

Safety and Health Practices in the Electricity, Gas and Water Supply Industry: 2008

(Fifth of a series on Industrial Relations Practices)

The Bureau of Labor and Employment Statistics (BLES) in coordination with the DOLE Regional Offices conducted the 2007/2008 BLES Integrated Survey (BITS) covering 6,460 non-agricultural sample 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, safety and health practices, occupational injuries and diseases and labor cost of employees.

This issue presents the survey highlights of the safety and health practices adopted and implemented by establishments engaged in electricity, gas and water supply as of June 30, 2008. It provides information on the safety and health of persons at work, as well as on the protection of other individuals against risk to their safety and health in connection with or as affected by activities of persons at work.

OVERVIEW

Workers in electricity, gas and water supply industry are exposed to a lot of occupational hazards associated with the very nature of work in the industry.

Cases of occupational injuries, illnesses and diseases though were relatively less in the industry with the safety and health programs implemented by employers to prevent and mitigate not only occupational hazards, illnesses and injuries but economic losses, as well.

However, continuous efforts and investments in new technologies undertaken by employers to further improve the health and safety of workers in establishments engaged in electricity, gas and water supply should be recognized and encouraged.

SURVEY HIGHLIGHTS

Survey results showed the following safety and health practices being implemented in establishments

engaged in electricity, gas and water supply:

... as to available facilities

Nearly all establishments in the electricity, gas and water supply industry had proper ventilation in their respective work areas (97.6%), adequate lighting (96.7%), clean and hygienic comfort rooms (96.6%), separate toilets for men and women (96.0%) and adequate space for the movement of workers in performing their duties (95.3%). (Table 1)

Likewise, 94.4% of the establishments had adequate supply of safe drinking water. A larger proportion also had available water tank and functioning fire extinguishers within reach (93.3%), adequate aisles/passageways (92.8%), well-maintained office building and parking space for employees (91.8% each), and adequate exhaust system (87.5%).

A little over one-half of the establishments (52.5%) that did not provide some facilities believed that

safety and health facilities were not needed or were not necessary in their respective workplaces. Two out of 5 establishments (44.2%) cited that the facilities were not applicable or unsuitable to the nature of their business.

Other reasons cited by establishments for the non-provision of health and safety facilities were the following: not required by law (24.3%); too costly (19.0%); and with very few workers (16.8%).

No need/Not necessary	52.5%
Not applicable/suitable	44.2%
Not required by law	24.3%
Too costly	19.0%
Very few workers	16.8%

... as to programs implemented/ services provided

Almost 9 out of every 10 establishments in the electricity, gas and water supply industry implemented regular inspection and maintenance of their equipment (87.0%), while 8 out of 10 had available first-aid kits (81.0%). Moreover, a large proportion conducted regular monitoring of hazards such as fumes, dust, noise level and heat in work areas (70.7%), implemented emergency response preparedness programs (70.1%) and instituted accident prevention programs (67.8%). However, only 1 out of every 6 establishments implemented programs on HIV/AIDS (17.0%) and family planning (17.6%). (Table 2)

... as to preventive and control measures adopted

Majority of the establishments likewise regularly maintained their mechanical and electrical facilities (93.7%) and installed portable/built-in fire extinguishers (87.5%).

Some establishments also observed proper operational procedures in doing their jobs (83.2%) and provided

protective clothing/equipment to their employees (81.3%). (Table 3)

... as to trainings and seminars conducted

Three out of every 5 establishments in the electricity, gas and water supply industry conducted trainings and seminars on safety work procedures (64.7%), first-aid (63.9%), good housekeeping (60.1%) and accident investigation (57.2%).

A little over one-half of these establishments also organized trainings and seminars on accident investigation (57.2%), safeguarding the environment (56.0%), safety management (54.2%), general safety and health (52.0%) and safety drills (50.4%). (Table 4)

In the conduct of trainings and seminars on safety and health concerns in workplaces, 43.3% of the establishments sought the assistance of the various DOLE Regional Offices. A considerable proportion also availed of the services provided by DOLE Accredited Safety Training and Consultancy Organizations (37.3%) and Occupational Safety and Health Center (33.3%). Only few (7.4%) relied on the services of trade unions/federations.

DOLE Regional Offices	43.3%
DOLE Accredited Safety Training and Consultancy Organizations.	37.3%
Occupational Safety and Health Center	33.3%
NGOs/Universities/Academic Institutions	26.1%
Employers' Associations	25.2%
Association of Safety Practitioners of the Philippines, Inc.	24.3%
Industry Associations	16.8%
Bureau of Working Conditions	13.4%
Trade Unions/Federations	7.4%

... as to frequency of management consultation

Regular consultations between management and workers are essential for the effective, functional, and

sustainable implementation of safety and health programs at the workplace. Almost half (48.7%) of the total establishments "always" consulted with their employee representatives or union officers on occupational safety and health matters. Only few establishments (3.1%) had "never" done any consultations.

... as to personnel who administered medical services

Three out of every 5 establishments relied on the services provided by the nearest clinic or hospital (60.9%) in providing medical services to their employees. In some establishments, medical services were administered by the company physicians (32.8%) and trained first-aiders (29.7%). On the other hand, only 1 out of 10 establishments had the services of dentists (11.2%).

Nearest Clinic/Hospital	60.9%
Physician	32.8%
Trained First-Aider	29.7%
Registered Nurse	24.6%
Dentist	11.2%

... as to person responsible in the implementation/monitoring

General Managers (61.1%) and Human Resource Managers (56.5%) were primarily responsible in the monitoring and implementation of safety and health practices in electricity, gas and water supply establishments. Other personnel responsible were Health and Safety Committees (39.7%), Health Professionals (30.8%) and Production/Operations Managers (21.0%).

General Manager	61.1%
Human Resource Manager	56.5%
Health and Safety Committee/ Officer	39.7%
Health Professionals	30.8%
Production/Operations Manager	21.0%
Pollution Control Officer	15.8%

... as to communication method used

Safety and health practices were cascaded to employees mainly during general assembly/meetings (77.4%). About 3 out of every 10 establishments communicated their safety and health practices through the use of posters in conspicuous places (36.4%), newsletters and staff bulletins (33.9%) and thru the conduct of drills (32.8%).

General Assembly/Meetings	77.4%
Posters in conspicuous places	36.4%
Newsletter/Staff bulletin	33.9%
Conduct of drills	32.8%
Daily "walk-through"	16.8%
Quality Circles/Productivity Improvement Group Meetings	15.4%
Labor Management Cooperation/ Council Meetings	14.7%

... as to occupational safety and health records

Majority of establishments in the electricity, gas and water supply industry kept records of Employees' Work Accident/Illness Report (70.5%). Less than half of them maintained Annual Medical Report (44.9%), Minutes of Meeting of Health and Safety Committee (30.8%) and Annual Work Accident/Illness Exposure Data (30.3%).

Employees' Work Accident/ Illness Report	70.5%
Annual Medical Report	44.9%
Minutes of Meeting of Health and Safety Committee	30.8%
Annual Work Accident/Illness Exposure Data	30.3%

... as to ISO certifications held

Remarkably, 1 out of every 5 establishments (19.4%) in the electricity, gas and water supply industry had certifications from the International Organization for Standardization (ISO) for its Quality

Management System (ISO 9001:2000). Moreover, some establishments were certified on ISO 14001-Environmental Management Standard (11.2%), and OHSAS 18001-Occupational Health and Safety Management Standard (10.1%).

ISO 9001:2000 (Quality Management System)	19.4%
ISO 14001 (Environmental Management Standard)	11.2%
OHSAS 18001 (Occupational Health and Safety Management. Standard)	10.1%
ISO 27001/27002 (Information Security Management)	0.5%
ISO 12006 (Building Construction)	0.4%
SA 8000 (Social Accountability Standard)	0.4%

FOR INQUIRIES:

Regarding this report contact **LABOR RELATIONS STATISTICS DIVISION at 527-3000 local 319**
 Regarding other statistics and technical services contact **BLES DATABANK at 527-3000 local 317**
 Or Write to BLES c/o **Databank, 3/F DOLE Bldg. Gen. Luna St., Intramuros, Manila, 1002**
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TABLE 1 – Number and Percent Share of Establishments Employing 20 or More Workers in the Electricity, Gas and Water Supply Industry by Type of Facilities Available, Philippines: June 2008

FACILITIES AVAILABLE/PROVIDED	Number	% Share
Total	552	100.0
Proper ventilation in work areas	539	97.6
Adequate lighting including emergency lights	534	96.7
Access to clean and hygienic comfort rooms	533	96.6
Separate toilets for men and women	530	96.0
Adequate space that allow sufficient freedom of movement to perform duties	526	95.3
Adequate supply of safe drinking water	521	94.4
Availability of water tank and functioning fire extinguishers within reach	515	93.3
Adequate aisles/passageways	512	92.8
Well-maintained office building	507	91.8
Parking space for employees' vehicle	507	91.8
Adequate exhaust system	483	87.5
Unobstructed fire exits at the workplace	441	79.9
Proper waste disposal system	404	73.2
Washing facilities and facilities for changing/storing working clothes	377	68.3
Designated smoking area/s	375	67.9
Pantry (small room used as eating area of employees)	368	66.7
Comfortable rest area for workers	363	65.8
Ergonomically designated seats/tools/machines	362	65.6
Sports/recreational facilities	349	63.2
Clean canteen for employees	246	44.6
Medical/dental clinic or treatment room	223	40.4
Separate locker rooms for men and women	196	35.5
Pipe-in music at the workplace	163	29.5
Facilities for persons with disabilities	100	18.1
Elevator for building with at least four floors	44	8.0

Note: Details do not add up to total due to multiple responses.

Source of basic data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.

TABLE 2 – Number and Percent Share of Establishments Employing 20 or More Workers in the Electricity, Gas and Water Supply Industry by Type of Occupational Safety and Health Programs/Services Implemented, Philippines: June 2008

OCCUPATIONAL SAFETY AND HEALTH PROGRAMS/SERVICES IMPLEMENTED	Number	% Share
Total	552	100.0
Regular conduct of inspection and maintenance of equipment	480	87.0
Availability of first-aid kits	447	81.0
Regular monitoring of hazards such as fumes, dust, noise level and heat in work areas	390	70.7
Emergency response preparedness program	387	70.1
Accident prevention program	374	67.8
Physical fitness program	337	61.1
Drug-Free workplace policy/program	304	55.1
Free health plan coverage by health maintenance organization (HMO)	302	54.7
Anti-sexual harassment program	289	52.4
Free/subsidized medical care other than those provided thru the HMO or private insurance (includes medicines, special laboratory exams for ancillary procedures on top of annual physical examination, hospitalization)	267	48.4
Random drug testing	261	47.3
Free health and/or accident insurance by a private insurance company	260	47.1
Substance abuse and employee assistance program	205	37.1
Tuberculosis prevention and control policy	195	35.3
Family planning program	97	17.6
HIV/AIDS policy/program	94	17.0

Note: Details do not add up to total due to multiple responses.

Source of basic data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.

TABLE 3 – Number and Percent Share of Establishments Employing 20 or More Workers in the Electricity, Gas and Water Supply by Type of Preventive and Control Measures on Safety and Health Implemented, Philippines: June 2008

PREVENTIVE AND CONTROL MEASURES ON SAFETY AND HEALTH IMPLEMENTED	Number	% Share
Total	552	100.0
Regular maintenance of mechanical and electrical facilities	517	93.7
Portable/built-in fire extinguishers	483	87.5
Observance of proper operational procedures in doing the job	459	83.2
Provision of protective clothing/equipment to employees (e.g., gloves, head gear, footwear, etc.)	449	81.3
Proper posting of safety signages	422	76.4
Security measures to reduce violence	419	75.9
Information or advisory services on occupational safety and health	385	69.7
Instruction/training on health and safety	384	69.6
Availability of safety manuals, labels or maintenance procedures	383	69.4
Proper storage and labeling for chemicals, pesticides and hazardous materials	369	66.8
Correction action programs and performance audits	330	59.8
Institutionalization of health and safety committee	306	55.4
Emergency evacuation plan	298	54.0
Provision of adequate machine guarding/railing or casing on moving parts	279	50.5
Conduct of emergency drills	275	49.8
Appropriate number of trained health and safety officer	261	47.3
Use of video camera or alarm system	250	45.3
Conduct of process analysis for potential problems	239	43.3
Availability of safety measures to reduce exposures to radiation and airborne contaminants	237	42.9
Regular pest control treatment	227	41.1
Availability of Material Data Safety Sheets (MDSS) for chemicals	211	38.2
Sewage treatment plan	192	34.8

Note: Details do not add up to total due to multiple responses.

Source of basic data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.

TABLE 4 – Number and Percent Share of Establishments Employing 20 or More Workers in the Electricity, Gas and Water Supply Industry by Type of Occupational Safety and Health Trainings/Seminars Provided, Philippines: June 2008

OCCUPATIONAL SAFETY AND HEALTH TRAININGS/SEMINARS PROVIDED	Number	% Share
Total	552	100.0
Safety Work Procedures	357	64.7
First Aid	353	63.9
Good Housekeeping (e.g., 5S + 1)	332	60.1
Accident Investigation	316	57.2
Safeguarding the Environment	309	56.0
Safety Management	299	54.2
General Safety and Health Provisions	287	52.0
Safety Drills (e.g., fire, earthquake, etc.)	278	50.4
Prescribed Basic Occupational Safety and Health (BOSH) Training	264	47.8
Handling of Hazardous Materials	260	47.1
Total Quality Management	252	45.7
Safety Audit	250	45.3
Emergency Preparation to Work Hazards	244	44.2
Stress Management	218	39.5
Prohibited Drugs	216	39.1
Conflict Management	214	38.8
Health Hazard Evaluation	201	36.4
Family Planning and Reproductive Health	93	16.8
Principles of Ergonomics	82	14.9

Note: Details do not add up to total due to multiple responses.

Source of basic data: Bureau of Labor and Employment Statistics, 2007/2008 BLES Integrated Survey.