and Jasmin D.C. Rivera³

¹Occupational Health Officer,

²Medical Technologist I, ³Research Analyst I

4. JOB STRESS, EFFORT REWARD IMBALANCE (ERI) AND ITS HEALTH EFFECTS TO FILIPINO WORKERS IN SELECTED INDUSTRIES

INTRODUCTION: Republic Act 11036 or the “Mental Health Act” was passed by the Senate and the House of Representatives on the 12th of February 2018 to grant access to a comprehensive mental health services to the people. Mental Health

delivery is a challenge in the Philippines. Mental Health cases is underestimated since DOH said that 88/100,000 cases were only reported. As mentioned by Tuliao (2014), inaccessibility of mental health services and stigma impede Filipinos to seek consultation for mental health concerns. In workplaces, employers should focus on keeping their workers healthy to be productive at work. The Department of Labor and Employment issued Department Order No. 208-20 which set out guidelines for the implementation of mental health policies and programs for the private sector. With the evolving technology in establishments, these have led our society to be dependent on technology to keep up with work. With reference to the study of Dombrowski and Wagner (2014), technological changes also cause changes in mental work demands. Technology allows us to be more productive, thus workers are more prone to job stress and job dissatisfaction.

OBJECTIVE OF THE STUDY: This study investigates the factors that determine job stress, effort reward imbalance and its health effects of Filipino workers in selected industries and job position.

METHODOLOGY: A descriptive study was conducted which investigated the factors related to job stress and determine its effects on Filipino workers in selected industries. Twenty-seven (27) batches of OSHC training participants from 2019 across the country were invited to participate in the survey. Integrated standardized validated tools were used for assessment. These are the (A) Effort-Reward Imbalance Scale (ERI). (B) SF-8 Health Survey. (C) Psychological and Physical Health Questionnaires, and (D) NIOSH Brief Job Stress Questionnaire. These self-administered questionnaires were sent via email. Follow-ups through email, SMS and calls for five (5) months. Valid responses were encoded in MS Excel and Epi Info software programs for descriptive data and analyses. Cronbach's α was used to measure reliability of the variables. T-test for independent sample means and logistic regression were used for comparison between sex, industry type, health outcomes, job stress and job satisfaction to establish relationships between study variables.

RESULTS: A total of 1076 respondents were invited to participate and 374 participated the survey. Response rate is 34.85%. Male and female respondents were 233 (62%) and 141 (38%) respectively. Respondents showed poorer psychological health than physical health. Respondents also showed high job stress and showed below job satisfaction level. Respondents who are stressed with work are 1.68 times more likely to experience physical health and 1.51 times more likely to have psychological health symptoms and are 2.29 and 2.57 times more likely to be dissatisfied at work respectively. Risk of job stress is higher when physical symptoms are experienced and risk of job dissatisfaction is higher when psychological symptoms are experienced. Risk of job stress is higher when physical symptoms are experienced and risk of job dissatisfaction is higher when psychological symptoms are experienced. Effort reward ratio is positively correlated with job control, support, and job satisfaction. Respondent industries with good physical and psychological health, most likely have safety and health and mental health policies in place, management support, and access to medical and psychosocial services contrary to respondent industries with poor physical and psychological health. Respondent industries with poor physical health, aside from the nature of their work, received the least reward, were overcommitted, and have the least control, and claimed to have the most stressful jobs.

RECOMMENDATIONS: Strengthen mental health advocacy, policy and program implementation to agriculture, forestry and fishing industry and other affected job positions to increase job reward and control thus decreasing job stress. Decreasing risk factors that can develop mental health issues through defining more specific job tasks and roles, evaluating capabilities of employees, setting realistic goals and targets, providing reward systems or incentives to industries and other concerned job positions to address job dissatisfaction. Sustain implementation and compliance to mental health policy and program in industries. Capability building and awareness campaign of risk factors, signs of common mental health issues and simple interventions to members of the safety and health committee and their co-workers are also essential. Having prompt and early access to psychological services through referral systems and to those needing psychological guidance, counseling, and treatment. Advocating work-life balance and support systems at home, community and in establishments and as part of their workplace mental health policy and program leading to mentally healthy workplaces.

**Reynold M. Sta Ana, MD¹, Maricar C. Dumbab²,
Raiza T. Abanador²**

¹Senior Occupational Health Officer;

²Medical Technologist

5. THE IMPACT OF THE OSHC-LED WORK ENVIRONMENT MEASUREMENT (WEM) TRAINING COURSE IN THE INTERNAL WEM CAPABILITY BUILDING

Protection of labor rights and promotion of safe and secure working environments for all workers is part of Goal No. 8: Decent Work and Economic Growth, one of the 17 Sustainable Development Goals (SDGs), targeting to achieve a better world by year 2030 by putting an end to poverty, inequality and addressing the urgency of climate change. The International Labor Organization (ILO) has adopted the Decent Work Agenda, rooted in these four pillars: employment creation; social protection; rights at work and social dialogue. One of the substantive elements that corresponds to these pillars is the Safe Work Environment. One of the ways to ensure that a workplace is maintained safe and not hazardous for the health of the workers is through the conduct of Work Environment Measurement (WEM). This involves sampling and analysis of health hazards in the atmospheric working environment and other fundamental elements of the working setting for the purpose of determining the actual working conditions. Conducting WEM will determine and monitor the magnitude of the hazardousness of harmful environmental agents in the workplace, the efficiency of the implemented control measures and ultimately, maintaining favorable working conditions. Furthermore, results of the WEM will be the basis for the improvement of working conditions. Based on Rule 1077 of the Occupational Safety and Health Standards (OSHS) on WEM, employers are required to maintain and control the working environment to be conducive for the workers. In addition, to ensure that a safe work environment is being provided to the workers, employers are also required to conduct WEM to any workplace where hazardous work is being performed. WEM can be performed by the Occupational Safety and Health Center (OSHC) and its accredited WEM Service Providers. However, companies may conduct internal WEM monitoring as long as the following requirements are met: personnel have adequate training and

calibrated Industrial Hygiene equipment. One of the OSHC's WEM Training Course's objectives is to build the capabilities of companies in the conduct of their own WEM.

In this study, the impact of the OSHC-led WEM Training Course in building internal WEM capability among companies of its graduate participants was assessed. The study utilized a self-administered survey questionnaire using Google Forms to collect data on the changes and challenges that the training participants have encountered after taking the training course on building their companies' internal WEM capability. The study respondents were WEM training participants from year 2015 to 2019 and the attained response rate was 50.10%. Results showed that the training course was highly effective in carrying out its objectives based on the responses gathered from the participants.

Majority of the participants have successfully established their internal WEM program and that their dependency on OSHC and its accredited WEM Service Providers for WEM has significantly lowered, especially for the monitoring of the physical hazards. However, for the measurement and monitoring of chemical hazards, particularly airborne dust, heavy metals and organic solvents, companies are still relying to the OSHC and its accredited WEM Service Providers. This may be attributed to the high technicality and expensive costs involved in the laboratory analyses of these chemical hazards. There were few participants that were hindered by the lack of administrative support, and budget for the procurement of Industrial Hygiene equipment. Overall, an extensive training on the conduct of WEM, both of its theoretical and practical aspects, coupled with the support from the employers, play a big role in the successful internal WEM capability building

**Christine Marie L. Pangindian, RChE¹,
Jhia Anjela D. Rivera²**

¹Senior Industrial Hygienist, ²Research Analyst

STRENGTHENING OSH THROUGH NETWORKING WITH FOREIGN PARTNERS

ASEAN BUSINESS COALITION ON HIV AND AIDS MEETING

As the ASEAN Business Coalition on HIV and AIDS (ASEAN BCA) coordinator and secretariat from 2018-2020, the Occupational Safety and Health Center (OSHC) spearheaded the 6th meeting on November 25 2020 via a Zoom conference. The meeting was attended by delegates from Brunei, Cambodia, Indonesia, Malaysia, Philippines, Singapore, Thailand, and Vietnam.

In his keynote speech, Labor Secretary Silvestre H. Bello III said that the Philippines continues to respond to the challenges of the HIV/AIDS situation in the country despite the health issues brought about by Covid-19. He stressed that the “...ostracization of workers with HIV and AIDS continues to be a threat to their livelihood because the disease is treated as a con in the hiring process and grounds for termination of regularized employees. It is important that we establish effective workplace programs to reinforce the health seeking behaviours of workers with HIV and AIDS.”

OSHC Executive Director Noel C. Binag mentioned the issuance of the Republic Act 11166 or the Philippine HIV and AIDS Policy Act of 2018 which ensures that the basic human rights of PLHIV’s are protected and they have access to health services without the fear of being discriminated.

The delegates from the ASEAN Member States (AMS) presented the progress reports of their respective National BCAs and updates in the Implementation of the Code of Practice on HIV and AIDS in the Workplace. Most of the AMS are in the process of strengthening their codes of practice on HIV and AIDS in the workplace.

The coordinatorship of the ASEAN BCA was turned over to Singapore. “It has been an honor for the Philippines to have served as the ASEAN BCA coordinator for the past two years and we would like to acknowledge Singapore who will be the next coordinator. We know that the plans and projects of this body will continue to flourish under your excellent leadership,” said Secretary Bello.

The delegates from Singapore facilitated the discussions on the ASEAN BCA Work Plan for 2020-2022.

RECOGNIZING BEST PRACTICES



“My warmest congratulations to Panay Energy Development Corporation for many achievements in the occupational safety and health advocacy, and for being the winner from the Philippines of the ASEAN Red Ribbon for Outstanding Workplace (ARROW) Awards,” said Occupational Safety and Health Executive Director Noel C. Binag, CE during the 3rd ARROW Awards held on November 26, 2020 via on-line conference.

Panay Energy Development Corporation was nominated by the OSHC for the ARROW due to its exemplary compliance to the workplace provisions of Republic Act 11166 or the Philippine HIV and AIDS Policy Act of 2018.

The ARROW is an ASEAN award that aims to cultivate better awareness and greater involvement of the business leaders in achieving zero new-HIV infections, zero discrimination and zero AIDS-related deaths in the workplace in ASEAN Member States (AMS).

The other winners for this year include Brunei Shell Petroleum Company Sendirian Berhad, Sabrina Garment Manufacturing Corporation of Cambodia, Karex Berhad of Malaysia, Johnson & Johnson PTE. LTD of Singapore, and Siam Food Products Public Company, Limited of Thailand.

The trophies and certificates presented in the on-line conference will be shipped to the winners.

MOVING FORWARD

Alongside its existing programs and services, the OSHC shall continue to develop strategies for the online delivery of its services to further strengthen the OSH culture and build resilient systems. It will continue to craft more modules for free online trainings and to make these available to more workers.

The OSHC will also hold the 17th National Occupational Safety and Health Congress - a biennial activity spearheaded by the OSHC, an attached agency of the DOLE. Beginning in 1990, it has since served as a means to generate and exchange essential information on work safety and health.