

2011 PROGRAMS
Bureau of Working Condition

PROGRAM PROJECT BRIEF	
Title	Safety Officers/ OSH Practitioners Accreditation Program
Description	<p>The accreditation of safety and health professionals and organizations by the BWC pursuant to Rule 1030 of the OSHS is venue to enhance the culture of safety and voluntary compliance to labor standards, particularly on occupational health and safety.</p> <p>Accreditation is aimed at increasing the number of competent individuals qualified to carry out the provisions of the OSHS.</p> <p>The issuance of Department Order No. 16, series of 2001 amending Rule 1030 of the OSHS has provided for clear boundaries and directions to enhance the understanding, acceptance and effective compliance with the Rule.</p> <p>The implementing Guidelines prepared and issued by the DOLE through BWC provides an overview of the legal bases for accreditation and guides our clientele, stakeholders, particularly interested occupational health and safety personnel, on the requirements and procedure in securing accreditation for both new and renewal of application as OSH Practitioner, OSH Consultant, OSH Consultancy Organization and OSH Training organization</p> <p>Accreditation shall be synonymous with license to practice occupational safety and health. Thus, no person or organization shall be allowed, hired or otherwise employed as a practitioner/consultant in the practice of occupational safety and health unless accredited as OSH Practitioner by this Bureau.</p>
Targets and Accomplishments	<p>Department Order No. 92-08, series of 2008 – Directing the Bureau of Working Conditions to decentralize Accreditation Program to the Regional Offices.</p> <p>For 2011, there were about four hundred ninety-seven (497) applications received/processed by the sixteen (16) Regional Offices. Out of the 497 applications received/processed there were two hundred eleven (211) Certificates of Accreditation issued.</p>
2012 Targets and Budget	<ul style="list-style-type: none"> Part of the Agency's P8,185 M budget allotted for MOOE
Implementing Agencies	<p>Lead: OSHC (for STOs); ROs (for OSH Practioners); BWC (for Testing Organizations for Construction Heavy Equipment)</p> <p>Member Agencies: OSHC, ROs, BWC</p>

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Support Initiatives/Convergent Actions from Lead or Member Agencies and other agencies/organization	
Agency (Internal)	Support Initiative/Convergent Action
Lead Agency	<i>-none-</i>
Member Agencies	
Other Agencies/Organization/Entity	
Agency (External)	Support Initiative/Convergent Action
Lead Agency	<i>-none-</i>
Member Agencies	
Other Agencies/Organization/Entity	
LEP 2011-2016 and Decent Work Pillar Reference	The Accreditation Program falls under Pillar 3 on the category of social protection pillars of Decent Work Pillar Reference in which the LEP is anchored.

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Bureau of Working Condition

PROGRAM/PROJECT BRIEF	
Title	Construction Safety and Health Program (CSHP)
Description	<p>Pursuant to Section 5 of D.O. NO. 13 (Guidelines Governing OSH in the Construction Industry), every construction project shall have a suitable CSHP which must be in accordance with these rules, and other orders and issuances issued by the DOLE. All approved CSHP shall ensure that all workers are adequately protected against the dangers and hazards prevailing in the worksites.</p> <p>The Construction Safety and Health Program must contain provisions on the following:</p> <ul style="list-style-type: none"> ▪ Composition of the Construction Safety and Health Committee ▪ Specific safety policies ▪ Penalties and sanctions for violation of the CSHP ▪ Frequency, content and persons responsible for orienting, instruction and training all workers at the site ▪ The manner of disposing waste arising from the construction
Targets and Accomplishments	<p>From January – July 2011, a total of 912 CSHP applications for certification/approval were received and processed by the BWC submitted by 412 contractors/construction companies. One hundred eighty-eight (188) of these applications were approved.</p> <p>Administrative Order No. 152, series of 2011- decentralizing the evaluation and approval of the Construction Safety and Health Program (CSHP) to the DOLE Regional Offices.</p> <p>From August to November 2011, a total of 1,204 CSHP applications were received/processed by the Regional Offices, while 572 of these applications were approved.</p> <p>A Joint Administrative Order (JAO) No. 01, series of 2011 was issued pursuant to the Memorandum of Agreement (MOA)-dated April 7, 2011 by and among DOLE, DPWH, DTI-CMDF, PCAB, DILG and PRC. This order covers the commitments, agreements and responsibilities among the collaborating agencies in promoting proper coordination and harmonization of policies and programs in ensuring safety and health of workers in the construction industry.</p>
2012 Targets and Budget	<ul style="list-style-type: none"> • Part of the Agency's P8,185 M budget allotted for MOOE
Implementing Agencies	<p>Lead: Regional Offices</p> <p>Member Agencies: Bureau of Working Conditions Occupational Safety and Health Center</p>

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Support Initiatives/Convergent Actions from Lead or Member Agencies and other agencies/organization

Agency (Internal)	Support Initiative/Convergent Action
Lead Agency: ROs	
Member Agencies: BWC OSHC	- <i>Monitors compliance with CSHP requirements</i> - <i>Conduct of BOSH Trainings</i>
Other Agencies/Organization/Entity	
Agency (External)	Support Initiative/Convergent Action
Lead Agency: DPWH	- <i>Monitors compliance with CSHP requirements</i>
Member Agencies: DTI-CMDF PCAB DILG PRC	- <i>Conduct of Training</i> - <i>Harmonize policies and programs in ensuring safety and health of workers in the construction industry</i>
Other Agencies/Organization/Entity	

LEP 2011-2016 and
Decent Work Pillar
Reference

The Construction Safety and Health Program falls under Pillar 3 on the category of social protection pillar of Decent Work in which the LEP is anchored.

2011 PROGRAMS
Bureau of Working Condition

PROGRAM/PROJECT BRIEF	
Title	LABOR STANDARDS ENFORCEMENT PROGRAM
Description	The Labor Standards Enforcement Program (LSEP) draws its legal bases from Article 128 of the Labor Code of the Phils., as amended and Department Order No. 57 s. 2004. Its paramount objective is to monitor compliance of establishments, whether compulsory or voluntary, with labor standards to protect workers from hazards in the workplace and promote their welfare by ensuring safe and healthy work environments.
Targets and Accomplishments	<p>Over the seven-year span of the LSEP implementation, there have been periodic efforts to modify if not enhance an LSEP approach for the purpose of improving compliance rates. This year, the Department has again committed Project LEAP, an intensified inspection implemented in July 2010 with the prime objective of increasing compliance with core labor standards. Inspection activities in the regions have also prioritized construction after a directive stressing the urgent need to monitor compliance of construction firms with labor laws was issued on February, 2011.</p> <p>For CY 2011, a total of 24,419 establishments were targeted by the Regional Offices for inspection.</p> <p>As of December 2011, the DOLE Regional Offices were able to inspect a total of 30,727 establishments covering 651,890 workers out of the 24,419 establishments targeted for inspection for CY 2011. As such, our inspectorate has already attained a performance rate of 125.83%. The said inspection consists of the following:</p> <ol style="list-style-type: none"> a. Project LEAP was able to inspect 27,597 establishments involving 603,414 workers. Covered by the said Project were 2,572 security agencies. b. A total of 706 construction sites/projects were inspected involving 1,442 contractors/subcontractors which employs 48,476 workers. c. A total of 1,688 establishments were inspected based on complaints. <p>Overall compliance rate on Core LS of 67.30% was recorded during the period covered while compliance rate on Minimum Wage was 80.26%. Figures on overall compliance rate on Core LS during the same period last year was slightly higher by 3.50%. Compliance rate on Minimum Wage, though, has decreased by 1.02%.</p>
2012 Targets and Budget	<ul style="list-style-type: none"> • 100% of targeted inspectionable establishments • Part of the Agency's ₱8,185 M budget allotted for MOOE
Implementing Agencies	<p>Lead: Bureau of Working Conditions Member Agencies: Regional Offices</p>

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Support Initiatives/Convergent Actions from Lead or Member Agencies and other agencies/organization

Agency (Internal)	Support Initiative/Convergent Action
Lead Agency: BWC	<i>- Monitors compliance of establishments, whether compulsory or voluntary, with labor standards</i>
Member Agencies: ROs	
Other Agencies/Organization/Entity	
Agency (External)	Support Initiative/Convergent Action
Lead Agency	<i>- none -</i>
Member Agencies	
Other Agencies/Organization/Entity	

LEP 2011-2016 and Decent Work Pillar Reference

Implementation of LSEP is in compliance with the President's 22-Point Agenda on Labor and Employment. The program cuts across rights at work and social protection pillars of Decent Work in which the LEP is anchored.

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PROGRAM/PROJECT BRIEF	
Title	KAPATIRAN WISE-TAV PROGRAM
Description	<p>The “KAPATIRAN WISE-TAV para sa Ligtas, Malusog at Produktibo na mga Manggagawa” strengthens the public and private partnership in the implementation of Labor Standards Enforcement Framework (LSEF) - Training Advisory Visits (TAV) Approach utilizing Work Improvement for Small Enterprise (WISE) principles.</p> <p>The Kapatiran WISE-TAV is a developmental program of the BWC that encourages big companies practicing corporate social responsibility to assist MSMEs, the back bone of the country’s economy in eventually becoming fully compliant with Labor Standards through the initiatives of the DOLE-accredited Safety practitioners and active Safety and Health Committees in the big companies in cooperation with the DOLE-ROs.</p> <p>In consideration of the comprehensive OSH programs and active health and safety committees that are existent in the large companies, the BWC thought of tapping these resources to help out small enterprises that are doing business with them as sub-contractors, service providers or concessionaires. The Filipino value of “kapatiran” or brotherhood spurred the concept of a big brother, represented by a large company, taking care of the OSH needs of its small brothers, represented by the small companies working for the big brother. The big brother coaches them in complying with labor laws and standards.</p>
Targets and Accomplishment	<p>The program started its pilot project site at Quezon Province in 2007 with only 3 Big Brothers having adopted 44 Small Brothers with 2,042 workers being covered.</p> <p>Since its date of effectivity of Department Advisory No. 6, in 2011, 11 Regions in the country have identified 60 Big Brothers with 567 subcontractors and covering 119,013 workers.</p> <p>From 2007 to December of 2011, a total of 77 Big Brothers with 779 Small Brothers in 14 Regional Offices (NCR, CAR, I, II, III IV-A, VI, VII, VIII, IX, X, XI, XII, CARAGA) responded to the program and a total of 156,718 workers has been covered.</p>
2012 Targets and Budget	<ul style="list-style-type: none"> • For 2012, a target of at least 2 Big Brothers in big Regional Offices (NCR, RO 3, 4A, & and 11) and 1 Big Brother in other Regional Offices were aimed to accomplish. • Part of the Agency’s P8,185 M budget allotted for MOOE
Implementing Agencies	<p>Lead: Bureau of Working Conditions Member Agencies: Regional Offices</p>

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Support Initiatives/Convergent Actions from Lead or Member Agencies and other agencies/organization

Agency (Internal)	Support Initiative/Convergent Action
Lead Agency	- none -
Member Agencies	
Other Agencies/ Organization/Entity	
Agency (External)	Support Initiative/Convergent Action
Lead Agency	- none -
Member Agencies	
Other Agencies/ Organization/Entity	

<p>LEP 2011-2016 and Decent Work Pillar Reference</p>	<p>Implementation of KAPATIRAN WISE-TAV Program cuts across the Sustaining Outcome Pillar of Decent Work in which LEP is anchored.</p>
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PROGRAM/PROJECT BRIEF	
Title	SAFETY MILESTONE (SMile) RECOGNITION PROGRAM [A component of the DOLE Incentivizing Compliance Program (ICP)]
Description	<p>The SMILE Recognition Program is a complimentary mechanism initiated by the Department of Labor and Employment (DOLE) through the Bureau of Working Conditions which aims to motivate and encourage establishments to be committed in the implementation of OSH Programs and activities in their respective workplaces thus facilitate compliance with the provisions of the OSH Standards.</p> <p>Safety Milestone Recognition is given to a company that has attained No Lost Time Accident (NLTA) for at least one year as a result of effective implementation of OSH Programs and activities including compliance with the administrative reporting requirements of the OSH Standards.</p> <p>The program started in 2006 and it is implemented annually by the BWC in coordination with the DOLE Regional Offices. Certificates of recognition are given to companies while safety pins and certificates are likewise given to the DOLE accredited OSH practitioner/consultant. SMile celebration also serves as an annual gathering of safety practitioners and company managers/CEOs wherein best practices in safety and health implementation are shared among companies.</p>
Targets and Accomplishments	<p>An increasing number of establishments were given recognition annually as a proof of increasing awareness and company commitment to implement best practices on OSH.</p> <p>For 2011, the 6th Safety Milestone Recognition Program were conducted last December 12, 2011 at The Bayleaf, Intramuros, Manila. A total of 134 establishments nationwide and 139 accredited OSH Practitioner/Consultant were awarded.</p>
2012 Targets and Budget	<ul style="list-style-type: none"> • Conduct of the Annual Safety Milestone Recognition Program • Budget: ₱200,000.00
Implementing Agencies	<p>Lead: Bureau of Working Conditions Member Agencies: Regional Offices</p>

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Support Initiatives/Convergent Actions from Lead or Member Agencies and other agencies/organization

Agency (Internal)	Support Initiative/Convergent Action
Lead Agency	- none -
Member Agencies	
Other Agencies/Organization/Entity	
Agency (External)	Support Initiative/Convergent Action
Lead Agency	- none -
Member Agencies	
Other Agencies/Organization/Entity	

LEP 2011-2016 and
Decent Work Pillar
Reference

The SMile program falls under Pillar 3 on the category of social protection pillars of Decent Work Pillar Reference in which the LEP is anchored.

2011 PROGRAMS
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PROGRAM/PROJECT BRIEF	
Title	WORKING CONDITIONS INFORMATION SYSTEM (WCIS)
Description	<p>The WCIS is a web-enabled management system that will facilitate an effective and efficient monitoring and evaluation of OSH reports, inspection reports including Labor Standards Case Monitoring.</p> <p>The enhanced system aims to:</p> <ol style="list-style-type: none"> 1. Maintain a database on inspections conducted and reports submitted by establishments to the DOLE Regional Offices. Likewise, to maintain a database on critical indicators for the different approaches of the LSEF. 2. Monitoring of the regional inspection performance which includes reports on violations, corrections, restitution made and cases filed at the regional level. 3. Generate timely and accurate summary of statistical reports for policy makers especially on OSH. <p>Series of consultations and meetings were done with the system developer/consultant for the full development and design of the system prior to the roll out/deployment of the system to the DOLE Regional Offices.</p>
Targets and Accomplishments	<p>Regional Offices including its field office user had identified their IT focal and users. Users' Training has been conducted last May 30-31, 2011 wherein all ROs were represented during the conduct of the Users' Training.</p> <p>To date, review of systems design, content, data encoding as well as pilot test on data generation is on-going in preparation for the system roll out/deployment which is scheduled towards the end week of December, 2011 to the DOLE Regional Offices.</p>
2012 Targets and Budget	Systems Testing and Testing of Report Generation still on-going at Bureau level prior to roll-out to DOLE ROs.
Implementing Agencies	<p>Lead: Bureau of Working Conditions Member Agencies: Regional Offices</p>
Support Initiatives/Convergent Actions from Lead or Member Agencies and other agencies/organization	
Agency (Internal)	
Support Initiative/Convergent Action	
Lead Agency	- none -
Member Agencies	
Other Agencies/Organization/Entity	
Agency (External)	
Support Initiative/Convergent Action	
Lead Agency	- none -
Member Agencies	
Other Agencies/Organization/Entity	

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LEP 2011-2016 & Decent Work Pillar Reference	The WCIS program falls under Pillar 5 - Sustaining Outcome of Decent Work Pillar Reference in which the LEP is anchored.
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2011 PROGRAMS
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PROGRAM/PROJECT BRIEF	
Title	Work Accident and Related Exigencies Response Team (Work-ALERT)
Description	<p>Work-ALERT is a network of DOLE agencies set up to immediately respond to major accidents or industrial disasters particularly those which result in serious injuries or even deaths of workers.</p> <p>Responsibilities of the team are as follows**:</p> <ul style="list-style-type: none"> • To keep close watch and surveillance of accidents and incidences in workplaces • To make necessary interventions, including referrals to services that are available at the field • To oversee or monitor the conduct of immediate investigation of major work accidents or industrial disaster • To assess and evaluate reports from the field, including identification of risks • To recommend and monitor necessary action to be taken, issuance of technical information, alert bulletin and training <p>Role of DOLE Agency Members**:</p> <ul style="list-style-type: none"> • BWC – proper coordination of member agencies in the conduct of investigation including collaboration of other concerned sectors or agencies • Regional Offices – investigate within 24 hours upon receipt of initial report of the said accident • OSHC – provide technical services, equipment, instruments and other facilities to expedite data gathering, evaluation and documentation • ECC – provide appropriate services and facilities that will help complete the action needed to alleviate the effects of the incident to workers • LCO – continue information dissemination drive to raise public awareness
Targets and Accomplishments	A total of 25 incidents were recorded from January to December of 2011. As noted, 33 cases of fatalities & 39 cases of serious injuries were reported to the Bureau as per investigation conducted by the DOLE Regional Offices concerned. Other source of information were from news clippings.
2012 Targets and Budget	<ul style="list-style-type: none"> • Part of the Agency's ₱8,185 M budget allotted for MOOE
Implementing Agencies	<p>Lead: Regional Offices Member Agencies: ROs; BWC; OSHC; ECC and LCO</p>

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Support Initiatives/Convergent Actions from Lead or Member Agencies and other agencies/organization

Agency (Internal)	Support Initiative/Convergent Action
Lead Agency: Regional Offices	** see responsibilities and role of each member agencies
Member Agencies: BWC OSHC ECC LCO	
Other Agencies/Organization/Entity	
Agency (External)	
Lead Agency	Support Initiative/Convergent Action
Member Agencies	
Other Agencies/Organization/Entity	

LEP 2011-2016 and Decent Work Pillar Reference

The implementation of Work – ALERT falls under Pillar 3 on social protection pillars of Decent Work in which the LEP is anchored.

2011 PROGRAMS
Bureau of Working Condition

PROGRAM/PROJECT BRIEF	
Title	DOLE Incentivizing Compliance Program (ICP)
Description	<p>The ICP promotes voluntary compliance by giving recognition to establishments which have voluntarily complied with labor laws and issuance and those establishments which have assisted service providers and smaller companies to become compliant with labor laws. It has 2 stages:</p> <ol style="list-style-type: none"> 1) Stage 1 (2011-2015): DOLE and tripartite partners proactively initiates the certification/awarding process 2) Stage 2 (2016 onwards): After an impact evaluation of Stage 1, the establishments will initiate the certification/ awarding process <p>A Tripartite Certification Committee (TCC) composed of the Tripartite Industrial Peace Council (TIPC) at the national, local and industry levels and DOLE shall ensure the integrity of the certification/ awarding process.</p>
Targets and Accomplishments	<p>For 2011 the following have been the accomplishments of convergent agencies:</p> <ol style="list-style-type: none"> 1) BWC - has awarded 135 establishments with No Lost Time Accidents (NLTA) for one year 2) BWSC - Child Labor 3) OSHC - after reviewing and evaluating supporting documents and doing on-site validation, a total of 21 establishments and 14 individuals will receive the different GKK awards for outstanding achievements and best practices in OSH 4) NWPC - conducted the Productivity Olympics where 9 establishments were recognized and 5 others were cited for their productivity improvement initiatives 5) NCMB - has awarded 5 establishments with most outstanding LMCs; including 5 special awards for LMCs in 9 ROs 6) ROs
2012 Targets and Budget	<p>For year 2012 the Secretary wishes to award the Tripartite Seal of Excellence or any of the certificates for the lower levels on Labor Day.</p> <p>Priority activities includes:</p> <ol style="list-style-type: none"> 1) Fine-tuning the nationwide information support network 2) Capacity building of DOLE focal persons and members of the national, local and industry TIPC for evaluation, remediation and assessment activities 3) Submission by all ROs the regional ICP Action Plans
Implementing Agencies	<p>Lead: NWPC Member Agencies: NWPC;BLR;BWC; BWSC; OSHC; NCMB; Regional Offices; PS and LCO</p>

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Support Initiatives/Convergent Actions from Lead or Member Agencies and other agencies/organization

Agency (Internal)	Support Initiative/Convergent Action
Lead Agency: NWPC	
Member Agencies: BLR; BWC; BWSC; OSHC; NCMB; ROs; PS and LCO	
Other Agencies/Organization/Entity	
Agency (External)	Support Initiative/Convergent Action
Lead Agency: National TIPC	
Member Agencies: RTIPC; RIPC; National Industry TIPC; LGUs; DTI	
Other Agencies/Organization/Entity	

**LEP 2011-2016 & Decent
 Work Pillar Reference**

The Tripartite Certificate of Compliance on Labor Standards (CLS) falls under Pillar 5 on the category of Sustaining Outcomes of Decent Work Pillar reference in which the LEP is anchored.