

フィリピン  
労働安全衛生センタープロジェクト  
実施協議調査団報告書

昭和63年4月

国際協力事業団  
社会開発協力部

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## 序 文

フィリピン国においては、近年の経済開発努力の結果、工業の近代化が図られてきたが、この工業化の進展に伴い、労働条件及び労働環境の整備が急務となっている。

そのため、フィリピン政府は、米国の基準を模して1974年労働法、1978年労働安全衛生規則を制定し、労働条件及び労働環境の改善に努めてきた。

しかしながら、現状は労働災害の発生状況や労働環境等に関する十分な実態把握がなされておらず、またこれらの規制を徹底させるための体制が十分に確立されているとはいえないため、法制と実態の間には大きなギャップが生じている。

このような状況を踏まえ、フィリピン共和国政府は、労働安全衛生行政の強化を目指し、労働安全衛生に関する教育訓練、調査研究、情報提供等の活動を通じ関係法令の徹底など行政責任を果たすための労働安全衛生センター設立を計画し、その実施について、わが国に対し無償資金協力及び技術協力を要請してきた。

この要請に基づき国際協力事業団は、昭和60年8月に第1次事前調査団を派遣して要請の背景・内容及び協力の妥当性を、昭和62年6月に第2次事前調査団を派遣して協力の可能性等を調査・協議し、また昭和63年1月に技術的観点から、協力内容、実施運営体制、機材据付け・試運転に関する指導・助言を行うため長期調査員チームを派遣した。

今般、上記調査チームの調査結果に基づき、昭和63年1月27日から2月6日まで、労働省労働基準局安全衛生部安全課長 北山宏幸氏を団長とする実施協議チームを現地に派遣し、フィリピン政府関係者と技術協力実施に係る具体的事項について協議を重ねた結果、本プロジェクト実施に係る討議議事録（R/D）及び議事結果（暫定実施計画）に署名を了した。

本報告書は、実施協議チームの現地における調査及び討議議事録署名に至る協議内容を中心に取りまとめたものである。

おわりに、本調査にご協力いただいた外務省、労働省及び在フィリピン日本大使館、その他関係機関の方々に対し深甚の謝意を表するとともに、関係各位の今後のご支援をお願いする次第です。

昭和63年3月

国際協力事業団

理事 玉 光 弘 明

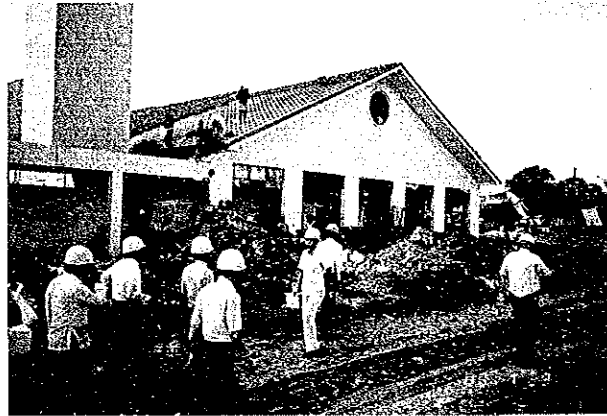






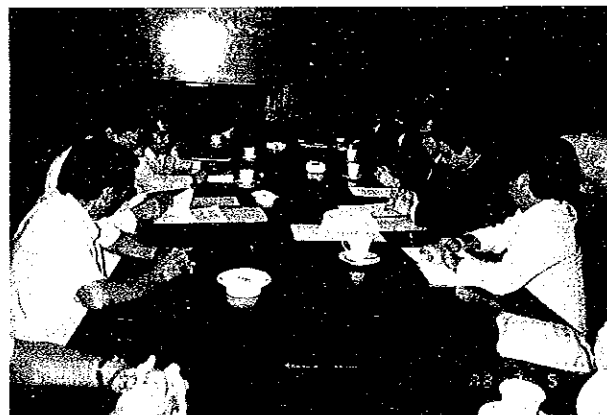
◀ドローン労働雇用大臣表敬訪問  
左より 長江団員, 佐々木団員,  
小野団員, 伊藤団員, 森団員,  
北山団長, ドローン労働雇用大臣,  
コントレラスECC局長, 飛島一  
等書記官, 田中長期調査員チーム  
リーダー, 松田団員, 浦島団員,  
サンチェスBWC局長

▶プロジェクトサイトの視察



◀ECC事務所における会議

▶討議議事録 (R/D) 署名  
左から サンチェスBWC局長,  
カストロ次官, コントレラスECC  
局長  
右から 長江団員, 北山団長,  
伊藤団員, 小野団員, 佐々木団員





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## 1. 実施協議チームの派遣

### 1-1 要請の背景及び経緯

フィリピン国政府は労働災害防止を目指し、労働安全衛生に関する法令の整備等を実施してきたが、監督官庁である労働雇用省(DOLE)には、労働災害防止のための技術的な機関がなく、このことが労働安全衛生行政の不徹底となる要因となっている。

このためオブレ労働雇用大臣(当時)は、昭和57年8月に外務省賓客として来日した際、辻外務政務次官(当時)に、労働安全衛生センター設立に関するわが国の協力を非公式に要請した。その後、DOLEに国際協力事業団より労働安全衛生専門家がアドバイザーとして派遣されたこともあり、同センター設立に関する構想が具体的な計画としてまとめられ、昭和59年9月に無償資金協力と技術協力に関する公式な要請書が日本政府へ提出された。昭和60年5月外務省は、年次協議ミッションを派遣し、要請は60年度案件として採択された。

その後、国際協力事業団は、昭和60年8月に第1次事前調査チームを派遣して、要請の背景・内容及び協力の妥当性を調査し、昭和61年4月に無償資金協力に関する基本設計調査チームが派遣され、交換公文(E/N)が同年8月に取り交わされ、建物の建設工事が開始された。

さらに、昭和62年6月に第2次事前調査チームを派遣して、協力の可能性・枠組等を調査し、またプロジェクト立上り準備として昭和63年1月に技術的観点から協力内容、実施運営体制、機材据付け・試運転に関する指導・助言を行うため長期調査員チームを派遣した。

なお、建物建設工事及び機材据付けは、昭和63年3月15日(フィリピン側への譲渡予定日)までに完了する予定である。

### 1-2 派遣目的

上記経緯を踏まえ、本プロジェクトに係る日本側及びフィリピン側の投入計画、フィリピン側の実施体制を確認するとともに、本プロジェクトの暫定実施計画案について協議を行った上で、協力内容を確定し、討議議事録(R/D)に署名を了することを目的として、実施協議調査チームを派遣したものである。

### 1-3 チームの構成

- (1) 北山宏幸(総括及び  
労働安全管理) 労働省労働基準局安全衛生部安全課長
- (2) 伊藤 眞(労働環境管理) 労働省労働基準局安全衛生部計画課企画官

- (3) 小野宏逸 (労働衛生管理) 労働省労働基準局安全衛生部労働衛生課副主任中央労働衛生専門官
- (4) 森 良實 (教育技法) 中央労働災害防止協会教育部長
- (5) 長江盛啓 (協力企画) 労働省大臣官房国際労働課課長補佐
- (6) 佐々木福旺 (業務調整) 国際協力事業団社会開発協力部海外センター課

1-4 調査日程

日順	月/日	曜日	時間	行程	調査内容
1	1/27	水	15:00~16:00	東京→マニラ 日本大使館	移動 (JL-741) 表敬訪問・日程打合せ (青木公使, 飛鳥一等書記官)
			16:00~17:00	JICA事務所	表敬訪問・日程打合せ (宮本所長, 大島次長, 小澤所員)
2	1/28	木	10:00~11:00	Bureau of Working Condition (BWC)	表敬訪問 (ノリエル次長, サンチェスBWC局長他)
			11:30~12:00	Employees Compensation Commission (ECC)	表敬訪問 (カストロ次官, クイシア社会保障システム事務局長, デルモンテ政府職員保険システム会長, コントレラスECC局長他)
			16:00~18:30	JICA事務所	R/Dミッション・長期調査員チーム打合せ (小澤所員)
3	1/29	金	9:00~12:00	ECC	プロジェクト予算についての問題点協議 (BWC, ECC局長他)
			14:00~17:00	プロジェクトサイト (ケソン市)	センター建設進捗状況聴取 (建設関係者)
4	1/30	土		ホテル	資料整理及び打合せ
5	1/31	日		ホテル	"
6	2/1	月	11:00~12:00	Department of Labor Employment (DOLE)	表敬訪問 (ドリロン労働雇用大臣他)
			14:00~18:00	ECC	実施体制上の問題点協議 (BWC, ECC局長他)
7	2/2	火	9:00~12:00		実施体制上の問題点協議 (BWC, ECC局長他)
			14:00~18:00		"
8	2/3	水	9:00~12:00	ECC	暫定実施計画協議 (各担当職員)
			14:00~18:00		実施体制上の問題点協議
			19:00~21:00		暫定実施計画協議
	2/4	木	10:00~12:00	ホテル	大使主催夕食会
			14:00~19:00	ECC	R/D (案) ミニッツ (案) 作成
2/5	金	9:00~12:00	BWC	R/D (案) ミニッツ (案) 検討	
		14:00~16:00	DOLE	R/D (案) ミニッツ (案) 最終案検討	
9	2/6	土	19:00~21:00	マニラ・ヒルトンホテル	R/D, ミニッツ署名 (カストロ次官, BWC局長, ECC局長)
				マニラ→東京	R/Dミッション主催レセプション (カストロ次官他関係者) 移動 (UA-090)

1-5 主要面談者リスト

(1) 比 例

- I. Department of Labor Employment (DOLE)
  1. Hon. FRANKLIN DRILON—Secretary
  2. Mr. RICARDO CASTRO—Undersecretary, Workers Protection and Welfare
  3. Mr. CARMELO NORIEL—Undersecretary, Regional Operations Service
- II. Employees Compensation Commission (ECC)
  1. Mr. JORGE CONTRERAS—Executive Director
  2. Ms. HELEN CUSTUDIO—Deputy Executive Director
  3. Dr. NATIVIDAD S. CHIPONGIAN—Chief, Medical Division
  4. Dr. FRANCISCO ESTACIO—Medical Officer, Medical Division
- III. Bureau of Working Condition (BWC)
  1. Mr. AUGUSTO SANCHEZ—Director
  2. Dr. MANUEL ESTRADA—Chief, Research Division
  3. Engr. AGNES RAMOS—Chief, Industrial Hygiene Section
  4. Ms. MARVEL RUIZ—Supervisor, Labor & Employment Development Office\* (LEDO)
  5. Engr. EDUARDO DELA CRUZ—LEDO
  6. Ms. CONCEPCION STO. TOMAS (LEDO)
- IV. International Labor Affairs Service (ILAS)
  1. Mr. CORAZON ALFONSO—Chief
- V. Institute of Labor Studies
  1. Ms. NIEVES CONFESOR—Executive Director
- VI. Social Security System
  1. Mr. Jose Cuisia Jr.—Administrator
- VII. Government Service Insurance System
  1. Mr. Feliciano del Monte Jr.—President and General Manager

(2) 日本側

青木盛久在比日本大使館公使

谷崎在比日本大使館一等書記官 (経済班担当)

飛鳥在比日本大使館一等書記官 (労働班担当)

宮本 JICA フィリピン事務所長

大島 JICA フィリピン事務所職員

小澤 JICA フィリピン事務所職員



## 2. R/D 討議方針及び調査結果

### 2-1 R/D 討議に係る基本的対処方針

各省会議の結果、本調査チーム派遣にあたり、下記事項について次の基本的対処方針により、フィリピン政府関係者との協議に臨むこととした。

#### 記

##### (1) R/D の発効日

労働安全衛生センターの設立に関する大統領令 No. 307号が1987年11月4日付で大統領により署名、公布されたところであるので、1988年1月下旬に実施協議調査団を派遣し、R/D 署名が2月初旬に行われれば、A<sub>1</sub>フォームの取付け、B<sub>1</sub>フォームの送付及びアグレマンの取付け等に約2カ月を要するため、4月中に各部門の長期専門家を派遣することとし、R/D の発効日は昭和63年4月当初とする。

##### (2) 協力期間

R/D の発効日より5年間とする。

##### (3) 専門家の派遣

短期専門家の派遣については、覚書において1988年度のみ派遣人数、派遣分野及び派遣期間を明記することとする。

##### (4) 研修員の受入れ

覚書において1988年度のみ受入れ人数、研修分野及び研修期間を明記することとする。

##### (5) フィリピン側の取るべき措置

フィリピンにおいて施行される法律及び規則に従い、比政府は自己の負担において、土地・建物及び付帯施設、機材及びそれに要する諸経費、日本人専門家及びその家族に対する便宜供与、一般予算等を提供するため、どのような措置を取るのか確認する。特に土地については、OSHC が海外雇用庁から無償で貸与を受けることができるのか、または海外雇用庁に対して土地借料を支払うことになるか等を確認する。

##### (6) プロジェクトの運営管理体制

フィリピン労働雇用省関係者のプロジェクトの実施に関する責任を明確にする。

##### (7) 合同委員会の機能

合同委員会の機能、役割について確認する。

##### (8) カウンターパートの処遇

大統領令307号において、センターの職員に対し、一般職の国家公務員以上の特別の処

遇を行えることとしていないため、その改善策を確認することとする。

(9) 理事会の機能等及び合同委員会との関係

理事会は技術協力を含むセンター全般の運営に関する決定機関であるので、合同委員会において討議される技術協力の実施に関する事項も理事会に諮ることが必要となる。理事会及び合同委員会両方のメンバーとなっているのは、ECCの事務局長のみであり、合同委員会の決定が理事会で覆ることが予想されるため、理事会の機能、権限等について確認することとする。

(10) 労働安全衛生センターと労働条件局 (BWC)、労災補償委員会 (ECC) との関係

労働安全衛生センター所長と労災補償委員会の局長との関係を明確にする (両者とも Executive Director であるが、OSHC が ECC の下部機関であるため両者の関係を明確にする必要がある)。

また、大統領令307号による労働安全衛生センターの位置付けの変化による BWC、ECC との関係の変化についても確認することとする。

## 2-2 R/D 討議交渉経緯及び調査結果概要

調査団は、前述の調査日程により基本的対処方針に従って、あらかじめ、日本側で作成した「暫定実施計画 (TSI)」、「各部門ごとの技術移転に関する暫定5ヵ年基本計画」及び「研修コース体系」をマニラ到着後フィリピン側に手渡し、事前検討方を申し入れ、以降、これらに基づいて討議を重ねた。討議結果の概要は次のとおりである。

(1) R/D の発効日、協力期間等

R/D の発効日を1988年 (昭和63年) 4月1日とし、4月下旬から長期専門家を派遣することとした。また、協力期間は、R/D 発効日の1988年4月1日から5年間 (1993年3月31日まで) とすることで双方合意した。

(2) プロジェクトの目的

本プロジェクトの目的を「比国における労働安全衛生技術に関する中心的役割を果たす機関として、教育訓練、調査研究、情報提供等の活動を通じて、労働安全衛生に係る技術の普及、定着を図ることにより、比国における労働災害の防止、労働者の福祉の向上、労働生産性の向上に資すること」とすることで合意した。

(3) 日本側技術協力の内容、範囲

日本から派遣する専門家による技術協力の内容、範囲について次のとおり合意した。

1. 日本側の技術協力は、労働安全衛生センターの調査分析・技術・情報サービス・試験検査及び研修・広報を担当するフィリピン人カウンターパートに対し、基本となる技術の指導及び助言を行うことを内容とする。

2. 日本側の技術協力によるフィリピン人カウンターパートに対する基本となる技術指導項目、内容は次のとおりとする。

(i) 健康管理

- イ. 有害物等による身体への影響を確認するための健康診断の検査方法並びに健康診断システム及びその実施結果の評価システムに関する技術及びノウ・ハウ
- ロ. 健康診断結果の評価に基づく健康管理システムに関する技術及びノウ・ハウ
- ハ. 有害物等の健康障害の予防法及び予防システムに関する技術及びノウ・ハウ

(ii) 環境管理

- イ. 作業環境における有害物等の空気中濃度測定のためのデザイン、サンプリング及び解析に関する技術及びノウ・ハウ
- ロ. 作業環境測定結果の評価システムに関する技術及びノウ・ハウ
- ハ. 作業環境の改善方法及び改善システムに関する技術及びノウ・ハウ
- ニ. 個人ばく露測定に関する技術及びノウ・ハウ
- ホ. 個人用呼吸保護具の検査システムの技術及びノウ・ハウ

(iii) 安全管理

- イ. 一般安全管理及びその運用システムに関する技術及びノウ・ハウ
- ロ. 電気、機械、建設及び化学安全並びにこれらのシステム管理に関する技術及びノウ・ハウ
- ハ. プレス機械等の安全装置の検査方法に関する技術及びノウ・ハウ
- ニ. 個人安全保護具の試験システムの技術及びノウ・ハウ
- ホ. ボイラー、圧力容器、クレーン等危険機械の検査方法及び検査システムに関する技術及びノウ・ハウ
- ヘ. 災害防止計画作成、災害調査実施及び災害データ収集・分析システムに関する技術及びノウ・ハウ

(iv) 研修・広報

- イ. 安全衛生研修カリキュラム・計画作成に関する技術及びノウ・ハウ
- ロ. 安全衛生研修用テキスト等・視聴覚教材の作成に関する技術及びノウ・ハウ
- ハ. 行政官研修及び民間向けの研修の実施管理に関する技術及びノウ・ハウ
- ニ. 広報用資料作成に関する技術及びノウ・ハウ

(4) 専門家派遣

イ. 長期専門家については、次の6名を派遣することで合意した。

チーフアドバイザー 1名

調整員 1名

健康管理, 環境管理, 安全管理, 研修広報の各分野の専門家 計4名

ロ. 短期専門家については、フィリピン政府側より1年次及び2年次に各々5名派遣してほしい旨、強い要望がなされた。これに対し日本側は、予算の関係もあることから、持ち帰り検討することとした。3年次以降については必要に応じ派遣することで合意した。

(5) 研修員の受入れ

1987年度の受け入れについては、健康管理, 環境管理, 安全管理の各部門から1名ずつ計3名を本年3月末から行うことで比側に通知するとともに、1988年度以降については、年間3名程度とすることで合意し、これをミニッツで示すこととした。

(6) フィリピン側カウンターパートと管理職員の配置

カウンターパート等の比側スタッフについては、以下の人員配置とすることで合意した。

- イ. センター所長 (1名)
- ロ. センター所長代理 (1名)
- ハ. カウンターパート分野
  - (i) 健康管理 (部長1, 課長3名)
  - (ii) 環境管理 (部長1, 課長2名)
  - (iii) 安全管理 (部長1, 課長2名)
  - (iv) 研修広報 (部長1, 課長3名)

また、人数についてはチーフアドバイザー、調整員を除き各専門家に少なくとも3名配置する。

ニ. 事務職員 必要に応じ比側が雇用する。

- (i) 管理職員 (ii) 事務員/タイピスト (iii) 会計士 (iv) 秘書
- (v) その他補助職員

(7) フィリピン側の取るべき措置

2-1の対処方針の(5)に示した労働安全衛生センターの土地については、福祉基金(Welfare Fund)特別会計により購入され、海外雇用庁(POEA)名義で登記されており、当初大統領令の原案の段階では、この土地の購入費として2,000万ペソが盛り込まれていたが、大統領府において福祉基金特別会計から国家保険基金(SIF)特別会計への財産移管が承認されず、削除されることとなった。

このため、この土地の取得について今後、OSHCがPOEAから土地の無償譲渡を受けられることができるのか、またはPOEAに対して土地借料を支払うことになるのか比側において早急に検討するよう要請した。また、比側は後者の場合には必要な予算措置を行う

ことを約束した。

また、日本人専門家及びその家族に対する便宜供与の問題について、R/D及びミニッツの署名直前に、署名者であるカストロ次官より家具付住居施設の提供については予算の捻出ができない旨発言があった。この点について北山団長より、かかるプロジェクトにおいて相手側が経済的に逼迫している場合には、JICAが実際には負担している例が多い旨説明したところ、カストロ次官もこれを了解し、署名の運びとなった。

また、当プロジェクトの実施に必要な運営予算については、労災補償基金 (SSS及びGSISの基金の総額の12%)の4%の枠内で予算措置することとされているが、この原資金の総額として、昭和62年12月31日より昭和63年3月15日までの間、3,000万ペソ計上されており、そのうち約950万ペソの支出がPre-operationalの予算として比政府部内で承認されていること。また、昭和63年3月16日以降の予算措置については、同年2月中旬に、日本から派遣した長期調査員の協力を得て予算計画書を作成し、ECCの理事会へ提出することとしている旨説明があり、日本側はこれを了承した。

#### (8) プロジェクトの運営管理体制

本件プロジェクトの実施に関して、フィリピンの労働雇用省関係者の責任を明確にするため、協議の結果、次のことが決定した。

- イ. 労働雇用省次官は、プロジェクトの実施に関して全責任を負う。
- ロ. センター所長はプロジェクトのヘッドとして、プロジェクトの運営管理事項に関して責任を負う。また、センター所長は non-voting member として理事会に出席するものとする。
- ハ. 日本人チーフアドバイザーは、本プロジェクトの実施に関して、技術上及び、運営上必要な指導・助言をプロジェクトの Head に行う。なお、チーフアドバイザーはオブザーバーとして理事会の議長の要請により出席し、また必要に応じチーフアドバイザーは、DOLEの次官と協議を行うことができるものとする。

#### (9) 合同委員会

合同委員会は、少くとも年1回、または必要に応じて開催すること等、次のように決定した。

- (機能) :
- イ. R/Dの中の暫定的計画に沿った本プロジェクトの年間実施計画の確証
  - ロ. 上記の年間計画の達成評価を基に技術協力計画の全体的な進捗状況の検討
  - ハ. 技術協力計画に係る重要事項の検討

(委員構成) : イ. 委員長…労働次官

- ロ. 委員 : (イ) フィリピン側

- ・センター所長
- ・BWC 局長
- ・ECC 事務局長
- ・その他、必要に応じ、センターの職員

(a) 日本側

- ・チーフアドバイザー
- ・調整員
- ・チーフアドバイザーによって指名された専門家
- ・JICA フィリピン事務所の代表
- ・必要に応じ、JICA より派遣された調査団員

注) 日本大使館員は、オブザーバーとして合同委員会に出席することができるものとする。

(10) カウンターパートの処遇

カウンターパートの処遇の改善策については、比側より予算管理省が、本センターを科学技術機関として再分類すれば、職員の等級に応じ最高25%アップ程度の特別処遇ができることとなるので、現在、予算管理省に対して強力に働きかけを行っている旨説明がなされた。日本側より、この点引き続き努力するよう要請した。

(11) 理事会

大統領令307号により労働安全衛生センターの理事会は、ECCのコミッショナー会議も兼ねることが決定されているが、その機能、構成について協議の結果、次のとおりとすることで双方合意した。

(機能)：技術協力を含む OSHC の運営に関する最高意志決定機関であり、内部規則の策定、予算案の作成、センター所長及び副所長を除く職員の任命(所長及び副所長は、大統領により任命)を行い、毎月1～2度開催する。

(委員構成)：議長……労働雇用大臣(労働次官が代行も可)

委員……SSS(社会保障システム)事務局長(SSS給付部長が代行も可)

・GSIS(政府職員保険システム)会長兼事務局長(GSIS副会長が代行も可)

・フィリピン医療委員会(PMCC)議長(PMCC保険省次官が代行可)

・労働者代表(空席)

・雇用者代表(空席)

・ECC代表(ECC事務局長)

Non-Voting メンバー

・センター所長

オブザーバー

・日本人専門家代表（チーフアドバイザー）

(12) 理事会と合同委員会の関係

理事会の機能、権限等について協議した結果、人事面、予算面については理事会の専管事項であるが、技術的な面については理事会で判断することは困難であり、合同委員会に依存しなければならないので、決定事項が理事会で覆ることは事実上ないこと。また、理事会で、合同委員会の決定事項の承認を得るときは、その決定事項は最大限に尊重されること等の説明が比側よりあった。この点についてミニッツで明示することとした。

(13) 労働安全衛生センター（OSHC）と BWC、ECC との関係

イ. OSHC と ECC との関係

OSHC が ECC のコミッショナー会議と OSHC の理事会の両方から管理されることから、OSHC は ECC の事務局と並列の関係になる（R/D p.15、プロジェクトの組織図参照）。

ロ. OSHC と BWC との関係については、OSHC と BWC とは法的根拠をもった直接の関係はないが、BWC の局長は合同委員会のメンバーとして OSHC に関与することになる。昨年11月初めに公布された大統領令第307号により理事会の構成が変わったので公的な関係は途絶した形になっている。しかしながら労働条件局（BWC）は本センターの目的とする労働災害の防止を直接所管する部局であり、OSHC に対し、関与することが必要と思料されるので、比側に事実上 BWC の関与が確保されるよう要請した。

これに対し比側は、今般の大統領令により OSHC は ECC の下部機関となり BWC とは公的な関係は無くなったのが、ECC としては労働雇用省内の関係部局と密接な関係を持つことにより ECC がパートナーである BWC とセンターの運営に関して全力を尽くすと同時に、ECC、BWC、OSHC 3 者で定例会議を開催し OSHC の活動状況を検討することとする。また、1988年の事業計画及び予算計画について検討するため開催する理事会に BWC の同席を求め、また必要に応じ随時 BWC の理事会への参加を求める等最善の努力をする旨を説明した。

この点に関し、ミニッツに明記することとした。

## 2-3 プロジェクト実施上の留意点

### (1) 研修の実施について

イ. フィリピンにおける労働安全衛生対策を効果的に推進するためには、行政のイニシアチブが重要であるので、センターでの研修の実施にあたっては、フィリピン政府職員を対象とするものを優先することが必要であること。

ロ. 研修の、円滑かつ効果的な実施を図るためには、フィリピン側において研修計画を策定するとともに、所要の予算措置を講ずることが必要であること。

ハ. 民間を対象とする研修は、法制化されたものから実施することとし、日比双方で合意している研修コース（ミニッツ ANNEX X）でまだ法制化されていないものについては、協力期間中に比側において法制化するよう努力する必要があること。

また、同種の研修を既に実施しているフィリピン安全協会(SOPI)等の関係団体との調整を比側において責任をもって行うことが必要であること。

ニ. 研修員の確保について比側の責任において具体的措置を講ずること。

### (2) 事業場における健康診断及び環境測定の実施について

健康診断及び環境測定を事業場において実施するにあたっては、行政上必要があると認められる場合及び日本人専門家によるフィリピン人カウンターパートに対する技術移転に影響を与えないと認められる場合にのみ実施することとする。

### (3) 機材の保守管理について

JICA を通じて供与される種々の機材については、日常の保守管理が大切であるので、比側で十分な保守管理費用を準備するとともに、定期的な保守管理の実施に努めることが必要であること。

なお上記(1)~(3)については、比側に充分対応するよう要請するとともに、ミニッツで明記することとした。



## 2-4 討議議事録 (R/D)



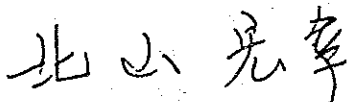
THE RECORD OF DISCUSSIONS  
BETWEEN THE JAPANESE IMPLEMENTATION SURVEY TEAM  
AND THE AUTHORITIES CONCERNED OF  
THE GOVERNMENT OF THE REPUBLIC OF THE PHILIPPINES  
ON THE JAPANESE TECHNICAL COOPERATION  
FOR THE OCCUPATIONAL SAFETY AND HEALTH CENTER PROJECT

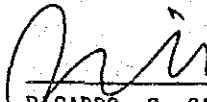
The Japanese Implementation Survey Team (hereinafter referred to as "the Team" ) organized by the Japan International Cooperation Agency (hereinafter referred to as "JICA" ) and headed by MR. HIROYUKI KITAYAMA visited the Republic of the Philippines from January 27 to February 6, 1988 for the purpose of working out the details of the technical cooperation concerning the Occupational Safety and Health Center Project in the Republic of the Philippines.

During its stay in the Republic of the Philippines, the Team exchanged views and had a series of discussions with the Philippine authorities concerned in respect of the desirable measures to be taken by both Governments for the successful implementation of the abovementioned Project.

As a result of the discussions, both parties agreed to recommend to their respective Governments the matters referred to in the document attached hereto.

Manila, February 5, 1988

  
\_\_\_\_\_  
HIROYUKI KITAYAMA  
Leader  
Implementation Survey Team  
Japan International  
Cooperation Agency,  
JAPAN

  
\_\_\_\_\_  
RICARDO C. CASTRO  
Undersecretary  
Department of Labor  
and Employment  
PHILIPPINES

THE ATTACHED DOCUMENT

I. COOPERATION BETWEEN BOTH GOVERNMENTS

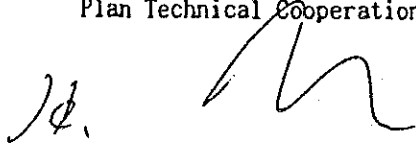
1. The Government of Japan and the Government of the Republic of the Philippines will cooperate with each other in implementing the Occupational Safety and Health Center Project (hereinafter referred to as "the Project ") for the purpose of preventing occupational accidents and diseases and improving the welfare of workers, thereby contributing to the increase of labor productivity and eventually the social and economic development of the Republic of the Philippines.
2. The Project will be implemented in accordance with the Master Plan which is attached as ANNEX I hereof.

II. DISPATCH OF JAPANESE EXPERTS

1. In accordance with the laws and regulations in force in Japan, the Government of Japan will take necessary measures through JICA to provide at its own expense services of the Japanese experts as listed in ANNEX II hereof, through the normal procedures under the Colombo Plan Technical Cooperation Scheme.
2. The Japanese experts referred to in II. 1. above and their families will be granted in the Republic of the Philippines the privileges, exemptions and benefits no less favourable than those accorded to experts of third countries and international organizations working in the Republic of the Philippines under the Colombo Plan Technical Cooperation Scheme.

III. PROVISION OF MACHINERY AND EQUIPMENT

1. In accordance with the laws and regulations in force in Japan, the Government of Japan will take necessary measures through JICA to provide at its own expense such machinery, equipment and other materials (hereinafter referred to as "the Equipment ") necessary for the implementation of the Project as listed in ANNEX III hereof through the normal procedures under the Colombo Plan Technical Cooperation Scheme.

 - 1 -


2. The Equipment will become the property of the Government of the Republic of the Philippines upon being delivered c. i. f. to the Philippine authorities concerned at the ports and/or airports of disembarkation, and will be utilized exclusively for the implementation of the Project in consultation with the Japanese experts referred to in ANNEX II.

#### IV. TRAINING OF PHILIPPINE COUNTERPART PERSONNEL IN JAPAN

1. In accordance with the laws and regulations in force in Japan, the Government of Japan will take necessary measures through JICA to receive at its own expense the Philippine counterpart personnel connected with the Project for technical training in Japan through the normal procedures under the Colombo Plan Technical Cooperation Scheme.
2. The Government of the Republic of the Philippines will take necessary measures to ensure that the knowledge and experience acquired by the Philippine counterpart personnel from technical training in Japan will be utilized effectively for the implementation of the Project .

#### V. SERVICES OF PHILIPPINE COUNTERPART AND ADMINISTRATIVE PERSONNEL

1. In accordance with the laws and regulations in force in the Republic of the Philippines, the Government of the Republic of the Philippines will take necessary measures to secure at its own expense the necessary services of the Philippine counterpart and administrative personnel as listed in ANNEX IV. hereof.
2. The Government of the Republic of the Philippines will allocate the necessary number of suitably qualified personnel corresponding to each Japanese expert to be dispatched by the Government of Japan as specified in ANNEX II for the effective and successful transfer of technology under the Project.

12. 

VI. MEASURES TO BE TAKEN BY THE GOVERNMENT OF THE REPUBLIC OF THE PHILIPPINES

1. In accordance with the laws and regulations in force in the Republic of the Philippines, the Government of the Republic of the Philippines will take necessary measures to provide at its own expense:

- (1) Land, buildings and facilities as listed in ANNEX V hereof;
- (2) Supply or replacement of machinery, equipment, instrument, vehicles, tools, spare parts and any other materials necessary for the implementation of the Project other than those provided through JICA under III. above;
- (3) Transportation facilities and travel allowance for the official travel of Japanese experts within the Republic of the Philippines; and
- (4) Suitably furnished accommodations for the Japanese experts and their families.

2. In accordance with the laws and regulations in force in the Republic of the Philippines, the Government of the Republic of the Philippines will take necessary measures to meet:

- (1) Expenses necessary for the transportation of the Equipment within the Republic of the Philippines as well as for the installation, operation and maintenance thereof;
- (2) Customs duties, internal taxes and any other charges, imposed on the Equipment in the Republic of the Philippines; and
- (3) All running expenses necessary for the implementation of the Project.



14.

## VII. ADMINISTRATION OF THE PROJECT

1. The Undersecretary of the Department of Labor and Employment will bear the overall responsibility for the implementation of the Project.
2. The Executive Director of the Occupational Safety and Health Center (hereinafter referred to as " the Center " ), as the Head of the Project, will bear responsibility for the administrative and managerial matters of the Project.
3. The Japanese Chief Advisor will provide necessary recommendation and advice on technical and administrative matters concerning the implementation of the Project to the Head of the Project. When necessity arises, the Japanese Chief Advisor may hold consultations with the Undersecretary of the Department of Labor and Employment.
4. The Japanese experts will give necessary technical guidance and advice to their Philippine counterpart personnel on matters pertaining to the implementation of the Project.
5. For the effective and successful implementation of the Project, a Joint Committee will be established with the functions and composition as stated in ANNEX VI hereof.
6. The organization chart of the Project is shown in ANNEX VII hereof.

## VIII. CLAIMS AGAINST JAPANESE EXPERTS

The Government of the Republic of the Philippines undertakes to bear claims, if any arises, against the Japanese experts engaged in the Project resulting from, occurring in the course of, or otherwise connected with the discharge of their official functions in the Republic of the Philippines except for those arising from the willful misconduct or gross negligence of the Japanese experts.



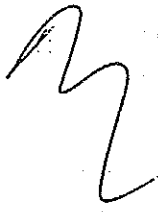
IX. MUTUAL CONSULTATION

There will be mutual consultation between the two Governments on any major issues arising from, or in connection with this Attached Document.

X. TERM OF TECHNICAL COOPERATION

The duration of the technical cooperation for the Project under this Attached Document will be five (5) years from April 1, 1988.

However, a general review shall take place at the Joint Committee Meeting to be held sometime in the third year of the cooperation period in order to assess the progress of the Project so that the term and scope of cooperation might be modified for successful implementation of the Project, if necessary.



27.



ANNEX I

MASTER PLAN

1. Objective of the Project

The objective of the Project is to establish the Center, which will function as the national center, for the purpose of providing technical services, training, and publicity and information necessary for the prevention of occupational diseases and accidents in both the public and private sectors in the Republic of the Philippines.

2. Objective of the Japanese Technical Cooperation

The objective of the Japanese Technical Cooperation is to provide Philippine counterpart personnel with necessary guidance and advice on basic technology and knowledge in respect of research and surveys, technical and information services, testing and examinations, training, and public information. The field of Japanese Technical Cooperation is as specified below:

(1) Health Control:

- i. methods for medical examination to monitor the adverse effects of hazardous materials to workers and systems for their evaluation;
- ii. health control systems based on the evaluation of the results of medical examination; and
- iii. methods and systems for prevention of health impairment caused by hazardous materials etc..

(2) Working Environment Control:

- i. designing, sampling and analyzing for measurement of airborne concentration of hazardous materials in working environment;
- ii. evaluation systems of the results of working environment measurement;

Handwritten initials and a signature are present at the bottom of the page.

- iii. methods and systems for improvement of working environment;
- iv. measurement of worker s exposure to hazardous materials and others; and
- v. testing systems for respirators.

(3) Safety Control:

- i. methods of general safety control and its management system;
- ii. electrical, machinery, construction, and chemical safety and its management systems;
- iii. testing methods of safety devices for press machines etc.;
- iv. testing systems of personal protective equipment;
- v. methods and systems for examination of such equipment/machines as boilers, pressure containers, and cranes etc; and
- vi. establishment of accident prevention plans, investigation system for accidents, and collection and analysis systems of accident data.

(4) Training and Public Information:

- i. curriculum and program development for occupational safety and health training;
- ii. preparation of textbooks, audio-visual aids etc. for training;
- iii. operation and management of training courses for the private sector and the government personnel concerned; and
- iv. preparation of materials for public information dissemination.



24.

ANNEX II.

JAPANESE EXPERTS

1. Chief Advisor
2. Coordinator
3. Experts in the fields of:
  - (1) Occupational Health Control;
  - (2) Working Environment Control;
  - (3) Occupational Safety Control; and
  - (4) Occupational Safety and Health Training and Public Information
4. Short-term experts will be dispatched, when necessity arises, for the smooth implementation of the Project.



14.

ANNEX III.

LIST OF EQUIPMENT

Necessary machinery and equipment will be provided for the following field:

- (1) Occupational Health Control;
- (2) Working Environment Control;
- (3) Occupational Safety Control; and
- (4) Occupational Safety and Health Training and Public Information



24.

ANNEX IV.

LIST OF THE PHILIPPINE COUNTERPART AND ADMINISTRATIVE PERSONNEL

1. Executive Director of the Center
2. Deputy Executive Director of the Center
3. Counterpart Personnel in the fields of:
  - (1) Occupational Health Control;
  - (2) Working Environment Control;
  - (3) Occupational Safety Control; and
  - (4) Occupational Safety and Health Training and Public Information
4. Administrative Personnel:
  - (1) Administrative staff;
  - (2) Secretaries;
  - (3) Clerks/Typists; and
  - (4) Other necessary supporting staff



ANNEX V.

1. Land

Land for the Center

2. Building and Facilities

(a) Executive Director's Office

- i. Director's Room
- ii. Deputy Director's Room
- iii. Chief Advisor's Room
- iv. Coordinator's Room
- v. Senior Staff Room
- vi. Secretary's Room
- vii. Lecturers' Room
- viii. Conference Room
- ix. Data Control Room

(b) Administrative Division

- i. Administrative Office
- ii. Main Staff Office

(c) Health Control Division

- i. Medical Examination Office
- ii. Diagnostic Room
- iii. Measuring Room
- iv. ECG Room
- v. Audio Inspection Room
- vi. X-ray Room
- vii. Control and Viewing Room
- viii. Dark Room
- ix. Staff Room (Expert's Room)
- x. Bleeding Room
- xi. Treatment Room
- xii. Reagent Storage
- xiii. Diagnostic Laboratory
- xiv. Preparation Room

29.  - 11 -

(d) Environment Control Division

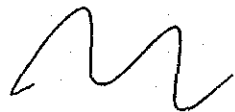
- i. Environment Control Office
- ii. Working Environment Measurement Laboratory
- iii. Equipment Room
- iv. X-ray Diffractometer Room
- v. Reagent Storage
- vi. Water Treatment Room
- vii. Staff Room (Expert's Room)
- viii. Local Exhaust Ventilation Experiment Room
- ix. Mask Fitness and Gas Mask Test Room (Respirator Test Room)
- x. Environment Equipment Storage

(e) Safety Control Division

- i. Safety Control Office
- ii. Safety Control Training Workshop
- iii. Safety Control Test Room
- iv. Staff Room (Expert's Room)
- v. Equipment Storage

(f) Training and Public Information Division

- i. Training and Public Information Room
- ii. Staff Room (Expert's Room)
- iii. Printing Room
- iv. A/V Studio Room
- v. Editing and Control Room
- vi. Library
- vii. Classroom
- viii. Seminar Room
- ix. Locker and Shower Room
- x. Training Laboratory
- xi. Equipment Room



24.

(g) Auditorium

(h) Dormitory

(m) Others

### 3. Facilities

The necessary facilities for the Project



14.



ANNEX VI.

JOINT COMMITTEE

1. Functions

The Joint Committee will meet at least once a year and whenever necessity arises:

- (1) To formulate the Annual Work Plan of the Project in line with the Tentative Schedule of Implementation formulated under the framework of this Record of Discussions;
- (2) To review the overall progress of the technical cooperation program as well as the achievements of the abovementioned Annual Work Plan;
- (3) To review and exchange views on major issues arising from or in connection with the technical cooperation program.

2. Composition

- (1) Chairman: Undersecretary designated by the Secretary of Labor and Employment
- (2) Members:

(a) Philippine side:

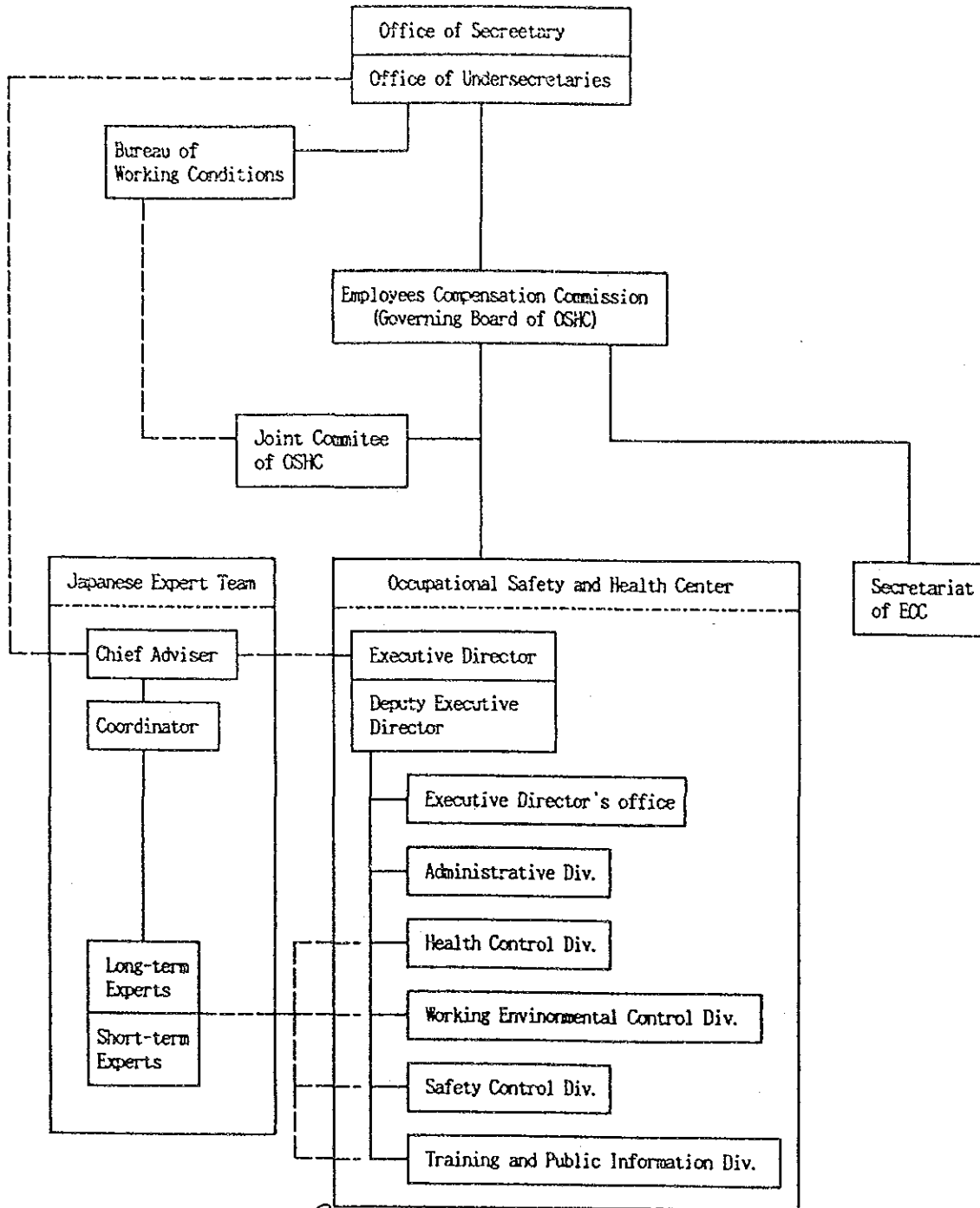
- Executive Director of the Center;
- Director of BWC;
- Executive Director of ECC; and
- Other personnel of the Center designated by the Philippine side of the Joint Committee, if necessary.

(b) Japanese Side:

- Chief Advisor;
- Coordinator;
- Experts designated by the Chief Advisor;
- Resident Representative of Philippine Office, JICA; and
- Other personnel concerned to be dispatched by JICA, if necessary.

Note: Officials of the Embassy of Japan may attend the Joint Committee meeting as observers.

ORGANIZATION CHART OF THE PROJECT



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2—5 ミニッツ



THE MINUTES OF MEETINGS  
BETWEEN THE JAPANESE IMPLEMENTATION SURVEY TEAM  
AND THE AUTHORITIES CONCERNED OF  
THE GOVERNMENT OF THE REPUBLIC OF THE PHILIPPINES  
ON THE JAPANESE TECHNICAL COOPERATION  
FOR THE OCCUPATIONAL SAFETY AND HEALTH CENTER PROJECT

The Japanese Implementation Survey Team (hereinafter referred to as "the Team") organized by the Japan International Cooperation Agency (hereinafter referred to as "JICA") and headed by MR. HIROYUKI KITAYAMA, and the authorities concerned of the Government of the Republic of the Philippines had a series of discussions and have jointly agreed upon and executed a "Record of Discussions" to establish the basis for technical cooperation for the Occupational Safety and Health Center Project. The following Attached Document is intended to clarify and specify the issues as described in the Record of Discussions.

Manila, February 5, 1988

北山 宏幸

HIROYUKI KITAYAMA  
Leader  
Implementation Survey Team  
Japan International  
Cooperation Agency  
JAPAN



RICARDO C. CASTRO  
Undersecretary  
Department of Labor  
and Employment  
PHILIPPINES

Attached Document

1. Relation with the Joint Committee and the Governing Board

Both sides agreed that the recommendations of the Joint Committee will be given full weight and respect by the Governing Board.

2. Governing Board of the Occupational Safety and Health Center (OSHC)

Both sides agreed that:

- (1) The Executive Director will attend the meeting of the Governing Board as an ex-officio and non-voting member; and
- (2) The Japanese Chief Adviser may attend the meeting of the Governing Board as an observer at the request of the Chairman of the Governing Board.

3. Counterpart Personnel

- (1) The Philippine side presented the requirement of full-time personnel in OSHC (ANNEX I) and the Japanese side took note of it.
- (2) The Philippine side promised that all the staff of OSHC listed in ANNEX I. shall have been appointed by the time of official inauguration of OSHC at the latest. Especially, key technical personnel and maintenance staff for building facilities are promised to be appointed at the earliest time possible for the effective transfer of technology on the use of major equipment to be installed and building facilities, respectively.
- (3) The Philippine side presented the wage structure for all the staff (ANNEX II) which is based on the assumption that OSHC is classified as a technical institution by the Department of Budget and Management (DBM). The Philippine side committed to try its best to have OSHC classified as a technical institution.

H. M. - 1 -

#### 4. Measures to Maximize Effective Utilization of OSHC

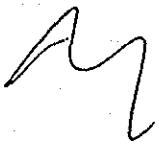
- (1) In order to provide as many training opportunities as possible to the personnel of the Department of Labor and Employment (DOLE), the Japanese side proposed that travel costs and per diem of these trainees be provided from the budget of OSHC under the circumstances that the regional offices of DOLE are generally appropriated insufficient amount of funds for the purpose of staff training. The Philippine side understood the necessity of this funding and promised to do its best to convince the Governing Board of OSHC to secure such budget.
- (2) Likewise, the Japanese side proposed to include in the budget of OSHC the expenses for the purchase of basic measurement and testing equipment etc. to be donated to regional offices of DOLE so that the skills of officials in the regional offices acquired through training in OSHC can be fully utilized. The Philippine side also understood its necessity and promised to do its best to materialize the proposal of the Japanese side.

#### 5. Revision of the Occupational Safety and Health Standards

In the face of the establishment of OSHC which enables DOLE to render the services of environment measurement to employers, the Philippine side promised to amend as soon as possible the Occupational Safety and Health Standards in the way that the Proposed Rule No. 1077: Working Environment Measurement (ANNEX III) at the Tripartite Workshops on the Improvement of the Occupational Safety and Health Standards, July 1986 is adopted.

#### 6. Involvement of the Bureau of Working Conditions in the Activities of OSHC

The Japanese side expressed its grave concern on the lack of representation of the Bureau of Working Conditions of DOLE in the Governing Board of OSHC which is the creation of the Executive Order No. 307 (ANNEX IV) and is the supreme organ of OSHC in spite of the fact that:

17. 

- (a) BWC has a primary responsibility for the prevention of occupational diseases and accidents which accords with the purpose of OSHC;
- (b) Output of OSHC has to be translated into Occupational Safety and Health Standards or legislation, and their enforcement; and
- (c) Specific needs of regional offices of DOLE which must be reflected in the activities of OSHC can be most effectively and efficiently funneled through BWC.

Further, the Japanese side expressed its hope to make OSHC an attached agency of DOLE as was envisioned in the original draft executive order (ANNEX II of the Minutes dated June 15, 1987) for the same reasons mentioned in the letter of Secretary Drilon addressed to Executive Secretary Macaraig dated November 9, 1987 (ANNEX V). The Japanese side at the same time strongly expressed its hope that the representation of BWC be secured in the activities of OSHC as soon as possible and in the meantime until the present legal framework is modified.

The Philippine side mentioned that the Executive Order No. 307 was issued under circumstances beyond the control of DOLE and DOLE has not changed its position manifested in the letter of Secretary Drilon mentioned above. Fully understanding the concern of the Japanese side, the Philippine side further expressed its intention to explore possible approaches to revive the original ideas, and promised to establish close linkage and cooperation between OSHC and BWC by:

- (a) establishing a regular and periodic meeting in which BWC is represented to discuss the accomplishment and plan of action of OSHC;
- (b) allowing BWC to join the Governing Board session of OSHC when it discusses Work plan and operational budget for 1988; and
- (c) trying its best to convince the Governing Board of OSHC to invite BWC to its sessions when necessary.

A. M. - 3 -



## 7. Budget

### (1) Pre-operational Budget

The Philippine side submitted a pre-operational budget (ANNEX VI) of OSHC which was approved by the Governing Board of OSHC and covers the expenses until March 15, 1988.

### (2) Operational Budget

Both sides agreed that the draft operational budget which covers expenses of OSHC from March 15 to December 31, 1988 will be prepared in close consultation with the Consulting Team headed by Dr. Ryuji Tanaka and submitted to the DBM for its scrutiny following the approval of the Governing Board of OSHC by the end of February. The Philippine side explained that in case final approval of DBM is not obtained before March 16 which is likely to be the case, expenses after this date will be based on the carryover budget from pre-operational stage and /or partial and early remittance of the budget for 1988 which is approved by the Governing Board of OSHC at its discretion.

### (3) Loading Fund

The Philippine side submitted the tentative interpretation of the loading fund (ANNEX VII) which regulates the maximum amount of funds to be tapped by OSHC under the circumstances where there is inconsistency between the Labor Code of the Philippines, as amended (Article 178) and Executive Order NO. 307 (Section 2, g). The Philippine side promised to submit to the Government of Japan the official interpretation of the loading fund by the proper authority of the Government of the Philippines shortly.

27.  - 4 -

#### 8. Tentative Program of Technology Transfer

Both sides agreed that the basic work plan of technology transfer in the Project for the five-year period which is shown in "Tentative Schedule of Implementation" (ANNEX VIII) and "Tentative Five-Year Framework Program of Basic Technology Transfer" (ANNEX IX). There will be utilized as basic reference when the Annual Work Plan is formulated at the Joint Committee Meeting.

Both sides further agreed in principle that the contents of the Five-Year Framework Program will be further elaborated, if necessary, through consultations between the Japanese Experts and their counterparts.

#### 9. Training Courses

Both sides agreed that training courses by the Safety Organization of the Philippines Inc. (SOPI), the Philippines Occupational and Industrial Medical Association (POIMA) and other similar organizations can be conducted at OSHC utilizing its facilities from the initial stage so far as said training courses do not affect the technology transfer from Japanese experts to their counterpart personnel and conduct of training courses based upon the technical cooperation program. Both sides agreed that there is a necessity of coordination on the conduct of training courses among OSHC, SOPI, POIMA and other similar organizations.

#### 10. Environment Measurement by OSHC

Both sides agreed that medical examination and environment measurement at factory sites etc. by OSHC should be implemented only when they do not affect the implementation of technology transfer from the Japanese experts to counterpart personnel.



11. Others

(1) Official Inauguration

The Philippine side informed that the official inauguration of OSHC will be held on May 1, 1988 or earlier hopefully with the presence of President Corazon Aquino, and expressed the hope that the Japanese side will send its representatives to attend.

(2) Forms to Be Submitted

The Japanese side requested to submit as soon as possible and through channels A<sub>1</sub> forms for long-term experts, A<sub>2</sub> and A<sub>3</sub> forms for fellowship, and A<sub>4</sub> form for equipment, and the Philippine side promised to expedite the formalities to be followed in the government.

(3) Commemoration of the late Mr. Yuichi Ichikawa

The Philippine side expressed its intention to name a facility of OSHC after the late Mr. Yuichi Ichikawa, JICA Expert on Occupational Safety and Health who passed away on November 20, 1987 to commemorate his dedication for the establishment of OSHC. The Japanese side appreciated the consideration of the Philippine side.



REQUIREMENT OF FULL-TIME PERSONNEL IN OSHC

ANNEX I

OFFICE	JICA LONG-TERM EXPERT	LINE PERSONNEL	SUPPORT PERSONNEL
1. Executive Director's Office	(1)	5	7
Executive Director		1	
Chief Adviser	(1)		
Deputy Executive Director		1	
Private Secretary			1
Senior Clerk			2
Messenger			1
Driver			2
Chief, EDP Section		1	
System Analyst		1	
Data Programmer		1	
Computer Operator			1
2. Administrative Division	(1)	12	9
Chief of the Division		1	
Coordinator of Experts	(1)		
Secretary			1
a) Chief, Finance & Budget Section (Accountant)		1	
Budget Officer		1	
Bookkeeper		1	
Cashier		1	
Sr. Clerk			2
b) Chief, Personnel Section		1	
Personnel Officer		1	
Record Officer		1	
Sr. Clerk			2
c) Chief, General Services Section		1	
Building Administrator		1	
Property & Supply Officer		1	
Maintenance Officer		1	
Sr. Clerk			1
Automotive Mechanic			2
Electrical/Mechanical Technician			1

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Page 2.  
 REQUIREMENT...../  
 .....

OFFICE	JICA LONG-TERM EXPERT	LINE PERSONNEL	SUPPORT PERSONNEL
3. Training & Public Information Division	(1)	17	8
Chief of the Division		1	
Expert on Training & Education	(1)		
Secretary			1
Driver			2
a) Chief, Training Coordi- nation Section		1	
Training Coordinator (Occ. Safety, Ind <sup>st</sup> , Hygiene, Medicine, Labor Inspector)		4	
Sr. Clerk			1
b) Chief, Audio-visual Education Section		1	
Audio-visual Editor		1	
Audio-visual Cameraman		1	
Audio-visual Engineer		1	
Audio-visual Aide			1
Sr. Clerk			1
c) Chief, Public Information Section		1	
Editor		1	
Photographer		1	
Illustrator		1	
Printer		1	
Printing Aide			1
Displayer of Museum (Curator)		1	
Librarian		1	
Sr. Clerk			1
4. Health Control Division	(4)*	25	14
Chief of the Division		1	
Expert on Occ. Medicine	(1)		
Expert on Clinical Technology	(1)		
Expert of X-ray Techno- logy	(1)		

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Page 3.  
 REQUIREMENT ...../  
 ...../

OFFICE	JICA LONG-TERM EXPERT	LINE PERSONNEL	SUPPORT PERSONNEL
Expert on Bacteria Cultivation	(1)		
Secretary			1
Driver			3
a) Chief, Medical Exam. Section		1	
Industrial Physician		4	
Industrial Pharmacist		4	
Medical Examination Aide			4
Sr. Clerk			2
b) Chief, Diagnostic Laboratory		1	
Clinical Technologist		4	
X-ray Technologist		4	
Bacteria Cultivation Technologist		2	
Medical Examination Aide			2
Sr. Clerk			1
c) Chief, Medical Research Section		1	
Medical Researchers		3	
Sr. Clerk			1
(4)* - Long-term - 1 Short-Term 3			
5. Safety Control Division	(1)	11	10
Chief of the Division		1	
Expert on Occ. Safety	(1)		
Secretary			1
Driver			1
a) Chief, Safety Test Section		1	
Sr. Safety Engineer (Boiler, Safety Devices)		2	
Jr. Safety Engineer (Boiler, Safety Devices)		2	

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OFFICE	JICA LONG-TERM EXPERT	LINE PERSONNEL	SUPPORT PERSONNEL
Safety Test Aide			2
Sr. Clerk			1
b) Chief, Safety Research & Survey Section		1	
Sr. Safety Engineer (Researcher)		2	
Jr. Safety Engineer (Researcher)		2	
Research Aide			4
Sr. Clerk			1
6. Environmental Control Division	(1)	17	11
Chief of the Division		1	
Expert on Working Environment Measurement	(1)		
Secretary			1
Driver			1
a) Chief, Work Environ- ment Measurement Section		1	
Sr. Work Environment Measurement Specialist		5	
Jr. Work Environment Measurement Specialist		5	
Measurement Aide			5
Sr. Clerk			1
b) Chief, Industrial Hygiene Section		1	
Sr. Ind'l Hygiene Engineer (Respi- rator, Environmental Improvement)		2	
Jr. Ind'l Hygiene Engineer (do)		2	
Ind'l Hygiene Aide			2
Sr. Clerk			1
T O T A L -----	(9)	87	59


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## ANNEX II

## PROPOSED SALARY FOR OSHC PERSONNEL

POSITION	SALARY GRADE	MONTHLY/ANNUAL SALARY
I. Executive Director's Office		
Executive Director		12000/144000
Deputy Executive Director		11000/121000
Private Secretary	13	1807/21524
Sr. Clerk	10	1337/16044
Messenger	7	992/11904
Driver	8	1096/13512
Chief EDP Section	22	4404/52848
System Analyst	20	3611/43332
Data Programmer	18	2961/33532
Computer Operator	22	1632/19584
II. Administrative Division		
Chief, Administrative Division	26	6557/78684
Secretary	10	1337/16044
a. Chief, Finance & Budget Section		
Budget Officer	24	5373/64476
Budget Officer	20	3611/43332
Bookkeeper	14	1991/23892
Cashier	16	2429/29148
Sr. Clerk	10	1337/16044

24.





POSITION	SALARY GRADE	MONTHLY/ANNUAL SALARY
b. Chief, Personnel Section	20	3611/43332
Personnel Officer	15	2199/26388
Records Officer	14	1991/23892
Sr. Clerk	10	1337/16044
c. Chief, General Services Section	20	3611/43332
Building Administrator	19	3270/39240
Property & Supply Officer	15	2199/26388
Maintenance Officer	15	2199/26388
Sr. Clerk	10	1337/16044
Automotive Mechanic	8	1096/13512
Electrical/Mechanical Technician	8	1096/13512
III. Training and Public Information Division		
Chief, Training & Public Information Division	26	6557/78684
Secretary	10	1337/16044
Driver	8	1096/13152
a. Chief, Training Coordination	20	3611/43332
Training Coordinator	18	2961/33532
Sr. Clerk	10	1337/16044


14.

Page 3

POSITION	SALARY GRADE	MONTHLY/ANNUAL SALARY
b. Chief, Audio-visual Education Section	20	3611/16044
Audio-visual Editor	18	2961/33532
Audio-visual Cameraman	15	2199/26385
Audio-visual Engineer	18	2961/33532
Audio-visual Aide	7	992/11904
Sr. Clerk	10	1337/16044
c. Chief, Public Info. Section	20	3611/43332
Editor	18	2961/33532
Photographer	10	1337/16044
Illustrator	12	1632/19584
Printer	15	2199/26385
Printing Aide	7	992/11904
Curator (Displayer of Museum)	16	2429/29148
Librarian	16	2429/29148
Sr. Clerk	10	1337/16044
IV. Health Control Division		
Chief, Health Control Division	26	6557/78684
Secretary	10	1337/16044
Driver	8	1096/13152



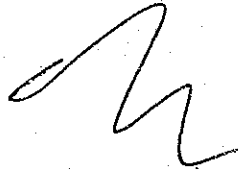
POSITION	SALARY GRADE	MONTHLY/ANNUAL SALARY
a. Chief, Medical Exam. Section	24	5373/78684
Industrial Physician	22	4404/52848
Industrial Nurse	19	3270/39240
Med. Exam. Aide	7	992/11904
Sr. Clerk	10	1337/16044
b. Chief, Diagnostic Laboratory	24	5373/64476
Clinical Technologist	17	2682/32184
X-ray Technologist	15	2199/26388
Bacteria Cultivation Technologist	17	2682/32184
c. Chief, Medical Research Section	24	5373/64476
Medical Researcher	17	2682/32184
Sr. Clerk	10	1337/16044
IV. Safety Control Division		
Chief, Safety Control Division	26	6557/78684
Secretary	10	1337/16044
Driver	8	1096/13152
a. Chief, Safety Test Section	24	5373/64476
Sr. Safety Test Engineer	22	4404/52848

Id. 

POSITION	SALARY GRADE	MONTHLY/ANNUAL SALARY
Jr. Safety Test Engineer	21	3988/47856
Safety Test Aide	7	992/11904
Sr. Clerk	10	1337/16044
b. Chief, Safety Research & Survey Section	24	5373/64476
Sr. Safety Research Engineer	22	4404/52848
Jr. Safety Research Engineer	21	3988/47856
Research Aide	7	992/11904
Sr. Clerk	10	1337/16044
V. Environmental Control Division		
Chief, Environmental Control Division	26	6557/78684
Secretary	10	1337/16044
Driver	8	1096/13152
a. Chief, Work Environment Measurement Section	24	5373/64476
Sr. Work Environment Measurement Specialist	22	4404/52848
Jr. Work Environment Measurement Specialist	21	3988/47856
Work Environment Measurement Aide	7	992/11904
Sr. Clerk	10	1337/16044

Page 6

POSITION	SALARY GRADE	MONTHLY/ANNUAL SALARY
b. Chief, Industrial Hygiene Section	24	5373/64476
Sr. Industrial Hygiene Engineer	22	4404/52848
Jr. Industrial Hygiene Engineer	21	3988/47856
Industrial Hygiene Aide	7	992/11904
Sr. Clerk	10	1337/16044



PROPOSED NEW RULE ON  
WORKING ENVIRONMENT MEASUREMENT

Proposed Rule No. 1077: Working Environment Measurement.

1077.01: General Provision:

- (1) The employer shall exert efforts to maintain and control the working environment in comfortable and healthy conditions for the purpose of promoting and maintaining the health of his workers.

1077.02: Definition:

Working Environment Measurement shall mean sampling and analysis carried out in respect of the atmospheric working environment and other fundamental elements of working environment for the purpose of determining actual conditions therein.

1077.03: Requirements:

- (a) Working environment measurement shall include temperature, humidity, pressure, illumination, ventilation, concentration of substances and noise.
- (b) The employer shall carry out the working environment measurement in indoor or other workplaces where hazardous work is performed and shall keep a record of such measurements which shall be made available to enforcing authority.
- (c) The working environment measurement shall be performed periodically as may be necessary but not longer than annually.
- (d) The working environment measurement shall be performed by the safety and medical personnel who have taken adequate training and experience in working environment measurement.
- (e) In the event of inability to perform the working environment measurement, the employer shall commission the Bureau/Center for Occupational Safety and Health/Regional Labor Office concerned and other institutions accredited or recognized by the Bureau, to perform the measurement.

OSHC file

Office of the President  
of the Philippines  
Malacañang

*The journal this copy  
sent by the  
Director A. Sanchez  
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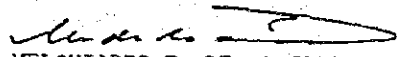
ANNEX IV  
Manila, November 5, 1987

*11/10-88*

Sir :

Enclosed, for your information and guidance, is a certified copy of Executive Order No. 307 dated November 4, 1987 entitled "ESTABLISHING AN OCCUPATIONAL SAFETY AND HEALTH CENTER IN THE EMPLOYEES' COMPENSATION COMMISSION".

Very truly yours,

  
MELQUIADES T. DE LA CRUZ  
Presidential Staff Director

Hon. Franklin M. Drillon  
Secretary of Labor and Employment  
M a n i l a

*M*

*JA*

MALACAÑANG  
MANILA

EXECUTIVE ORDER NO. 307

ESTABLISHING AN OCCUPATIONAL SAFETY AND HEALTH CENTER IN  
THE EMPLOYEES' COMPENSATION COMMISSION

WHEREAS; there is an imperative need to upgrade the capability of the Government to eliminate or reduce work-related injuries, illnesses and deaths which have resulted in huge economic losses in terms of manhours, destruction of property and more expenditure for employees' compensation, not to mention the untold suffering of victims of industrial accidents and their families;

WHEREAS, the effective implementation of occupational health and safety programs will enhance significantly the productivity of industries, a critical factor in the attainment of national developmental goals, and at the same time, promote the health, efficiency and general well-being of the Filipino worker through the improvement of the quality of his working life;

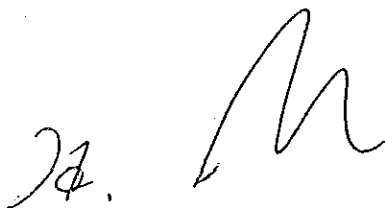
WHEREAS, there is a need to establish an expert industrial disease and occupational safety intelligence and training center that will provide the mechanisms in the achievement of the objectives set forth in the issuance;

WHEREAS, the Government of Japan through Japan International Cooperation Agency has so graciously acceded to the request of the Philippines to finance the construction of the Center envisioned in this issuance and equip the same with the necessary instruments, equipment, laboratories and other facilities as well as appropriate technology and expertise under its grant-aid and technical cooperation programs;

NOW, THEREFORE, I, CORAZON C. AQUINO, President of the Republic of the Philippines, by virtue of the powers vested in me by law, do hereby order:

SECTION 1. There is hereby established in the Employees Compensation Commission the Occupational Safety and Health Center, hereinafter referred to as the Center.

SECTION 2. The Center shall have the following powers and functions:





a. To undertake continuing studies and researches on occupational safety and health, including those relating to the establishment of causal connection between diseases and occupations and the development of medical criteria in determining the nature and extent of impairment or diminution in health, functional capacity or life expectancy of the employees as a result of their work and working conditions;

b. To plan, develop and implement training programs in the field of occupational safety and health, and related interests;

c. To serve as a clearing house of information and innovative methods, techniques and approaches in dealing with occupational safety and health problems and institute a mechanism of information dissemination to the general public;

d. To monitor the working environment by the use of industrial hygiene, field and laboratory equipment and conduct medical examinations of workers exposed to hazardous substances for the ready detection of occupational diseases;

e. To act as the duly recognized agency to undertake practical testing for safe use and set standard specifications of personal protective and other safety devices;

f. To assist government agencies and institutions in the formulation of policies and standards on occupational safety and health and other matters related thereto and issue technical guidelines for the prevention of occupational diseases and accidents;

ba  
g. To adopt annually a budget of expenditures of the Center and its staff chargeable against the State Insurance Fund: Provided, That the SSS and GSIS shall advance on a quarterly basis the remittances of allotment of the loading fund for this Center's operational expenses based on its annual budget as duly approved by the Department of Budget and Management; Provided, further, That such budget shall not exceed 4% of the 12% loading fund based on the total of the State Insurance Fund and its earnings as of December 31st of the preceding years;

h. To perform such other acts as it may deem appropriate for the attainment of the purposes of the Center and proper enforcement of the provisions of this Executive Order; and

i. To enlist the assistance of government agencies and private organizations in carrying out the objectives of the Center.

SECTION 3. The Employees' Compensation Commission shall be the governing body of the Center.

SECTION 4. The general conduct of operations and management functions of the Center shall be vested in the Executive Director under the immediate supervision of the Employees' Compensation Commission. He shall be appointed by the President of the Philippines upon the recommendation of the Chairman of the Employees' Compensation Commission. He shall be assisted by a Deputy Executive Director who shall likewise be appointed by the President of the Philippines. The Executive Director and Deputy Executive Director must have at least a Bachelor's degree and must have had experience of at least five years in the administration of occupational health and safety or employees' compensation and social security programs. Their annual salary shall be determined by the Employees' Compensation Commission.

The Executive Director of the Occupational Safety and Health Center and for as long as necessary, a chief expert on occupational safety and health from the Japan International Cooperation Agency, shall sit as non-voting members of the Board.

*ll*  
SECTION 5. The technical staff and other personnel of the Center shall be appointed by the Employees' Compensation Commission upon recommendation of the Executive Director.

SECTION 6. To insure its accessibility to workers, employers and the general public, the Center shall be located at North Avenue, Diliman, Quezon City, in a two-hectare lot owned by the Philippine Overseas Employment Administration, Department of Labor and Employment.

SECTION 7. The Administrator, Social Security System (SSS) and the President and General Manager, Government Service Insurance System (GSIS) are hereby ordered to immediately release the amount of THIRTY MILLION PESOS (P30,000,000.00) out of the loading fund of the State Insurance Fund and its earnings, on a sharing of 70% for

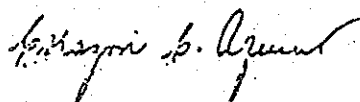
*H. M.*

the SSS and 30% for the GSIS which shall constitute the initial funds of the Center for calendar year 1937: Provided, That no part of the aforesaid amount shall be used in the acquisition of the land provided for under Section 6 hereof. Thereafter, the SSS and GSIS shall remit to the Center, on the same sharing basis, such amount corresponding to its annual budget in accordance with the provisions of this Executive Order.

SECTION 8. The Employees' Compensation Commission shall issue such rules and regulations as may be necessary to implement the provisions of this Executive Order.

SECTION 9. This Executive Order shall take effect immediately.

Done in the City of Manila, this 4th day of November, in the year of Our Lord, nineteen hundred and eighty-seven.

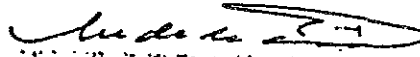


By the President:

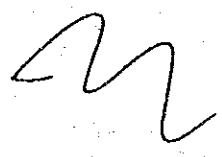


CATALINO MACARAIG, JR.  
Acting Executive Secretary

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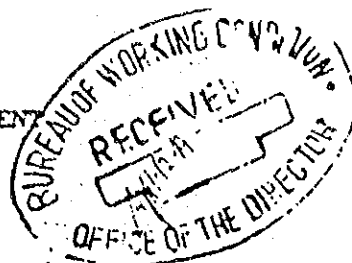


SECRETARY OF THE DEPARTMENT OF THE INTERIOR  
MANILA



H:

REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF LABOR AND EMPLOYMENT  
MANILA



9 November 1967

ANNEX V

Hon. CATALINO MACARAIG  
Executive Secretary  
OFFICE OF THE PRESIDENT  
Malacanang, Manila

Dear Secretary Macaraig:

This refers to Executive Order No. 307 creating the Occupational Safety and Health Center (OSHC) in this Department.

The Executive Order locates the Occupational Safety and Health Center (OSHC) in the Employees Compensation Commission (ECC), instead of in the DOLE as we have proposed earlier. In this connection, may we be allowed to reiterate here more strongly our position that the OSHC should be attached to the DOLE and not to the ECC which is a mere attached entity of DOLE for reasons discussed hereunder.

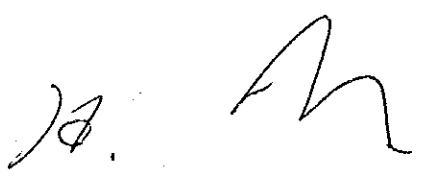
1. The DOLE is the national and central agency of the Government responsible for the protection and welfare of our workers, particularly their safety and health in workplaces. The statutory basis for this can be found in Article 162 to 165 of the Labor Code which provide, among others, that the "Department of Labor shall be solely responsible for the administration and enforcement of occupational safety and health laws, regulations and standards x x x"; that it "shall be the responsibility of the Department of Labor to conduct continuing studies and research to develop innovative methods, techniques and approaches for dealing with occupational safety and health problems x x x"; that it "shall develop and implement training programs to increase in the field of occupational safety and industrial health"; and that the "Secretary of Labor shall, by appropriate orders, set and enforce mandatory occupational safety and health standards to eliminate or reduce occupational

14.  
DOLE Executive Building, San Jose St., Intramuros, Manila  
Tel. Nos. 47-25-54, 48-88-11, 47-02-64, 47-09-86, 48-92-76, 48-48-32

safety and health hazards in all workplaces x  
x x."

Considering that the establishment of the OSHC is in implementation of the aforesaid provisions and is intended precisely to strengthen the capability of DOLE to discharge the responsibilities entrusted to it by law, it is logical and imperative to locate the OSHC in this Department and not elsewhere.

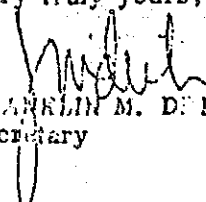
2. Occupational safety and health is a concern not only of the ECC but also of several agencies of the DOLE, including its 13 regional offices which implement safety and health programs. Likewise, a national program on the promotion of occupational safety and health which the DOLE will pursue with the OSHC would involve other government agencies like the Department of Health, anti-pollution and environmental agencies, as well as international institutions, the academe, and professional and specialty organizations, including workers' and employers' organizations. If only to insure effective policy coordination and guidance in the implementation of such national program, the OSHC should be attached to the DOLE and not to the ECC.
3. The OSHC is envisioned as the national center of all technology on occupational safety and health. Desired results may not be achieved should the Board of the ECC also serve as the Governing Board of the OSHC considering that the orientation and major concern of the agencies represented in the ECC, namely the SSS, GSIS and PMCU are not focused on occupational safety and health. To give the OSHC the importance it truly deserves and the direction it has to take, a specialized institution concentrating only on occupational safety and health is necessary.
4. It is also important to mention here that all minutes and records of discussions between our Government and that of Japan clearly state that the OSHC shall be an attached agency of DOLE. This is a commitment of our Government.



In view of the foregoing, may I respectfully request that the original proposal locating the OSHC in the DC be considered.

Thank you and kindest regards.

Very truly yours,

  
FRANKLIN M. DE LION  
Secretary

27.



## OCCUPATIONAL SAFETY AND HEALTH CENTER

Proposed Pre-Operational Budget  
(December 1987 - March 15, 1988)

## ITEMS OF EXPENDITURE

I.	External Work Expenses		P 2,114,272.96
II.	Expenses for Internal Facilities		
	A. Furniture & Fixtures	P2,082,360.00	
	B. Office supplies/materials	354,433.50	
	(Printing consumables)	220,000.00	
	(Vegetable garden)	12,050.00	
	C. Curtains	1,500,000.00	
	D. Permits/Licenses	20,000.00	4,190,843.50
III.	Salaries/Honoraria for Temporary Personnel		
	A. Honoraria/transportation Expenses		
	BWC 20	26,400.00	
	ECC 2	11,700.00	
	B. Professional fee for interior decorator	150,000.00	
	C. Professional fee for landscaper	150,000.00	338,100.00
IV.	Additional vehicles/motorpool equipment		
	A. Staff car for Office of the Exec. Director	300,000.00	
	B. Toyota Hi-Ace for Training & Public Info. Div.	700,000.00	1,000,000.00
	C. Facilities for Motorpool dispatcher, security guards (Garage improvements)		1,000,000.00
V.	Others		
	A. Rep/trans. and other incidental expenses		
	A.1 Rep/Trans. expenses	125,000.00	
	A.2 Meetings w/ 2 missions 25 meetings x 2,000	50,000.00	
	A.3 out-of-town trips of Japanese missions (6 trips x 2,500)	75,000.00	
	A.4 field trips w/in M.M. area (10 trips x 5,000)	50,000.00	300,000.00

B	Allowances for staff on Foreign Training/Mission		
	B.1 Clothing allowance	25,200.00	
	B.2 Pre-travel expenses	1,200.00	
	B.3 Inland travel allowance		
	\$10 x 120 days = \$1,200/person		
	x 3 x \$3,600 (\$1 - P21)	75,600.00	102,000.00
C.	Security Services (2 mos.)		
	(Mar 15 ~ May 15, 1988)		
	23 x P2,250 = P51,750 x 2 mons.	103,500.00	
	Inauguration ceremonies	50,000.00	
D.	Contingency Fund	300,000.00	453,500.00
			-----
	GRAND TOTAL		P9,498,716.46
			=====

*Handwritten initials/signature*



H. WATER LINES (MWSS)

- a. Excavation & Setting water lines including restoration of existing roadway from MWSS main line to the OSHC lot. 30,000.00

I. LANDSCAPING

- a. Including plants for flower/plants boxes, grass for about 9,000 sq.m. shade trees, shrubs, flowering plants & other landscaping materials, one GROTTO & a separate JAPANESE GARDEN 800,000.00

J. VEGETABLE GARDENS

- a. Vegetable gardens demolished during the site development works 10,000.00

TOTAL EXTERNAL WORKS P2,114,272.96  
=====

*A. R.*



ANNEX VII

Republic of the Philippines  
**EMPLOYEES' COMPENSATION COMMISSION**  
3RD FLOOR, ECC BUILDING 355 SENATOR GIL J. PUYAT AVENUE  
MAKATI, METRO MANILA TEL. 816-43-05 • 816-43-06



February 3, 1988

MR. HIROYUKI KITAYAMA  
OSHC Implementation Survey Team  
Makati, Metro Manila

Dear Mr. Kitayama,

This is a sort of explanation in the apparent conflict between the provisions of Article 178 of PD 442, as amended and paragraph (g) of Section 2 of Executive Order 307, relative to the Loading Fund.

Loading Fund as it is generally understood refers to the 12% of the total State Insurance Fund (SIF), which necessarily includes contributions and investment earnings. As explicitly provided for under Article 178, this loading fund may be disbursed each year by the ECC, SSS and GSIS for its operational expenses, including occupational health and safety programs. While it seems that Section 2, of Executive Order No. 307 has limited the operational expenses of the Occupational Safety and Health Center to only 4% of the loading fund, this is actually not a drawback considering that we could always fall back on the provisions of Article 178, where the law authorized us to disburse each year the totality of the loading fund for operational expenses and programs relating to occupational health and safety, which would encompass whatever activities the OSHC will undertake.

This interpretation is inevitable under the circumstances. It will be recalled that Executive Order 307, was issued by the President on November 4, 1987, when she no longer exercised legislative authority. The Executive Order cannot therefore amend an existing valid law such as PD 442, as amended. It would be safe to assume therefore that in case of conflict between the Article 178 of PD 442, as amended and Executive Order 307, the provisions of the former law shall prevail.

We hope this information would in some way allay your apprehension in the budgetary requirement of the Center.

Thank you.

Very truly yours,  
  
JOSE B. CONTRERAS  
Executive Director



Republic of the Philippines  
**EMPLOYEES' COMPENSATION COMMISSION**

3RD FLOOR, ECC BUILDING  
 355 SENATOR GIL J. PUYAT AVENUE  
 MAKATI, METRO MANILA  
 TEL. 816-43-05 • 816-43-06



Collections & Investment Earnings  
 of the SIF, 12% of which may be  
 allocated for the operational  
 expenses of the ECC, SSS, GSIS  
 and OHSC

I. Total Collections and Investment Earnings

	JAN. - DEC. 1986	JAN. - OCT. 1987
SSS	P 696,362,394	P 542,492,571
GSIS	171,854,364	191,530,877
<b>TOTAL</b>	<b>P 868,216,758</b>	<b>P 734,023,448</b>
12% =	P104,186,010.96	P 88,082,813.76

II. Cost of operations of SSS, GSIS, & ECC

	JAN. - DEC. 1986	JAN. - OCT. 1987
SSS	P 8,440,724	P 7,974,072
GSIS	8,327,040	4,404,801
ECC	7,597,970	5,781,906
<b>TOTAL</b>	<b>P24,365,734</b>	<b>P 18,159,906</b>

III. 12% of Total Collections and Investment Earnings  
 less cost of operations of SSS, GSIS and ECC.

1986	1987
P79,820,276.96	P69,922,908

27.

O S H C  
Detailed Pre-Operational Budget  
(Dec. 1987 - March 15, 1988)

I. External Work Expenses:		
A.	ELECTRICAL (MERALCO)	
	1. Cumulative Preferred shares	P 244,860.00
	2. Bill Deposit (Equivalent to estimated 1 mo. billing)	251,370.00
	3. Meter deposit	20,130.00
B.	SOUTH FENCE WORK Labor & Materials	380,000.00
C.	WEST FENCE WORK	
	a. Rehabilitation	170,000.00
D.	NORTH FENCE WORK	
	a. Renovation of 16.85 m. span	60,000.00
	b. Demolition of fence for gate	3,300.00
E.	EAST FENCE WORKS	
	a. Closing of temporary fence	45,400.00
	b. Fence demolition & column relocation for SUB GATE	9,400.00
F.	ADDITIONAL CONCRETE PAVEMENT	
	a. Cross drain	14,200.00
	b. Concrete pavement	31,800.00
G.	TELEPHONE CONNECTION (PLDT)	
A.	1. Deposit for the first 2 lines	1,077.18
	2. Deposit for the next 2 lines	729.78
	3. Axis charge for 4 lines	3,036.00
	4. Connection charge for 4 lines	860.00
		P5,702.96
B.	Placement of telephone conduit lines from existing manhole to OSHC building including excavation works, cutting of existing concrete road pavement, installa- tion of conduit pipe, concrete encasement & restoration of existing cut roadway	30,000.00

\*PLDT requires no amount for subscribers investment for OSHC project if they can furnish papers & documents that this project is purely owned by the government.



## TENTATIVE SCHEDULE OF IMPLEMENTATION

( 1 )

Year Quarter		1988			1989				1990				1991				1992				1993	
		II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	
Term of Cooperation																						
Operation of the center	Transfer of technology and knowhow of medical examination and other health preservation																					
	Transfer of technology and knowhow of working environment measurement and other working environment control																					
	Transfer of technology and knowhow necessary for testing of dangerous machines and other safety control																					
	Transfer of technology and knowhow necessary for management of implementing trainings and public relations																					
	Training of government staff																					
	Training of private sector																					
P	Preparation for acceptance of Japanese experts																					
	Recruitment of counterpart and other staffs																					
	Budget for implementation of the center.																					

TENTATIVE SCHEDULE OF IMPLEMENTATION

( 2 )

			1988		1989				1990				1991				1992				1993		
			II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	
J	Dispatch of long term experts	o Chief Adviser																					
		o Coordinator																					
		o Long-term experts to cover following areas																					
		• Occupational Health Control																					
		• Working Environment Control																					
		• Occupational Safety Control																					
		• Occupational Safety and Health Training																					
J	Dispatch of short-term experts																						
J	Training of Phillippino personel in Japan																						
J	Provision of machinery and equipment																						

Notes: P-Philippine side, J-Japanese side

This schedule is formulated tentatively on the assumption that the necessary budget will be acquired by both sides.





1. Health Control Division

TENTATIVE FIVE-YEAR FRAMEWORK PROGRAM OF BASIC TECHNOLOGY TRANSFER

ANNEX IX

	by long-term expert	by short-term expert	in relation to Training
1st	<ol style="list-style-type: none"> <li>1. Filing and analysis of existing data (especially pulmonary diseases).</li> <li>2. Training for physicians (counterparts) on pulmonary diseases (mainly pneumoconiosis)</li> <li>3. Fact-finding survey on pulmonary diseases (mainly pneumoconiosis)</li> </ol>	<ol style="list-style-type: none"> <li>1. Training of X-ray technicians (counterparts) on pulmonary diseases (mainly pneumoconiosis)</li> <li>2. Training of medical technologists (counterparts) on pulmonary diseases (mainly pneumoconiosis)</li> </ol>	<ol style="list-style-type: none"> <li>1. Preparation of training program and curriculum for government staff.</li> <li>2. Filing and analysing existing data and curriculum in private sector.</li> <li>3. Preparation of training program and curriculum for private sector.</li> <li>4. Starting preparation of instructor's manuals, textbooks and other teaching materials.</li> </ol>
2nd	<ol style="list-style-type: none"> <li>1. Training of physicians (counterparts) on complications of pneumoconiosis involving the lungs.</li> </ol>	<ol style="list-style-type: none"> <li>1. Training of medical technologists (counterparts) on complications of pneumoconiosis involving the lungs.</li> </ol>	<ol style="list-style-type: none"> <li>1. Preparation of instructor's manuals, textbooks and other teaching materials.</li> <li>2. Production of audio-visual teaching materials.</li> <li>3. Start of training for government staff (Annex I).</li> </ol>
3rd	<ol style="list-style-type: none"> <li>1. Training of physicians (counterparts) on health impairment caused by metals (especially lead, arsenic, mercury, cadmium and nickel).</li> <li>2. Fact-finding survey on health impairment caused by metals (ditto).</li> </ol>	<ol style="list-style-type: none"> <li>1. Training of medical technologists (counterparts) on necessary medical tests of health impairment caused by metals (ditto).</li> </ol>	<ol style="list-style-type: none"> <li>1. Preparation of instructor's manuals, textbooks and other teaching materials.</li> <li>2. Preparation of audio-visual teaching materials.</li> <li>3. Start of training for private sector (Annex I).</li> <li>4. Training of government staff (Annex I).</li> </ol>
4th	<ol style="list-style-type: none"> <li>1. Training of physicians (counterparts) on health impairment caused by organic solvents (hydrocarbon benzene, toluene and petrol (gasoline)), nitrogen compounds (nitrobenzene), alcohol glycol (ethanol), aldehyde ester (acetone, formaldehyde and ketone)</li> <li>2. Fact-finding survey on health impairment caused by organic solvents (ditto)</li> </ol>	<ol style="list-style-type: none"> <li>1. Training of medical technologists (counterparts) on necessary medical tests of health impairment caused by organic solvents (ditto).</li> </ol>	<ol style="list-style-type: none"> <li>1. Preparation of advanced training for private sector.</li> <li>2. Training of government staff (Annex I).</li> <li>3. Training of private sector (Annex I).</li> </ol>
92	<ol style="list-style-type: none"> <li>1. Training of physicians (counterparts) on health impairment caused by other chemical substances: (especially nickel, asbestos, arsenic, vinylchloride aniline dyes and benzene).</li> <li>2. Fact-finding survey on health impairment caused by other chemical substances (ditto).</li> </ol>	<ol style="list-style-type: none"> <li>1. Training of medical technologists (counterparts) on necessary medical tests of health impairment caused by other chemical substances (ditto).</li> </ol>	<ol style="list-style-type: none"> <li>1. Training of government staff (Annex I).</li> <li>2. Training of private sector (Annex I).</li> <li>3. Trial of advanced training for private sector (Annex I).</li> <li>4. Evaluation of training and review of curriculum, textbooks and other teaching materials.</li> </ol>
5th			

2. Environment Control Division

	by long-term expert	by short-term expert	in relation to training
88 1st	<ol style="list-style-type: none"> <li>1. Training of counterparts by five (5) groups ( mineral dust, metals (ditto in the Health Control Division), organic solvents (ditto in the Health Division (ditto in the Health Control)) and physical factors (noise, illumination, temperature &amp; humidity, atmospheric pressure, and vibration) on working environment measurement including on the job training.</li> <li>2. Preparation of guidelines and forms for working environment measurement.</li> </ol>	<ol style="list-style-type: none"> <li>1. Training of counterparts on testing respirators and preparation of guidelines for testing of respirators.</li> </ol>	<ol style="list-style-type: none"> <li>1. Preparation of training program and curriculum for government staff.</li> <li>2. Filing and analysing data and curriculum in private sector.</li> <li>3. Preparation of training program and curriculum for private sector.</li> <li>4. Starting preparation of instructor's manuals, textbooks and other teaching materials.</li> </ol>
89 2nd	<ol style="list-style-type: none"> <li>1. Continuation of training for counterparts mentioned in the 1st year.</li> <li>2. Continuation of preparation of guidelines and forms for working environment measurement in the 1st year.</li> <li>3. Fact-finding survey on working environment</li> </ol>	<ol style="list-style-type: none"> <li>1. Actual testing of respirator.</li> </ol>	<ol style="list-style-type: none"> <li>1. Preparation of instructor's manuals, textbooks and other teaching materials.</li> <li>2. Production of audio-visual teaching materials.</li> <li>3. Start of training for government staff (Annex 2).</li> </ol>
90 3rd	<ol style="list-style-type: none"> <li>1. Trial and review of the guidelines and forms for working environment measurement.</li> <li>2. Training of counterparts on working environment evaluation and improvement.</li> </ol>		<ol style="list-style-type: none"> <li>1. Preparation of instructor's manuals, textbooks and other teaching materials.</li> <li>2. Production of audio-visual teaching materials.</li> <li>3. Start of training for private staff (Annex 2).</li> <li>4. Training of government staff (Annex 2).</li> </ol>
91 4th	<ol style="list-style-type: none"> <li>1. Start of actual working environment measurement.</li> <li>2. Analysis of problems on working environment.</li> <li>3. Preparation of evaluation system of working environment.</li> </ol>		<ol style="list-style-type: none"> <li>1. Preparation of advanced training of private sector.</li> <li>2. Training of government staff (Annex 2).</li> <li>3. Training of private sector (Annex 2).</li> </ol>
92 5th	<ol style="list-style-type: none"> <li>1. Training of counterparts on personal monitoring.</li> <li>2. Trial and review of evaluation system of working environment.</li> </ol>		<ol style="list-style-type: none"> <li>1. Trial of advanced training for private sector. (Annex 2).</li> <li>2. Evaluation fo training and review of curriculum, textbooks and other teaching materials</li> <li>3. Training of government staff (Annex 2).</li> <li>4. Training of private sector (Annex 2).</li> </ol>

3. Safety Control Division

	by long-term expert	by short-term expert	in relation to training
1st '88	<ol style="list-style-type: none"> <li>1. Filing and analysis of existing data.</li> <li>2. Training of counterparts on examination of boilers and pressure vessels.</li> <li>3. Preparation of testing guidelines for boilers and pressure vessels.</li> <li>4. Survey on actual conditions of general safety control in enterprises and preparation of guidelines on general safety control.</li> </ol>	<ol style="list-style-type: none"> <li>1. Training of counterparts on examination and preparation of testing guidelines of boilers and pressure vessels.</li> </ol>	<ol style="list-style-type: none"> <li>1. Preparation of training program and curriculum for government staff.</li> <li>2. Filing and analysing existing data and curriculum in private sector.</li> <li>3. Preparation of training program and curriculum for private sector.</li> <li>4. Starting preparation of instructor's manuals, textbooks and other teaching materials.</li> </ol>
2nd '89	<ol style="list-style-type: none"> <li>1. Preparation of yearly program for prevention of occupational accident.</li> <li>2. Development of data collection and analysis system.</li> <li>3. Survey on machine safety in enterprises and preparation of guideline on machine safety.</li> <li>4. Training of counterparts on hazard evaluation of machines (press machines, shears, wood working machines and grinding machines).</li> </ol>	<ol style="list-style-type: none"> <li>1. Training of counterparts on hazard evaluation of machines (ditto).</li> <li>2. Preparation of testing guidelines for personal protective equipment, such as helmet and safety belt.</li> </ol>	<ol style="list-style-type: none"> <li>1. Preparation of instructor's manuals, textbooks and other teaching materials.</li> <li>2. Production of audio-visual teaching materials.</li> <li>3. Start of training for government staff. (ANNEX III).</li> </ol>
3rd '90	<ol style="list-style-type: none"> <li>1. Preparation of occupational accident survey manual for accidents by machines, hand tools and electrical shock.</li> <li>2. Training of counterparts on machine safety.</li> <li>3. Training of counterparts on electrical safety.</li> <li>4. Survey on electrical safety in enterprises and preparation of guidelines on electrical safety.</li> </ol>	<ol style="list-style-type: none"> <li>1. Development of data collection and analysis system.</li> </ol>	<ol style="list-style-type: none"> <li>1. Preparation of instructor's manuals, textbooks and other teaching materials.</li> <li>2. Preparation of audio-visual teaching materials.</li> <li>3. Start of training for private sector (ANNEX III).</li> <li>4. Training of government staff (ANNEX III).</li> </ol>
4th '91	<ol style="list-style-type: none"> <li>1. Preparation of occupational accident survey manual for accident falls, flying and falling objects.</li> <li>2. Training of counterparts on construction safety.</li> <li>3. Survey on construction safety in enterprises and preparation of guidelines on construction safety.</li> <li>4. Preparation of guidelines for hazard evaluation of machines (press machine, shears, wood working machines and grinding machines).</li> </ol>	<ol style="list-style-type: none"> <li>1. Training of counterparts on construction safety.</li> </ol>	<ol style="list-style-type: none"> <li>1. Preparation of advanced training of private sector (ANNEX III).</li> <li>2. Training of government staff (ANNEX III).</li> <li>3. Training of private sector (ANNEX III).</li> </ol>

	by long-term expert	by short-term expert	in relation of training
5th	<ol style="list-style-type: none"> <li>1. Preparation of occupational accident survey manual for collapse of scaffolding, hoisting apparatus, etc.</li> <li>2. Training of counterparts on chemical safety.</li> <li>3. Survey on chemical safety in enterprises and preparation of guidelines on chemical safety.</li> <li>4. Preparation of testing guidelines for cranes.</li> </ol>	<ol style="list-style-type: none"> <li>1. Preparation of testing guidelines for cranes.</li> </ol>	<ol style="list-style-type: none"> <li>1. Evaluation of training and review of curriculum textbooks and other teaching materials.</li> <li>2. Training of government staff (Annex 3).</li> <li>3. Training of private sector (Annex 3).</li> <li>4. Trial of advance training for private sector (Annex 3).</li> </ol>

4. Training and public information Division

	by long-term expert	by short-term expert	in relation to training
'88 1st	<ol style="list-style-type: none"> <li>1. Preparation of training program and curriculum for government staff.</li> <li>2. Filing and analysing existing data and curriculum in private sector.</li> <li>3. Preparation of training program and curriculum for private sector.</li> <li>4. Starting preparation of instructor's manuals, textbooks and other teaching materials</li> </ol>	<ol style="list-style-type: none"> <li>1. Training of counterparts on audio-visual teaching equipment.</li> </ol>	<ol style="list-style-type: none"> <li>1. Having existing seminars by POIMA, SOP1, etc. (Annex 5).</li> <li>2. Various convention of POIMA, SOP1, OINAP and other related associations.</li> </ol>
'89 2nd	<ol style="list-style-type: none"> <li>1. Preparation of instructor's manuals, textbooks and other teaching materials.</li> <li>2. Preparation of printing materials to promote the Project.</li> <li>3. Propaganda to promote the Project.</li> <li>4. Production of audio-visual teaching materials.</li> </ol>	<ol style="list-style-type: none"> <li>1. Training of counterparts on the design of printing materials.</li> </ol>	<ol style="list-style-type: none"> <li>1. Having existing seminars by POIMA, SOP1, etc. (Annex 5).</li> <li>2. Various convention of POIMA, SOP1, OINAP and other related associations.</li> <li>3. Start of training for government staff (Annex 4).</li> </ol>
'90 3rd	<ol style="list-style-type: none"> <li>1. Preparation of instructor's manuals, textbooks and other teaching materials.</li> <li>2. Preparation of audio-visual teaching materials.</li> <li>3. Publication of journals.</li> <li>4. Propaganda to promote the Project.</li> </ol>		<ol style="list-style-type: none"> <li>1. Having existing seminars by POIMA, SOP1, etc. (Annex 5).</li> <li>2. Various convention of POIMA, SOP1, OINAP and other related associations.</li> <li>3. Training of government staff (Annex 4).</li> <li>4. Training of private sector (Annex 4).</li> </ol>
'91 4th	<ol style="list-style-type: none"> <li>1. Preparation of advanced training of private sector.</li> <li>2. Publication of journals.</li> <li>3. Propaganda to promote the Project.</li> </ol>	<ol style="list-style-type: none"> <li>1. Training of counterparts on implementing methods of advanced training.</li> </ol>	<ol style="list-style-type: none"> <li>1. Having existing seminars by POIMA, SOP1, etc. (Annex 5).</li> <li>2. Various convention of POIMA, SOP1, OINAP and other related associations.</li> <li>3. Training of government staff (Annex 4).</li> <li>4. Training of private sector (Annex 4).</li> </ol>
'92 5th	<ol style="list-style-type: none"> <li>1. Evaluation of training and review of curriculum and other teaching materials.</li> </ol>		<ol style="list-style-type: none"> <li>1. Having existing seminars by POIMA, SOP1, etc. (Annex 5).</li> <li>2. Various convention of POIMA, SOP1, OINAP and other related associations.</li> <li>3. Training of government staff (Annex 4).</li> <li>4. Training of private staff (Annex 4).</li> <li>5. Trial of advanced training for private sector (Annex 4).</li> </ol>

Annex 1

I. Health Control Division

	1st year	2nd year	3rd year	4th year	5th year
Training of radiologists on pneumoconiosis and complications	(once)				
Training of X-ray technicians on pneumoconiosis	(once)				
1. Training on pneumoconiosis and complications for industrial physicians and/or medical technologists of government staff and/or private sector		←	→	←	→
2. Training on health impairment caused by metals for industrial physicians and/or medical technologists of government staff and/or private sector		←	→	←	→
3. Training on health impairment caused by organic solvents for industrial physicians and/or medical technologists of government staff and/or private sector.		←	→	←	→
4. Advanced training of private sector					pilot training

II. Environmental Control Division

Annex 2

	1st year	2nd year	3rd year	4th year	5th year
1. for governmental staff Training for industrial hygienists in the field of working environment control		←	→	←	→
2. for private sector					
1) Working environmental measurement course			←	→	
2) Working environment improvement course			←	→	

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III. Safety Control Division

Annex 3

	1st year	2nd year	3rd year	4th year	5th year
1. for government staff					
1) Training for newly hired safety engineers		←	→	←	→
2) Training for safety engineers with more than three (3) years experience - five (5) separate courses		←	→	←	→
2. for private sector					
1) Course for Safety Committee Members			←	→	
2) Safety Man's Course					
a. Manufacturing Course			←	→	
b. Construction Course			←	→	
c. Mining Course				←	→
d. Agriculture Course				←	→
3) Advanced training course of private sector					← pilot training →

IV. Training and Public Information Division

Annex 4

	1st year	2nd year	3rd year	4th year	5th year
1. for government staff					
1) Basic Training on Occupational Health and Safety for newly hired Labor Inspectorate		←	→	←	→
2) Refresher Courses on Occupational Safety & Health for the Labor Inspectorate		←	→	←	→
2. for private sector					
Advanced training of private sector					← pilot training →

*A. Sh*

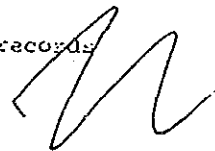
On-Going OSH Training Courses in the Philippinesa) Private

Kind of Training	Implementor	Capacity	Period	Frequency
1. Post-graduate course in Occupational Health & Safety	OHARP	15	1 week	3/year
2. Occupational Health & Safety Seminar	O.C. Industrial Safety Council	100	2 weeks	1/year
3. Basic Occupational Safety & Health Seminar	Safety Organization of the Phil. INC (SOPI)	15	1 week	3/year
4. Loss Control Mgt. Seminar	(SOPI)	15	1 week	3/year
5. Special Courses on OSH	(SOPI)	15	1 week	3/year
6. Occupational Health & Safety Training Course <i>govt./private physical</i>	Phil. Occupational Industrial and Medical Association (POIMA)	40	1 week 65 hr.	2/year 1/Ry <i>2 ex</i>

b) Government

1. Post-graduate Training in Occupational Safety & Health	UP-College of Public Health	30	3 mos. 60 hr.	2/year
2. Basic Training on Occupational Health & Safety for newly-hired Labor Inspectorate	Bureau of Working Conditions (BWC)	20-30	1 week 160 hrs	1/year
3. Refresher Courses on Occupational Safety & Health for the Labor Inspectorate	- do -	20-30	1 week 160 hrs	1/year
4. Occupational Safety & Health Seminar for MWSS Safety men	<i>M Manila</i> Waterworks & Sewerage System (MWSS)	40	1 week	2/year

Source: OSHD  
BWC, DOLE records

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## 説 明

### (技術協力プロジェクトの概要)

1. プロジェクトの各称 [R/D 附属書 (以下「R/D」という) の I の 1.]  
「労働安全衛生センター」(the Occupational Safety and Health Center : OSHC)
2. 両国政府の協力目的 (同上)  
日本国政府及びフィリピン共和国政府は、労働災害の防止及び労働者福祉の向上のために相互に協力して「労働安全衛生センター」プロジェクトを実施し、もって労働生産性の向上に資するとともに、フィリピン共和国の社会的、経済的發展に寄与しようとするものである。
3. プロジェクトの目的 [R/D の ANNEX I (以下「別紙」という) Master Plan (別紙 I マスタープラン) 1.]  
ナショナルセンターとして機能する労働安全衛生センターを設立し、フィリピン国の官・民における職業性疾病及び労働災害の防止のために必要な技術、サービス、研修及び広報・情報提供を行おうとするものである。
4. わが方技術協力の目的 [R/D の I の 2. 及び別紙 I の 2.]  
労働安全衛生センターが行うこととなる調査分析、技術・情報サービス、試験検査及び研修・広報を担当するフィリピン人カウンターパート (日本人専門家から技術移転を受ける本センター職員である医者、技術者) に対し、調査分析その他に関する中核となる技術及び知識について、必要な指導助言を行うこととするものである。
5. 技術協力の範囲、内容 [R/D 別紙 I の 2.(1)~(4)]  
次に掲げるとおりである。
  - (1) 「健康管理」分野
    - イ. 有害物質等の労働者への影響を確認把握するための健康診断についての個別検査技術及び健康診断システム
    - ロ. 健康診断結果の評価に基づく健康管理システム
    - ハ. 有害物等による健康障害の予防のための個別対策及び予防管理システム
  - (2) 「作業環境管理」分野
    - イ. 作業環境中の有害物質の空气中濃度の測定のためのデザイン、サンプリング及び分

析

- ロ. 作業環境測定結果の評価システム
- ハ. 作業環境改善のための個別対策及びシステムの手法
- ニ. 有害物質等による個人ばく露の測定技術
- ホ. 呼吸用保護具の試験システム

(3) 「安全管理」分野

- イ. 一般安全管理の個別技術及びシステムの手法
- ロ. 電気, 機械, 建設及び化学安全並びにそれらの管理システム
- ハ. プレス機械等の安全装置の検査方法
- ニ. 個人用保護具の試験システム
- ホ. ボイラー, 圧力容器, クレーンその他の機械等の検査のための個別技術及び検査システム
- ヘ. 労働災害防止計画の作成, 労働災害調査システム及び労働災害データ分析システム

(4) 「研修・広報」分野

- イ. 労働安全衛生研修のためのカリキュラム及びプログラム開発手法
- ロ. 研修用テキスト, 視聴覚教材等の作成技術
- ハ. 民間向け及び政府職員向け研修コースの実施及び管理技術
- ニ. 広報用及び情報提供のための資料等の作成技術

6. 技術協力の期間 (R/D の X)

この技術協力の期間は, 1988年4月1日から5年間とする。

7. 日本人専門家の派遣 (R/D の別紙IIの1.~4.)

(1) 長期専門家の派遣 (R/D の別紙IIの1., 2. 及び3.(I)~(4))

1年以上の期間<sup>(注)</sup>にわたって本センターにおいてフィリピン人カウンターパートに対し技術移転にあたる長期専門家を, 次のとおり派遣する。

(注) 実態的には, 2年間の任期が多い。

- イ. チーフアドバイザー (日本人専門家リーダー, いわゆる首席顧問) 1人
- ロ. 「労働衛生管理」分野の専門家1人
- ハ. 「作業環境管理」分野の専門家1人
- ニ. 「産業安全管理」分野の専門家1人
- ホ. 「労働安全衛生研修及び広報・情報」分野の専門家1人
- ヘ. 調整員 (国際協力事業団の職員等の中から派遣される) 1人