

Safety and Health Practices in Establishments: 2010 (Fourth of a Series on Industrial Relations Practices)

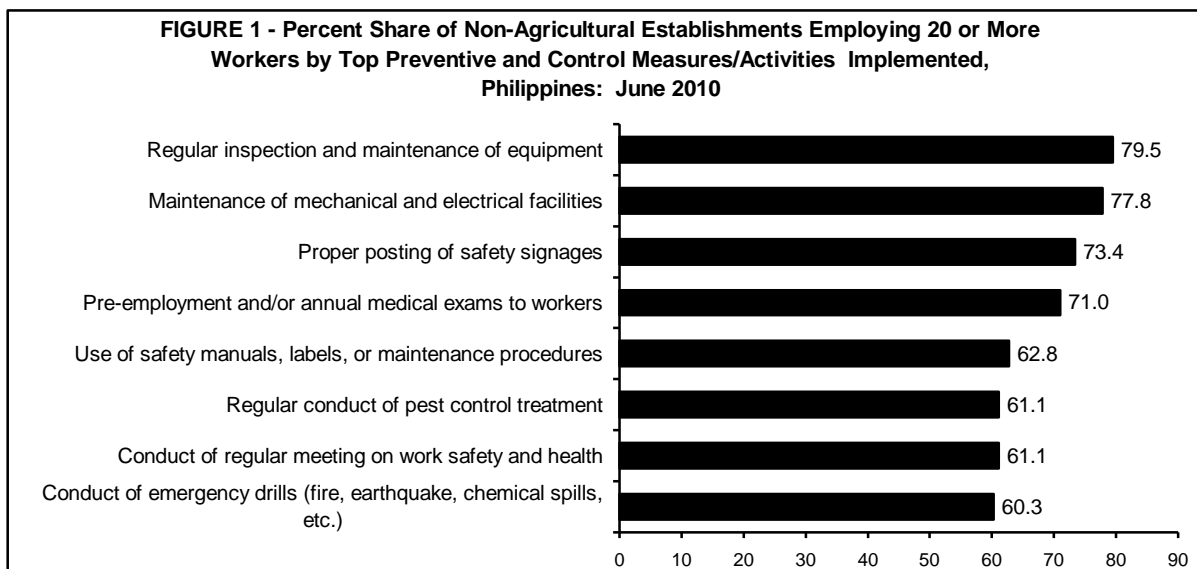
The Bureau of Labor and Employment Statistics (BLES), in coordination with the DOLE Regional Offices, conducted the 2009/2010 BLES Integrated Survey (BITS) of non-agricultural establishments employing 20 or more workers nationwide. The main objective of the survey is to generate integrated data sets on employment of specific groups of workers, occupational shortages and surpluses, balancing work and family responsibilities and working time arrangements, occupational safety and health practices, and occupational injuries and diseases.

This series of LABSTAT Updates specifically focuses on the results of the survey on the extent of unionism and collective bargaining in the country, balancing work and family responsibilities and working time arrangements, and health and safety practices adopted/implemented by 23,723 estimated establishments as of June 2010.

This issue presents the highlights of the survey on safety and health practices adopted and implemented by establishments, focusing on the safety and health practices in establishments in the forms of preventive and control measures implemented, occupational safety and health policies/programs adopted, facilities and amenities provided, OSH trainings/seminars conducted and on the health and safety personnel of the establishments. The metadata and statistical tables of the survey are posted at the BLES website.

Preventive and Control Measures/ Activities Implemented on Safety and Health

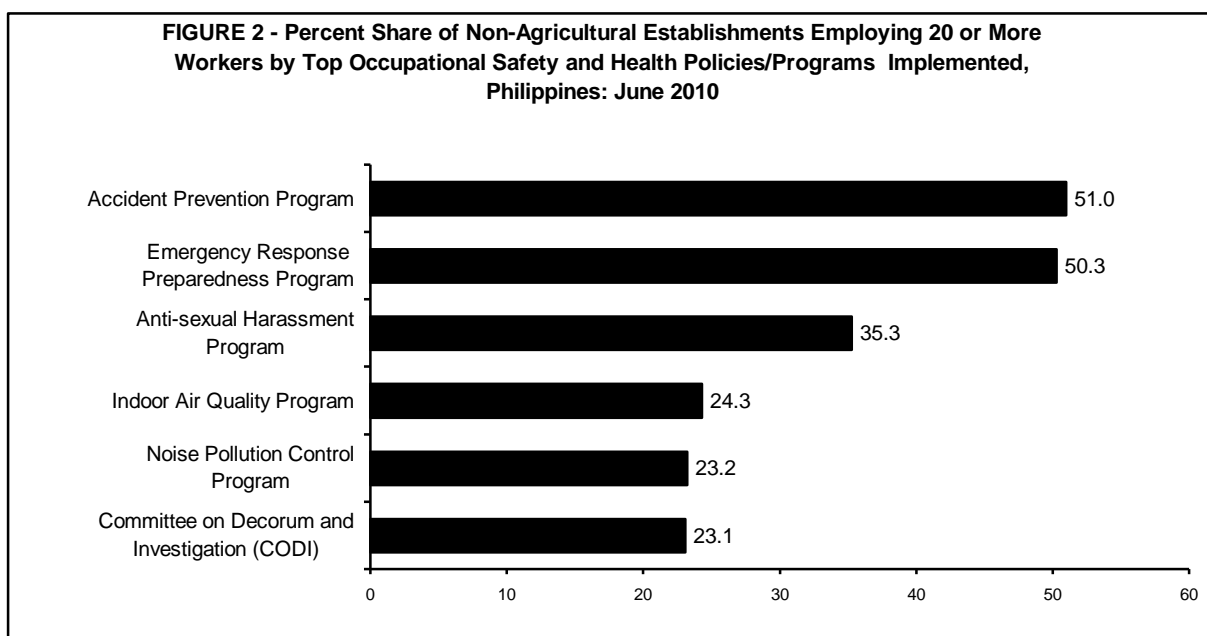
- Of the total 23,723 non-agricultural establishments in 2010, about 4 out of every 5 establishments conducted regular inspection and maintenance of equipment (79.5%); and maintenance of mechanical and electrical facilities (77.8%) as part of their preventive and control measures on work safety and health hazards. (Figure 1)



- The top 2 abovementioned measures were implemented by more than 85.0% of the establishments engaged in health and social work except public health services; mining and quarrying; electricity, gas and water; and manufacturing.
- About 42.3% of the establishments conducted random drug testing of officers and employees. (Table 1)
- Strict observance of medical confidentiality of status and identity of person with HIV were likewise implemented in 29.0% of the establishments.
- Only one out of every 4 establishments submitted reports on illnesses and injuries to the DOLE Bureau of Working Conditions (26.9%).

Occupational Safety and Health Policies/Programs Implemented

- Relative to the maintenance of safety and health conditions at the workplaces, one half of the establishments implemented Accident Prevention Program (51.0%) and Emergency Response Preparedness Program (50.3%). (Figure 2)
- About 4 out of every 5 establishments in construction industry implemented accident prevention program (80.0%) while emergency response preparedness program was implemented by most establishments in health and social work except public health services (81.4%).
- Only a small proportion of establishments had policies on HIV and AIDS prevention (16.0%) and non-discrimination of workers confirmed/suspected/perceived to have HIV infection (13.4%). (Table 2)

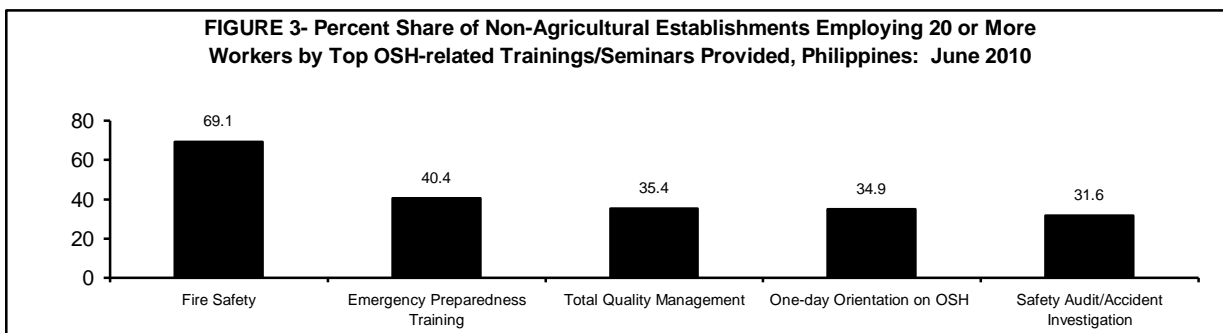


Facilities and Amenities Provided

- More than 90.0% of the establishments had the following facilities/amenities: toilets with water supply (96.5%); fire protecting equipment (94.7%); lighting in work areas, aisles and passageways (92.9%); supply of safe drinking water (92.5%); and space that allow freedom of movement to perform duties (91.4%). (Table 3)
- Of the establishments that did not provide some of the safety and health facilities, the following were the reasons cited: "not needed" or "not applicable" (95.5%); no available space (29.5%); very few workers (10.6%); and too costly (6.5%).

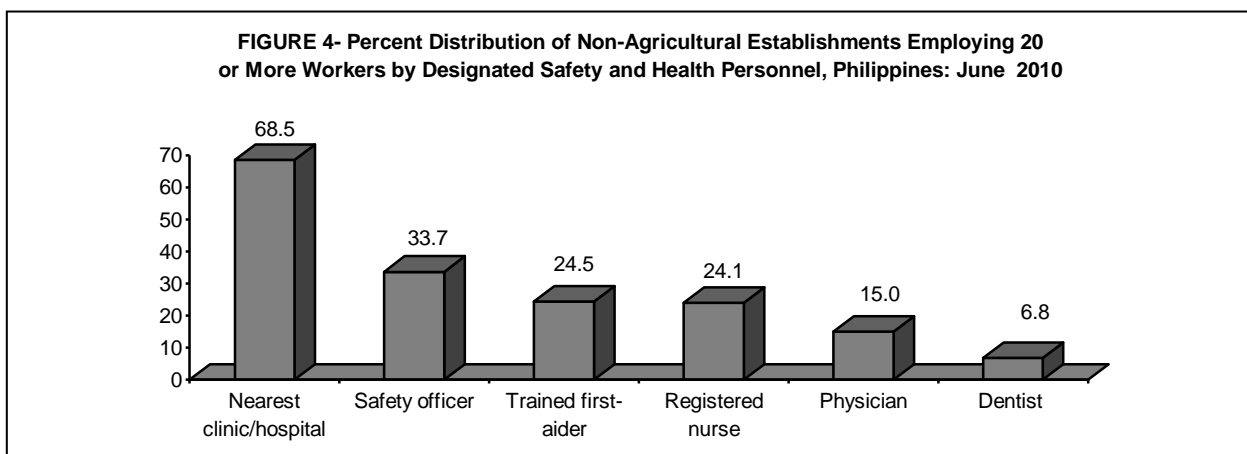
OSH-related Trainings/Seminars

- Establishments provided various trainings/seminars on safety and health to their employees for the last two years. Foremost was the training on fire safety conducted in 7 out of every 10 establishments (69.1%). (Figure 3)
- Other trainings/seminars provided were emergency preparedness training (40.4%); total quality management (35.4%); one-day orientation on occupational safety and health (34.9%); and safety audit/accident investigation (31.6%). Meanwhile, only 15.5% of the establishments provided seminars on HIV and AIDS prevention in the workplace. (Table 4)
- About 4 out of every 5 of the establishments had availed of the assistance of other agencies in the conduct of some OSH trainings. Around 1 in every 5 establishments conducted in-house trainings sponsored by the Fire Department’s local units in their areas (19.7%).
- Other agencies similarly tapped by establishments in the conduct of OSH trainings were the Occupational Safety and Health Center (10.1%); NGOs/Universities/Academic Institutions (10.0%); DOLE Regional Offices (9.2%); Industry Associations (7.2%); and Employers Associations (7.0%). Only few establishments sought the assistance of the Bureau of Working Conditions (4.3%) and Trade Unions/Federations (2.2%) in the conduct of safety and health trainings.



Designated Health and Safety Personnel

- Almost 70.0% of the establishments relied on the services of the nearest clinic/hospital (68.5%) in administering medical services to their employees. Around 1 out of every 3 establishments had safety officers (33.7%) while 1 out of every 4 of establishments had trained first-aiders (24.5%) or registered nurses (24.1%). Only 15.0% had physicians as their designated safety and health personnel. (Figure 4)



FOR INQUIRIES:

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TABLE 1 - Number and Percent Share of Non-Agricultural Establishments Employing 20 or More Workers by Preventive and Control Measures on Safety and Health Implemented, Philippines: June 2010

PREVENTIVE AND CONTROL MEASURES	Number	% Share
Total Establishments	23,723	100.0
Regular inspection and maintenance of equipment	18,868	79.5
Maintenance of mechanical and electrical facilities	18,453	77.8
Proper posting of safety signages	17,424	73.4
Pre-employment and/or annual medical exams to workers	16,848	71.0
Use of safety manuals, labels, or maintenance procedures	14,909	62.8
Regular conduct of pest control treatment	14,500	61.1
Conduct of regular meeting on work safety and health	14,491	61.1
Conduct of emergency drills (fire, earthquake, chemical spills, etc.)	14,312	60.3
Designate a trained health and safety officer	12,808	54.0
Perform correction action programs and audits	12,526	52.8
Provision of information, education, communication materials/training on occupational safety and health	12,173	51.3
Regular monitoring of hazards such as fumes, dust, noise level and heat in work areas	11,731	49.4
Practice proper handling of chemicals/hazardous materials (appropriate labels, handling and storage)	11,556	48.7
Random drug testing of officers and employees	10,026	42.3
Advocacy, education and training on drug-free workplace	10,004	42.2
Provision of adequate machine guarding/railing or casing on moving parts	9,831	41.4
Organize an OSH Committee	8,389	35.4
Use of Safety Data Sheet for chemicals	7,832	33.0
Conduct of process/hazard analysis for potential problems	7,831	33.0
Provision of work accommodation measures to support workers with TB (e.g., flexible leave/work schedule)	6,944	29.3
Strict observance of medical confidentiality of status and identity of person with HIV	6,880	29.0
Submission of reports on illness and injuries to DOLE-BWC	6,393	26.9
HIV and AIDS Education in the Workplace	5,246	22.1
Adoption of DOTS (Directly Observed Treatment Short Course) in management or referral of workers with tuberculosis	4,098	17.3
HIV testing as pre-condition to employment	2,800	11.8
Others	241	1.0

Note: Details do not add to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2009/2010 BLES Integrated Survey.

TABLE 2 - Number and Percent Share of Non-Agricultural Establishments Employing 20 or More Workers by Occupational Safety and Health Policies/Programs Implemented, Philippines: June 2010

OCCUPATIONAL SAFETY AND HEALTH POLICIES/PROGRAMS	Number	% Share
Total Establishments	23,723	100.0
Accident Prevention Program	12,109	51.0
Emergency Response Preparedness Program	11,937	50.3
Anti-sexual Harassment Program	8,377	35.3
Indoor Air Quality Program	5,761	24.3
Noise Pollution Control Program	5,503	23.2
Committee on Decorum and Investigation (CODI)	5,469	23.1
DOLE Approved Construction Safety and Health Program	5,350	22.6
Tuberculosis Prevention and Control Program	5,007	21.1
Policy on Non-discrimination of Workers who have/had PTB	4,706	19.8
Substance Abuse Prevention Program	4,669	19.7
Self-assessment under Labor Standards Enforcement Framework (LSEF)	4,636	19.5
Employee Assistance Program related to substance abuse, to include treatment, rehabilitation and referral services	4,459	18.8
HIV and AIDS Prevention Policy in the Workplace	3,792	16.0
Policy on Non-discrimination of Workers confirmed/suspected/perceived to have HIV infection	3,185	13.4
Radiation Exposure Control Program	2,296	9.7
Others	66	0.3

Note: Details do not add to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2009/2010 BLES Integrated Survey.

TABLE 3 – Number and Percent Share of Non-Agricultural Establishments Employing 20 or More Workers by Type of Provisions/Facilities/Amenities Available/Provided, Philippines: June 2010

PROVISIONS/FACILITIES/AMENITIES	Number	% Share
Total Establishments	23,723	100.0
Toilet with water supply	22,884	96.5
Fire protecting equipment/facilities (e.g., fire extinguisher, etc)	22,477	94.7
Lighting in work areas, aisles, passageways	22,044	92.9
Supply of safe drinking water	21,934	92.5
Space that allows freedom of movement to perform duties	21,675	91.4
Ventilation/exhaust system in work areas	21,189	89.3
Separate toilets for men and women	21,003	88.5
Emergency medicines	19,561	82.5
Emergency exits (2 exits per floor)	19,416	81.8
Aisles/passageways with sufficient signs/markings	18,636	78.6
Rest area for workers	15,954	67.3
Washing facilities and facilities for changing/storing working clothes	14,152	59.7
Waste (includes chemicals, pesticides and hazardous materials) disposal system	13,751	58.0
Designated smoking area/s	13,522	57.0
Ergonomically designed seats/tools/machines	13,101	55.2
Personal protective equipment (e.g., respirator, facemask, helmet, safety glasses, gloves, boots, etc)	12,771	53.8
Machine guarding (i.e., railings, casing on moving parts)	12,593	53.1
Medical facilities (treatment room, clinic)	11,660	49.2
Canteen for employees	11,122	46.9
Facilities for persons with disabilities	5,542	23.4
Others	33	0.6

Note: Details do not add to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2009/2010 BLES Integrated Survey.

TABLE 4 - Number and Percent Share of Non-Agricultural Establishments Employing 20 or More Workers by Type of OSH-related Trainings/Seminars Provided to Employees, Philippines: June 2010

OCCUPATIONAL SAFETY AND HEALTH TRAININGS/SEMINARS	Number	% Share
Total Establishments	23,723	100.0
Fire Safety	16,404	69.1
Emergency Preparedness Training	9,580	40.4
Total Quality Management	8,397	35.4
One-day Orientation on Occupational Safety and Health	8,282	34.9
Safety Audit/Accident Investigation	7,498	31.6
Smoke-Free Workplace/Tobacco in the Workplace	6,948	29.3
Drug-Free Workplace Training	6,590	27.8
Stress Management and Violence in the Workplace	6,017	25.4
Safe Use of Chemicals at Work	5,969	25.2
Industrial Ventilation	5,944	25.1
Work-Environment Measurement	5,756	24.3
Environment Protection Training	5,702	24.0
40-Hour Basic Course on Occupational Safety and Health (BOSH) Training	5,384	22.7
Managing Emerging Health-Related Problems in the Workplace	5,333	22.5
Work-Relatedness of Diseases	5,294	22.3
Fundamentals of Industrial Hygiene	5,170	21.8
Safe Work Procedures/Lock-Out Tag-Out Training	5,140	21.7
OSH Management System	5,091	21.5
Prevention and Control of Lifestyle-Related Diseases	4,884	20.6
Tuberculosis Prevention and Control in the Workplace	4,295	18.1
Family Planning and Reproductive Health	4,006	16.9
HIV and AIDS Prevention in the Workplace	3,680	15.5
Loss Control Management	3,669	15.5
Crane Safety/Forklift Safety	3,416	14.4
Work Improvement in Small Enterprises/Informal Sector	3,085	13.0
Principles of Ergonomics	2,672	11.3
40-Hour Construction Safety Training	2,539	10.7
Others	390	1.6

Note: Details do not add to totals due to multiple responses.

Source of data: Bureau of Labor and Employment Statistics, 2009/2010 BLES Integrated Survey.