

Occupational Safety and Health of the Philippine Styrene and PVC Manufacturing Corporation Workers

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Abstract

The study focused on the assessment of the existing occupational safety and health (OSH) program and development of a hazard intervention program for Philippine Styrene and PVC Manufacturing Corporation. The descriptive-developmental method of research is employed in order to fully process the information, generate new ideas and convey it in the study. Data were gathered through checklist-questionnaire from selected number of administrative employees, workers and line leaders in each section. Based from the gathered information, Philippine Styrene and PVC Manufacturing Corporation employees are properly involved in occupational safety and health operation of the company. The corporation is compliant to some of the regulations prescribed by DOLE Occupational Safety and Health Standards, but not all requirements are being met by the corporation. This study recommends future revisions of the policies and guidelines of the OSH program of the company. Philippine Styrene and PVC Manufacturing Corporation can implement standardized occupational safety and health policies and programs based from the norms and standards set by the government under the Department of Labor and Employment through the Occupational Safety and Health Center (OSHC). The proponent of this study proposed a Hazard Intervention Program to Philippine Styrene and PVC Manufacturing Corporation of the company. Thus, the researcher recommended that the company must form an internal occupational safety and health committee that will review and create a written occupational safety and health manual that will conform to the requirements of the Department of Labor and Employment (DOLE) under the Occupational Safety and Health Center (OSHC).

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1. Introduction

Occupational safety and health program plays a very significant role in the manufacturing industry to protect every worker against the dangers of injury, sickness or death through safe and healthful working conditions, thereby assuring the conservation of valuable manpower resources and the prevention of loss or damage to lives and properties, consistent with national development goals and with the state's commitment for the total development of every worker as a complete human being. Occupational health and safety is a discipline with a broad scope involving many specialized fields. In its broadest sense, it should aim at the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations; the prevention among workers of adverse effects on health caused by their working conditions; and the protection of workers in their employment from risks resulting from factors adverse to health.

In Philippine Styrene and PVC Manufacturing Corporation where the proponent conducted the study, the said occupational safety and health practices were still not being implemented among their employees. They do not have any safety committee that will supervise the safety and welfare of their workers. Although the company focused on the production of plastics, it is required for the manufacturing company to give importance to their people in terms of implementation of occupational health and safety and compliance with the safety standards.

According to the International Labor Organization (ILO) and the World Health Organization (WHO), "Occupational health should aim at: the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations; the prevention amongst workers of departures from health caused by their working conditions; the protection of workers in their employment from risks resulting from factors adverse to health; the placing and maintenance of the worker in an occupational environment adapted to his physiological and psychological capabilities; and, to summarize, the adaptation of work to man and of each man to his job."

There are several and varied problems encountered in the execution of safety program. With regard to the promotion of worker's attitudes and habits, recklessness was ranked first. Failure to

use personal protective devices was the predominant problem encountered in the implementation of safety programs with regard to the effective utilization of safety equipment and devices. The most common problem encountered in the implementation of safety programs with regard to the maintenance of a safe and healthy working or physical environment was found out to be poor housekeeping. 64.80% of the respondents pointed to the lack of an effective communication network that promotes safety awareness

A healthy workplace contributes to both employee well-being and organizational success. Workers in every occupation can be faced with a multitude of hazards in the workplace. Occupational health and safety addresses the broad range of workplace hazards from accident prevention to the more insidious hazards including toxic fumes, dust, noise, heat, stress, etc. Preventing work-related diseases and accidents must be the goal of occupational safety and health program, rather than attempting to solve problems after they have already developed. Management commitment to health and safety and strong worker participation are two essential elements of any successful workplace health and safety program. The most effective accident and disease prevention begins when work processes are still in the design stage.

An employer should always think of one of the most important elements in the production which is the "people" because without them production will not be successful. It is for the employer to think about his/her workers safety to maintain a stable production. Successful occupational health and safety practice requires the collaboration and participation of both employers and workers in health and safety programs, and involves the consideration of issues relating to occupational medicine, industrial hygiene, toxicology, education, engineering safety, ergonomics, psychology, and others.

2. Methodology

The main objective of this study is to assess the current occupational health and safety policies and procedures of Philippine Styrene and PVC Manufacturing Corporation to protect every worker against the dangers of injury, sickness or death through safe and healthful working conditions, thereby assuring the conservation of valuable manpower resources and the prevention of loss or damage to lives and properties. The

project assessed the current safety policies of the Philippine Styrene and PVC Manufacturing Corporation using data gathering, basic planning, and design considering various policies and design criteria specifically set by the government.

The effectiveness of the occupational safety and health program (OSHP) will help improve Philippine Styrene and PVC Manufacturing Corporation practices that will benefit not only the employees, but also the employers. Occupational safety and health policies and procedures will also promote the highest degree of protection of workers in their employment from risks resulting from factors adverse to health. The requirements are based on the criteria for occupational safety and health set by the Department of Labor and Employment (DOLE).

Descriptive-developmental method of research is employed in order to fully process the information, new ideas and convey it to in the study. Data were gathered through checklist-questionnaire from selected number of administrative employees, workers and line leaders in each section who served as the respondents of the study. In addition, structured interview questionnaire was prepared and used to validate the research instrument checklist. Gap analysis was likewise done prior to the assessment of the existing safety program of the industry. Moreover, observational methods used during the day-to-day activity of the company to better understand the operations and practices that will be used for the formulation of the proposed system.

After an assessment of the existing OSH program, wherein the problems and the details of the current program were determined, as well as the applicable program set by the Occupational Safety and Health Center under Department of Labor and Employment, an occupational safety and health program and policy was developed to guide the employers and the workers of the Philippine Styrene and PVC Manufacturing Corporation. The current and existing OSH practices of the company vis-a-vis the requirements set by the Department of Labor and Employment were assessed from the collected and documented data to arrive at the design of an occupational safety and health manual that involves the desired requirements set by the government in a plastic manufacturing industry.

Books, articles, journals, technology updates from different companies and related studies were taken into account to enhance the project. Interviews were conducted on some employees involved in the production section of Philippine Styrene and PVC Manufacturing Corporation. Company visit and interviews from occupational safety and health experts from industry is also considered in this study.

The proponent considers the technical aspect, operational criteria, schedule evaluation, and economic/cost evaluation in order to resolve the problems occurring in the existing occupational safety and health program. In designing the project, assessment was conducted on the current occupational safety and health practices, the concerns of the employees about the problems and details of current system that employees would want to improve, and the occupational safety and health program of Philippine Styrene and PVC Manufacturing Corporation. On the part of the researcher, the following instruments and techniques are essential in designing the project and in the collection of relevant data especially during the immersion program at Philippine Styrene and PVC Manufacturing Corporation:

3. Statistical Treatment

The proponent used the Likert scale, ranking, weighted mean, standard deviation, t-test, ANOVA or analysis of variance and percentage for calculating and tabulating the questionnaire results.

With the use of these statistical tools, the proponent evaluated the responses of the respondents to determine the effectiveness of the existing occupational safety and health (OSH) program of the company in terms of the following aspects:

- a. Management Commitment
- b. Labor Management Accountability
- c. Employee Involvement
- d. Hazard Identification and Control
- e. Incident, Accident Investigation
- f. Workers Training
- g. Periodic program Review

A likert scale instrument was also used to scale the response of the respondents towards the current occupational safety and health policies and programs in the survey and the effects of the existing current occupational safety and health programs to the employees and employers of Philippine Styrene and PVC Manufacturing

Corporation. Analysis of variance or ANOVA was as well used in this paper in determining the significant difference between the identified assessment parameters and different demographic profile of the respondents.

The proponent was involved in production operations as a safety specialist and as production assistant, and was able to observe the staff involved in the day-to-day activities of the company. The purpose of this is to understand deeply the procedures and practices and to see how data are handled and what information will be used for the formulation of the proposed program of occupational safety and health.

In addition, the proponent conducted interviews on the administrators of the Occupational Safety and Health Centers of the Philippines who are involved primarily in the standardization of the occupational safety and health of an industry such as the Philippine Styrene and PVC Manufacturing Corporation. The purpose of this is to know their concerns about the operation, problems and the details of current practices that can also be used for the proposed manual of the program.

The proponent will conduct company visits and interviews primarily in the production department to actually see the system and gather other relevant information that could be used for the formulation of the proposed system, the possible problems of the system, and the benefits of the system in the organization.

4. Results and Discussion

It is determined if the existing occupational safety and health (OSH) program has effects to employees and employers of the Philippine Styrene and PVC Manufacturing Corporation. The researcher gathered data from different people to assess the effectiveness of the program based on the following:

- Management Commitment
- Labor Management Accountability
- Employee Involvement

- Hazard Identification and Control
- Incident/ Accident Investigation
- Workers' Training
- Periodic program Review

Based from the given data, the proponent categorized the assessment aspect of the occupational safety and health program of the corporation in terms of management commitment, labor and management accountability, employee involvement, hazard identification and control, incident/ accident investigation, worker training and periodic review.

In assessing the existing occupational safety and health policies in the corporation, there are various operational problems that have been observed:

- Most of the employees in the corporation do not have personal protective equipment (PPE) like safety gloves, safety shoes and masks which are essential in a plastic manufacturing industry;
- There are reports regarding illnesses and injuries due to exposure to chemicals in the production site;
- Incident reports such as an intruder/trespasser entering the vicinity also exist due to poor security system.

Through interviews and observations of the current occupational safety and health procedures, and analysis of the assessment results regarding the existing occupational safety and health policies and procedures obtained through survey conducted on employees and employers within the Philippine Styrene and PVC Manufacturing Corporation, the policies and procedural difficulties were identified.

The proponent conducted a survey among the employees of Philippine Styrene and PVC Manufacturing Corporation to assess the effectiveness of the current occupational safety and health program of the company.

Table 1: *Summary of the Assessment Results of the Existing Occupational Safety and Health Program of Philippine Styrene and PVC Manufacturing Corporation*

CRITERIA	MEAN	SD	Verbal
			Interpretation
a. Management Commitment	1.149	0.772	PARTIALLY MET

b. Labor Management Accountability	0.864	0.649	NOT MET
c. Employee Involvement	1.154	0.753	PARTIALLY MET
d. Hazard Identification and Control	1.443	1.209	PARTIALLY MET
e. Incident and Accident Identification	2.143	1.004	PARTIALLY MET
f. Workers' Training	0.723	0.668	NOT MET
g. Periodic Program Review	0.507	0.437	NOT MET
TOTAL	1.141	0.785	PARTIALLY MET

Table 1 shows the overall assessment results of the current Occupational Safety and Health Program of Philippine Styrene and PVC Manufacturing Corporation. Based from the gathered information, the overall weighted mean

of the assessment of the existing occupational safety and health is equivalent to 1.141 and has a standard deviation of 0.785 which implies that the result falls under the bracket of **PARTIALLY MET** in terms of the verbal interpretation.

TABLE 2: *T- TEST: Two Sample for Means According to the Response of the Employees in terms of the Assessment of the Current Occupational Safety and Health Program of Philippine Styrene and PVC Manufacturing Corporation to the Position of the Respondents in the Company*

T-TEST: Paired Two Sample for Means		
Group	Administration Management	Production Worker
Mean	1.140985348	1.139831448
Variance	0.306470199	0.29253048
Computed t Stat (2-tailed)	0.157445528	
t Critical two-tail	2.44691185	
Decision on Null	ACCEPTED	
Interpretation	NOT SIGNIFICANT	

This table shows the t-Test of the two sample means. Since the test statistics of **0.157** did not meet or exceed the critical value of **2.447**, there is sufficient evidence to conclude that there is no significant difference between the perception of the respondents to which the following practices and policies on occupational safety and health are concerned and implemented to the position of the

respondents in the company. The null hypothesis is accepted thus, extreme t-statistics value lead not to reject the null hypothesis. Therefore, there is no significant difference between the perception of the respondents to which the following practices and policies on occupational safety and health are concerned and implemented to the position of the respondents in the company.

TABLE 3: *T- TEST: Two Sample for Means According to the Response of the Employees in terms of the Assessment of the Current Occupational Safety and Health Program of Philippine Styrene and PVC Manufacturing Corporation to the Sex of the Respondents*

T-TEST: Paired Two Sample for Means		
Group	Male	Female
Mean	1.14	1.14

Variance	0.29	0.31
Computed t Stat (2-tailed)		0.157
t-Critical two-tail		2.447
Decision on Null		ACCEPTED
Interpretation		NOT SIGNIFICANT

Table 3 shows the t-Test of the two sample means. Since the test statistics of **0.157** did not meet or exceed the critical value of **2.447**, there is a sufficient evidence to conclude that there is no significant difference between the perception of the respondents to which the following practices and policies on occupational safety and health are concerned and implemented to the sex of the

respondents in the company. The null hypothesis is accepted thus, extreme t-statistics value lead not to reject the null hypothesis. Therefore, there is no significant difference between the perception of the respondents to which the following practices and policies on occupational safety and health are concerned and implemented to the sex of the respondents in the company.

TABLE 4: *T- TEST: Two Sample for Means According to the Response of the Employees in terms of the Assessment of the Current Occupational Safety and Health Program of Philippine Styrene and PVC Manufacturing Corporation to the Civil Status of the Respondents*

T-TEST: Paired Two Sample for Means		
Group	Single	Married
Mean	1.12	1.14
Variance	0.27	0.30
Computed t-Stat (2-tailed)		1.30
t-Critical two-tail		2.45
Decision on Null		ACCEPTED
INTERPRETATION		NOT SIGNIFICANT

Table 4 shows the t-Test of the two sample means. Since the test statistics of **1.30** did not meet or exceed the critical value of **2.45**, there is a sufficient evidence to conclude that there is no significant difference between the perception of the respondents to which the following practices and policies on occupational safety and health are concerned and implemented to the civil status of the respondents in the company. The null

hypothesis is accepted thus, extreme t-statistics value lead not to reject the null hypothesis. Therefore, there is no significant difference between the perception of the respondents to which the following practices and policies on occupational safety and health are concerned and implemented to the civil status of the respondents in the company.

TABLE 5: *ANOVA: Analysis of Variance or F-Test of the Response of the Employees in terms of the Assessment of the Current Occupational Safety and Health Program of Philippine Styrene and PVC Manufacturing Corporation to the Age of the Respondents*

ANOVA						
Source of Variation	SS	Df	MS	F	P-value	F crit
Between Groups	8.93	6	1.49	1047.948	1.35E-31	2.46
Within Groups	0.040	28	0.001			
Total	8.97	34				

This table shows the Analysis of Variance (ANOVA) or F-Test of the two sample

means. Since the F- statistics of **1047.95** meet or exceed the critical value of **2.45**, there is

insufficient evidence to conclude that there is no significant difference in the perception of the respondents as to the extent at which the aforementioned practices and policies are observed and implemented when grouped according to age. The null hypothesis is rejected thus, the alternative hypothesis is accepted.

Therefore the perception of the respondents as to the extent at which the aforementioned practices and policies are observed and implemented have effects to the age of the respondents. An extreme F-stat lead to the rejection of the null hypothesis of no effects.

Table 6: *ANOVA: Analysis of Variance or F-Test of the Response of the Employees in terms of the Assessment of the Current Occupational Safety and Health Program of Philippine Styrene and PVC Manufacturing Corporation to the Length of Service of the Respondents*

ANOVA						
Source of Variation	SS	Df	MS	F	P-value	F crit
Between Groups	5.54	6	0.92	490.8867	1.89E-15	2.85
Within Groups	0.026	14	0.0019			
Total	5.57	20				

This table shows the Analysis of Variance (ANOVA) or F-Test of the two sample means. Since the F- statistics of **490.88** meet or exceed the critical value of **2.85**, there is insufficient evidence to conclude that there is no significant difference in the perception of the respondents as to the extent at which the aforementioned practices and policies are observed and implemented when grouped according to length of service of the respondents. The null hypothesis is rejected thus, the alternative hypothesis is accepted. Therefore the perception of the respondents as to the extent at which the aforementioned practices and policies are observed and implemented have effects to the length of service of the respondents. An extreme F-stat lead to the rejection of the null hypothesis of no effects.

Table 7: *ANOVA: Analysis of Variance or F-Test of the Response of the Employees in terms of the Assessment of the Current Occupational Safety and Health Program of Philippine Styrene and PVC Manufacturing Corporation to the Educational Attainment of the Respondents*

ANOVA						
Source of Variation	SS	Df	MS	F	P-value	F crit
Between Groups	5.28	6	0.88	1973.879	1.15E-19	2.85
Within Groups	0.006	14	0.00045			
Total	5.29	20				

This table shows the Analysis of Variance (ANOVA) or F-Test of the two sample means. Since the F-statistics of **1973.88** meet or exceed the critical value of **2.85**, there is insufficient evidence to conclude that there is no significant difference in the perception of the respondents as to the extent at which the aforementioned practices and policies are observed and implemented when grouped according to educational attainment. The null hypothesis is rejected thus, the alternative hypothesis is accepted. Therefore the perception of the respondents as to the extent at which the aforementioned practices and policies are observed and implemented are affected by the educational

attainment of the respondents. An extreme F-stat lead to the rejection of the null hypothesis of no effects.

Lastly, based on the data gathered, as prescribed by the Department of Labor and Employment (DOLE) (from Chapter 2), almost 11 out of 38 rules set by the government were recognized in the assessment of the existing Occupational Safety and Health (OSH) program of Philippine Styrene and PVC Manufacturing Corporation. These are the following rules identified to be applicable in the industry:

Table 8: Summary of the Occupational Safety and Health Policies and Procedures Set by the Department of Labor and Employment Applicable to Philippine Styrene and PVC Manufacturing Corporation

GOVERNMENT STANDARDS	REMARKS	IMPLICATIONS
RULE 1030 Training of Personnel in Occupational Safety and Health	NOT MET	➤ Philippine Styrene and PVC Manufacturing Corporation did not meet this rule. The company must focus on giving and supporting its personnel to go on trainings as well in seminar on OSH. In this case, workers will be aware of the different basic occupational safety and health principle (BOSH)
RULE 1040 Health and Safety Committee	NOT MET	➤ Formation of health and safety committee (HASC) plays a very important rule in any industry. HASC will be the one that will monitor the OSH concerns of the company. In this manner the company will have a regular inspections of the different machineries and equipment in order to make everything inside the premises in order and safe as well.
RULE 1050 Notification and Keeping of Records of Accidents/ Occupational Illnesses	PARTIALLY MET	➤ In this rule, the company somehow has its own way of keeping its records in terms of accidents or even occupational illnesses. The proponent as well proposed to have its database records in the computer to record accidents and occupational illnesses.
RULE 1060 Premises of Establishments	PARTIALLY MET	➤ The premises of the establishments are not properly put into its proper places. The machineries in the production site must be located in a well-ventilated area. An evacuation plan must also be mount

		into different vicinity. In addition, different safety signboards should also as well be seen in the premises.
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RULE 1080 Personal Protective Equipment (PPE) and Devices	PARTIALLY MET	➤ The only problem of the company in this rule is that there is no strict monitoring and compliance that is executed within the workers. They are very lenient in the sense that the personnel can enter the vicinity in the attire that the workers want. The company must put sanctions to workers that will not wear the standard personal protective equipment (PPE). The company must also as well supply PPE for its personnel inside the company.
RULE 1090 Hazardous Materials	PARTIALLY MET	➤ Since Philippine Styrene and PVC Manufacturing Corporation is a plastic industry. There are lots of hazardous materials present in the production site of the industry. As for plastic sheets production, the company is engaged in the manufacturing of High impact Polystyrene Sheets Opaque White, High Transparent Acrylic Sheets, and Polystyrene Sheets (PE) and PP Sheets.
RULE 1150 Materials Handling and Storage	PARTIALLY MET	➤ This is just a follow up of RULE 1090 since there are presence of different hazardous materials in the industry, these materials must be handling and stored properly in a well-ventilated area. In the company the workers must be oriented in every little detail of the chemicals involved in plastics production. Exposure to different hazardous materials will put the workers in risky conditions.
RULE 1210 Electrical Safety	NOT MET	➤ Another thing that must be put into consideration is the electrical conditions and safety of the industry. Presence of “octopus connections” were seen not only in the administration office but as well in the . To avoid electrical accidents the company must also hire electricians that will regularly check the electrical connections of the company.

RULE 1940 Fire Protection and Control	PARTIALLY MET	➤ This rule is somehow met by the company but the only thing must be given emphasis here is the execution of fire drills regularly, proper installations of fire hose, fire extinguishers, and a regular inspections as well by the Bureau of Fire Protection (BFP) of the government.
RULE 1960 Occupational Health Services	NOT MET	➤ Occupational safety and health services plays a significant role in the industry to secure the safety and health conditions of all the personnel of the industry. Establishment of an OSH services in the industry will be a very good asset of the company. The Philippine Styrene and PVC Manufacturing Corporation must provide a very good OSH services to its employees.

5. Conclusion and Recommendation

Based on the findings of the study on the occupational safety and health program of the Philippine Styrene and PVC Manufacturing Corporation, the following conclusions are drawn:

1. The government through the Department of Labor and Employment (DOLE) has clear provisions on Occupational Safety and Health (OSH) requirements suitable at the situation at the Philippine Styrene and PVC Manufacturing Corporation particularly on the involvement of workers on occupational safety and health, and the status of the worksite.

2. Safety measures in the handling and maintenance of hazardous machines and materials, as well as the support related to occupational safety and health.

3. Philippine Styrene and PVC Manufacturing Corporation employees are properly involved in occupational safety and health operation of the company. However, work premises are not properly constructed and well maintained; potentially hazardous machines and materials are present in the work area and therefore require attention; and personal protective equipment (PPE) are not available.

4. Furthermore, safety measures in the handling and maintenance of hazardous machines and materials are not sufficiently practiced. In fact, the administration of the PSMC lacks support for the trainings and seminars related to occupational safety and health, as well as health programs for the employees. There is an existing discrepancy between OSH requirements and Philippine Styrene and PVC Manufacturing Corporation existing occupational safety and health practices. Hence, the corporation is submissive to some of the regulations prescribed by DOLE Occupational Safety and Health Standards, but not all requirements are being met by the corporation.

5. The existing occupational safety and health policies were assessed to be insufficient to meet the requirements of DOLE and therefore, the creation of a manual with respect to occupational safety and health set by the government is recommended for immediate implementation to eliminate health risks for the employees in the production site.

6. The proponent of this study came up with an engineering solution and administrative solution regarding the occupational safety and health policies of Philippine Styrene and PVC Manufacturing Corporation.

6.1 In terms of the engineering solution, a proposed Hazard Intervention Program was developed that will guide Philippine Styrene and PVC Manufacturing Corporation in its occupational safety and health aspect.

6.2 As for the proposed administrative solution, the company should prepare and create a safety committee that will standardize the occupational safety conditions of the company.

7. Based on the data gathered from the OSHS as prescribed by the Department of Labor and Employment (DOLE) (from Chapter 2), almost 10 out of 38 rules set by the government were recognized in the assessment of the existing Occupational Safety and Health (OSH) program of Philippine Styrene and PVC Manufacturing Corporation.

8. Moreover, there are rules identified to be applicable in the industry: RULE 1030: Training and Accreditation of Personnel in OSH, RULE 1040: Health and Safety Committee, RULE 1050: Notification and Keeping of Accident/Illness Record, RULE 1060: Premises of Establishments, RULE 1080: PPE, RULE 1090: Hazardous Materials, RULE 1150: Materials Handling and Storage, RULE 1210: Electrical Safety, RULE 1940: Fire Protection and Control, and RULE 1960: Occupational Health Services.

After a thorough research and analysis of data, this study recommends that for the future revisions of the policies and guidelines on occupational safety and health program, Philippine Styrene and PVC Manufacturing Corporation can implement standardized occupational safety and health policies and programs based on the set norms and standards by the government through the Department of Labor and Employment's Occupational Safety and Health Center (OSHC).

In addition, the proponent of this study proposed a Hazard Intervention Program to Philippine Styrene and PVC Manufacturing Corporation that will be the initial step in the development of the occupational safety and

health manual of the company for a suitable workplace.

Bearing in mind the main objective of this research which is to assess the current occupational safety and health policies and practices of Philippine Styrene and PVC Manufacturing Corporation to help the corporation meet or even exceed its customers' and employees' expectations, the researcher recommends the following to Philippine Styrene and PVC Manufacturing Corporation and to future researchers as well:

1. Philippine Styrene and Manufacturing Corporation should form an internal occupational safety and health committee based on RULE 1040 entitled Health and Safety Committee to review and create written occupational safety and health manual that will conform with the requirements of the Department of Labor and Employment (DOLE) under the Occupational Safety and Health Center (OSHC).

1.1.1 Moreover, Philippine Styrene and PVC Manufacturing Corporation management should keep themselves abreast of the new occupational safety and health requirements.

1.1.2 After the development of safety and health committee, the proponent also recommends the continuous training of its personnel in accordance to RULE 1030 in terms of occupational safety and health aspect.

1.1.3 This study also recommends addressing some deficiencies of the corporation in terms of Rule 1060 entitled Premises of Establishments, wherein the manufacturing corporation premises must keep its employees or workers away from health hazard factors; RULE 1080 in terms of wearing of the Personal Protective Equipment; and Rule 1940 for Fire Protection and Control, specifically the establishment of fire exits and installment of portable fire extinguishers.

1.1.4 Operational aspect proved that existing occupational safety and health program of the corporation is still in its early stage of development. There is a need to change every little detail of its program to comply the occupational safety and health standards set by the government.

1.1.5 Lastly, there must be a continuous improvement or “kaizen” of the occupational safety and health policies and programs of the corporation. This can be a significant factor for its success can help solve the present problems. This could also be the first step in improving the way of living of the personnel working in the industry in terms of occupational safety and health concerns.

2. For future researchers, this study can be used as reference in evaluating and assessing the occupational safety and health in other organizations and industries.

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