

The Evaluation of Health and Safety Programs of Government Projects: A Case Study Of DPWH-Aurora

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Abstract: - This study sought to assess evaluate the Health and Safety Programs of Government Projects of the DPWH-Aurora. The current study utilized the quantitative research design through various assessment of the projects of the DPWH-Aurora. The assessment was within two-part scenario. The first part is the scope of the Health and Safety Programs which engaged the selected projects into review how the programs were applied by health and Safety. The second part was the entirety of Health and Safety Programs within the impressions of the project engineers. This study was participated by fifty project implementers. The results revealed that the DPWH-Aurora has been outstanding in Health and Safety which included Management and Leadership, Worker Participation, Hazard Identification and Assessment, Hazard Prevention and Control, Education and Training, Program Evaluation and Improvement and Communication and Coordination for Employers. In order to improve working conditions, safety concerns are therefore only taken into account when an accident happens at a construction site, particularly in emerging provinces like Aurora. Safety and health are covered by public works in Aurora and must be appropriately implemented. Because appropriate safety management in construction is so crucial, this study proposes a safety management evaluation framework in order to establish a baseline for measuring construction safety. The most important aspect influencing construction safety is management commitment, which includes developing organizational safety policies, delegating responsibility for safety to all levels, etc. The benchmarking process and actions for raising construction safety performance in developing provinces will be made easier by the suggested management framework.

Key Words: — *Health, Safety, Government Projects, DPWH.*

I. INTRODUCTION

Construction is a high-risk sector that includes a variety of tasks that involve building, modifying, and/or repairing. Construction workers engage in a variety of tasks that could put them in danger, including rooftop falls, unprotected machinery, being struck by large pieces of machinery, electricity, silica dust, and asbestos.

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The construction business, which is sometimes referred to as "high-risk," has a substantial impact on the workers' health and safety. Although it's usual to observe a construction worker working at a height with tools and supplies, these situations are sometimes fraught with risk and uncomfortable working conditions. They face risks that are challenging to assess. Finding the source(s) that pose problems for occupational health and safety (OHS) of the workforce remains crucial given that different job sites have varying processes and environments.

Employees, contractors, and visitors should be informed about the site's risks upon arrival and the precautions taken to reduce those risks. Additionally, giving them a briefing about the risks, PPEs, welfare resources, and site regulations may ensure that the work is done smoothly and effectively.

Collective fall prevention is essential since scaffolds are used in many construction projects.

They must have toe boards, brick guards, and guardrails. Work at height falls can be avoided by using personal safety measures like podium steps. In order to protect workers from harm, emergency and rescue procedures should be well-defined in advance if the weather seems unsuitable. Every working platform needs to be assessed for slip and trip hazards as well as for safe conditions.

After consulting with the relevant parties in the construction industry, taking into account industry customs and applicable legal requirements, and in the interest of ensuring the protection and welfare of workers employed in the construction industry, the protection and welfare of the general public within and around any construction worksite, as well as the promotion of amicable employer-employee relationships in the construction industry.

Maintaining workplace health and safety in DPWH-Aurora is not only necessary for compliance with the law but also for your own peace of mind. By developing and putting into practice a proactive strategy for workplace health and safety, the department and contractors can avoid fines and penalties from the Occupational Safety and Health Administration (OSHA).

One of the 40-hour necessary training programs mandated by DOLE Department Order No. 13 and Rule 1030 of the Occupational Safety and Health Standards (OSHS) for anyone working in the construction industry. Construction Industry Safety and Health Regulations from 1998. With the help of this course, participants will be better prepared to conduct safety audits, assessments, and analyses of hazards and risks in the construction sector, as well as to establish and put into practice OSH policies and programs and determine the most effective control methods. Hence this study on the Health and Safety Programs of Government Projects in DPWH-Aurora.

II. PROJECT BACKGROUND OF DPWH-AURORA

Department of Public Works and Highways in Aurora Province gained 1,449 total of infrastructure projects throughout the province ranging from Dingalan to Dilasag. Out of the 1,449 projects, the department accomplished 674 total projects (46.5%) subjected to the end of October 2021. By the end of the year, the remaining portion of all projects must be completely functioning. Reworks are included among the projects that have not yet been completed to 100% of their potential.

The province's economy has recently been growing because to the construction industry. Severe problems have afflicted the construction sector, including exorbitant project

delivery costs, subpar financial performance, and a failure to deliver value to clients on schedule. The upshot is that the industry has received harsh criticism for its subpar operation and inefficient output.

Construction safety guidelines were framed at Memorandum Orders #35, series of 2020 and Department Order #39, series of 2020 which were both compliant to the Department of Labor and Employment (DOLE). Department Order No. 39: Revised Construction Safety Guidelines for the Implementation of All DPWH Infrastructure Projects During the Covid-19 Public Health Crisis was issued by the Department of Public Works and Highways (DPWH) in order to prevent and control the spread of Covid-19 in its construction projects.

In areas covered by Enhanced Community Quarantine (ECQ), such as: facilities for isolation and quarantine of individuals under monitoring and investigation, and confirmed Covid-19 cases; facilities for health care workers; facilities for construction workers handling emergency, flood control, and other disaster risk reduction and rehabilitation work; facilities for sewerage, water services, and digital works; priority public infrastructure projects; and prior The Modified Enhanced Community Quarantine (MECQ) regions will also permit the operation of additional crucial and important initiatives in addition to those listed above. The MECQ will not permit small-scale projects or those meant for private or individual usage. In locations subject to General Community Quarantine (GCQ) and Modified General Community Quarantine, all public and private construction projects shall be permitted (MGCQ). Except as may be permitted by the Revised Omnibus Guidelines issued by the IATF, no one under the age of 21 or more than 60, anyone with immune deficiencies, comorbidities, or other health risks, pregnant women, or anyone who resides with any of the aforementioned is allowed to work on construction projects.

All qualifying workers must undergo a 14-day quarantine or Covid-19 testing in accordance with Department of Health regulations as part of the "Prior to Deployment Procedures." They could also undergo retests as required. To all qualified employees of concessionaires, contractors, subcontractors, and suppliers, heads of the Implementing Office will issue a Construction Quarantine Pass. The Quarantine Pass must explicitly identify the worker's name, position, type of work, duration, and destination.

This pass covers the movement of employees between locations that are subject to various types of quarantine.

Concessionaires, contractors, subcontractors, and suppliers are required to provide housing and hygienic conditions for their employees in accordance with the physical separation standards. The DOLE D.O. No. 13, Series of 1998, as well as the DTI and DOLE Interim Guidelines on Workplace Prevention and Control of COVID-19, must be complied with by all projects.

Contractors are required to provide a constant supply of vitamins, especially vitamin C, as well as other over-the-counter medications, quarantine facilities, and oxygen tanks for emergency situations for their employees. The concessionaires, contractors, subcontractors, and suppliers shall provide their own staff with adequate food, safe/potable drinking water, disinfectants, and hand soaps.

All project sites must have disinfection facilities available in a strategic location in accordance with the relevant DOH and IATF guidelines. Along with current construction safety and health procedures, safety officers must offer adequate knowledge and instruction regarding Covid-19 prevention and control techniques. To maintain physical distance during deployment, an inventory of the works for the construction sequencing that will be used must be done. The timing of breaks must be staggered.

III. FRAMEWORK AND LEGAL BASIS

For the period of the project covered by the ECQ, MECQ, GCQ, and MGCQ, employees must stay in their assigned quarters. While the project is still in progress, if it becomes necessary to leave the specified quarters, the "Prior to Deployment" processes must be followed at each time of re-entry. Those who are sent to perform errands beyond the site's boundaries must go through cleaning procedures and will be checked for symptoms for 14 days after reentering.

Daily sanitation is required in all communal areas, including employee housing and field offices. The concessionaires, contractors, subcontractors, and suppliers shall check the pre- and post-work health conditions of employees on a daily basis, including temperature, health, and exposure. Personnel exhibiting COVID-19 symptoms must be isolated right away, placed in a 14-day quarantine, and if necessary, sent to the closest DOH COVID-19 treatment facility in tight confidence and seclusion.



Fig.1. Framework

To guarantee full adherence to the DOLE D.O. No. 13, Series of 1998 and the DTI and DOLE Interim Guidelines on Workplace Prevention and Control of COVID-19, a sufficient number of competent safety officers must be appointed to every project site. Equipment for construction and offices should not be shared. However, between worker transfers, if necessary, the shared equipment must be cleaned and sanitized.

All deliveries and disposals of materials and equipment must be handled by a dedicated team of workers in a separate loading/unloading area with little interaction from the delivery/disposal staff. Before entering the building site, all supplies and equipment must be cleaned and sanitized.

All individuals (such as delivery truck drivers, inspectors, etc.) entering the building site's grounds on a temporary basis must be adequately logged and screened for symptoms. The construction site, employee housing, and field offices will not be open to non-essential people. Getting together, drinking alcohol, and having fun are all completely forbidden.

IV. METHODOLOGY

This study sought to evaluate the Health and Safety Programs of Government Projects of the DPWH-Aurora. More specifically, it answers the following questions:

- How may the Health and Safety programs of the Government Projects of DPWH-Aurora be described along:
 - a. Management and Leadership;
 - b. Worker Participation;
 - c. Hazard Identification and Assessment;
 - d. Hazard Prevention and Control;
 - e. Education and Training;
 - f. Program Evaluation and Improvement; and
 - g. Communication and Coordination for Employers?
- How may the entirety of the Health and Safety Programs be assessed according to its applicability?
- What recommendations can be drawn from the findings of the study?

The current study utilized the quantitative research design through various assessment of the projects of the DPWH-Aurora. The assessment was within two-part scenario. The first part is the scope of the Health and Safety Programs which engaged the selected projects into review how the programs were applied by health and Safety. The second part was the entirety of Health and Safety Programs within the impressions of the project engineers. This study was participated by fifty project implementers.

The ratings for the assessment could be determined with the following range scales:

Table.1. Range Interval

Description	Range Scale
Excellent	4.21-5.00
Outstanding	3.41-4.20
Satisfactory	2.61-3.40
Fair	1.81-2.60
Poor	1.00-1.80

V. RESULTS AND DISCUSSION

5.1 Health and Safety programs of the Government Projects of DPWH-Aurora

Top management defines program standards and responsibilities, demonstrates its commitment to removing hazards and continuously enhancing workplace safety and health, and communicates this commitment to employees. All managers make safety and health a fundamental company priority, create safety and health goals and objectives, support the program with enough funding and resources, and lead by example.

5.2 Management and Leadership

All facets of the program, including goal-setting, detecting and reporting hazards, looking into occurrences, and monitoring progress, involve workers and their representatives. All employees, including independent contractors and temporary employees, are aware of their duties and obligations under the program and what must be done to effectively fulfill them. Employees are encouraged to speak honestly with

management, report safety and health issues, and make improvement suggestions without fear of punishment. They also have the tools to do so. Any potential impediments or roadblocks to employee involvement in the program are removed or addressed, such as language problems, a lack of information, or disincentives.

To continuously discover workplace hazards and assess risks, procedures are put in place. Risks to safety and health from regular, irregular, and emergency events are identified and evaluated. Periodic inspections and reassessments are conducted to identify new hazards after an initial assessment of the risks, exposures, and control mechanisms that are currently in place. The purpose of any investigation into an incident is to determine its underlying reasons. Prioritization for control of identified hazards is done.

To discover and choose strategies for removing, preventing, or controlling workplace dangers, employers and employees work together. Engineering solutions are used to pick controls first, then safe work practices, administrative controls, and ultimately personal protective equipment (PPE). A strategy is created to make sure controls are applied, temporary security is offered, work is monitored, and the efficacy of controls is confirmed.

5.3 Worker Participation

All employees receive training on how the program functions and how to carry out the duties that have been delegated to them as part of the program. Employers, managers, and supervisors receive training on safety ideas as well as their obligation to defend the rights of employees and address their complaints and reports. All employees receive training to identify workplace hazards and comprehend the established control measures.

The efficacy of control methods is periodically assessed. Processes are set up to keep track of program performance, ensure that it is being carried out, and find areas where it may be improved. The program and overall safety and health performance are improved by taking the necessary steps.

General contractors, contractors, and staffing companies pledge to offer all workers the same standard of health and safety protection.

The risks that may be created by contract workers' work on the job site are communicated among general contractors, contractors, subcontractors, and staffing firms. General contractors set requirements and standards for staffing firms and contractors. In order to detect and address any conflicts that could have an influence on safety or health, general contractors, contractors, and staffing agencies communicate on work planning and scheduling prior to the start of work.

Table.2. Health and Safety Programs

Item Statement	Rate	Descriptive Interpretation
Management Leadership		
1. Communicate commitment to a safety and health program	3.21	Satisfactory
2. Define program goals	3.40	Outstanding
3. Allocate resources	3.18	Satisfactory
4. Expect Performance	3.23	Satisfactory
Worker Participation		
1. Encourage workers to participate in the program	3.33	Satisfactory
2. Encourage workers to report safety and health concerns	3.18	Satisfactory
3. Give workers access to safety and health information	3.22	Satisfactory
4. Involve workers in all aspects of the program	3.19	Satisfactory
5. Remove barriers to participation	3.54	Outstanding

Hazard Prevention and Control		
1. Collect existing information about job site hazards	3.11	Satisfactory
2. Inspect the job site for safety hazards	3.87	Outstanding
3. Identify health hazards	3.64	Outstanding
4. Conduct incident investigations	3.68	Outstanding
5. Identify hazards associated with emergency and non-routine situations	3.66	Outstanding
6. Characterize the nature of identified hazards, identify interim control measures, and prioritize the hazards for control	3.66	Outstanding
Hazard Prevention and Control		
1. Identify control options	3.76	Outstanding
2. Select controls	3.44	Outstanding
3. Develop and update a hazard control plan	3.48	Outstanding
4. Select controls to protect workers during non-routine tasks and emergencies	3.12	Satisfactory
5. Implement selected controls on the job site	3.18	Satisfactory
6. Follow up to confirm that controls are effective	3.45	Outstanding
Education and Training		
1. Provide program awareness training	3.27	Satisfactory
2. Train employers, managers, and supervisors on their roles in the program	3.64	Outstanding
3. Train workers on their specific roles in the safety and health program	3.72	Outstanding
4. Train workers on hazard identification and controls	3.61	Outstanding
Program Evaluation and Improvement		
1. Monitor performance and progress	3.72	Outstanding
2. Verify that the program is implemented and is operating	3.61	Outstanding
3. Correct program shortcomings and identify opportunities to improve	3.27	Satisfactory
Communication and Coordination		
1. Establish effective communication	3.46	Outstanding
2. Establish effective coordination	3.67	Outstanding
Overall Mean	3.45	Outstanding

5.4 Hazard Identification and Assessment

By defining duties and responsibilities and creating a welcoming environment that fosters dialogue about safety and

health, management takes the lead in the program effort. Workers are frequently in the best position to spot safety and health issues, as well as flaws in programs, such as new risks at the workplace, hazardous situations, close calls, and actual events. Employers can address problems before someone gets hurt or becomes ill by promoting reporting and swiftly acting upon all reports.

Employers and employees may already have access to information on job site dangers from both internal and external sources. As conditions at the project site alter over time, for example, as a building rises, equipment or tools get used up, various trades come and leave, and housekeeping standards deteriorate, hazards may be introduced. Setting aside time to frequently and routinely look for risks on the job site will assist find flaws so they can be fixed before an event occurs.

Hazardous areas are clearly identified by incidents, such as injuries, illnesses, close calls or near misses, and reports of other problems. One can find dangers that could lead to future injury by properly reviewing events and complaints. When there are multiple incidents or causes for worry, the goal of an inquiry must always be to determine the underlying causes in order to stop similar incidents from happening again.

Hazards that arise during emergencies must be acknowledged and recognized. Tasks that are unusual or infrequent, like as site mobilization and demobilization, key crane lifts, concrete pours, or installing crucial structural parts, may potentially pose risks. To respond appropriately and safely to risks associated with foreseen emergency scenarios and non-routine circumstances, plans and procedures must be devised.

5.5 Hazard Prevention and Control

The safety of the workplace has recently received increased attention from contractors and builders. A business that encourages safety precautions will have a greater rate of employee retention. Safety measures also produce suitable working circumstances, which improve performance and foster a positive work atmosphere. The development and implementation of safety measures in constructions falls within the purview of construction safety officers.

A construction safety officer puts safety procedures into place and ensures they are implemented on a construction site. They may take on additional tasks and responsibilities throughout a project, but their primary duty is to ensure the safety of construction workers.

A construction safety officer's duties include ensuring that construction employees follow the correct safety procedures.

They must be fully knowledgeable about building tools, supplies, and safety and security procedures. Due to the fact that many construction tasks are carried out outside, there are numerous external risks, such as weather conditions.

Construction safety officers develop, put into practice, and enforce safety regulations that lower the likelihood of accidents. They must decide which regulations are required for the job site and how to implement them. Safety officials need to be up to date on safety practices and regulations. By doing this, businesses may keep policies current and update them as soon as new risks are identified.

On-site inspections are conducted by safety officers to identify potentially dangerous circumstances. To combat them, they must also enact laws and policies. Safety officers are responsible for identifying hazards for construction workers, such as damaged equipment and defective tools. Additionally, they outline the necessary personal protective equipment and guarantee that workers are trained in safe tool and equipment handling.

5.6 Education and Training

Construction safety officers are expected to participate in training programs in order to stay current on safety measures. Safety officials must be proactive and stay on top of environmental and safety risks. Safety officers can choose the finest training packages for employees in certain jobs by remaining current. The safety officer instructs staff members on safety issues mandated by OSHA. These consist of handling hazardous items, machine guarding, and fire prevention strategies. Workers' opinions can be gathered by safety authorities and used to enhance or develop existing programs.

The main responsibility of construction safety officers is to maintain a secure environment for workers at all project stages. To complete a project on schedule and on budget, a robust safety strategy is required. Accident prevention need to be a project priority because every accident disrupts the work in progress and might have serious human repercussions.

5.7 Program Evaluation and Improvement

Builders and contractors have started to pay more attention to safety-related issues recently than ever before. It is a proven fact that organizations that prioritize safety outperform their competitors and have higher employee retention rates. A safety officer's interactions at work may evolve as augmented reality, 3D models, BIM, and other technologies become more prevalent in the construction industry.

With the aid of all the technology employed in the industry, safety officials are able to identify potential risks earlier in the planning stage and develop mitigation and reaction strategies that lower the risk of accidents.

Some businesses conduct safety audits and inspections immediately utilizing drones or UAVs, enabling the safety officer to be "next" to the person doing the work. Safety officers create, put into practice, and enforce laws that lessen the likelihood of accidents. The safety officer decides which regulations are necessary and how to implement them. The safety officer is in charge of maintaining policies, making sure they adhere to the most recent requirements, and occasionally establishing new ones as new hazards are identified.

5.8 Communication and Coordination for Employers

The safety officer will record conclusions and suggestions that should be followed to prevent the accident from happening again based on the findings of the investigation. The following are some of the most frequent workplace events that safety offices prevent: (a) Using defective machinery and electrical cord extensions; (b) Decrease in fatalities related to trenching and excavation; (c) Lower accident rates and improved worker safety when employing formwork; and (d) When working on roofs and other elevated surfaces, safety procedures are improved.

A proactive approach to safety and environmental issues is required of a construction safety officer. The officer also discovers any unique requirements for employees while educating every employee. Employees receive instruction from the safety officer on safety-related subjects as mandated by the Occupational Safety and Health Administration (OSHA). These consist of handling hazardous items, machine guarding, and fire prevention strategies.

The safety officer is also in charge of examining and adhering to all national and state record-keeping obligations for safety standards. The safety officer also sends in the OSHA form, which contains a list of all accidents that led to missed work, limited job assignments, or job transfers. They also make sure that the OSHA-required poster "Job Safety and Health: It's the Law" and other documentation are posted in a prominently visible position in the workplace.

5.9 Entirety of the Health and Safety Programs

On a building site, many different people come to work. Every function is important, from the architects and engineers who monitor the structure's integrity to the builders who actually create the structure.

In construction, a safety officer makes sure that everyone on the job site is adequately shielded from any potential risks and is working in a safe manner. This article defines a construction safety officer, describes what a construction safety officer performs, examines the typical pay for a construction safety officer, and offers instructions on how to become one.

Construction safety may be taken for granted by some management and workers. To fully build a safe environment for all employees and the community, it frequently requires a little bit extra time, effort, and money. It can therefore be disregarded and forgotten about until a disastrous event occurs and people are hurt, or worse, killed. In light of this, the obvious response to the question of why construction site safety is crucial is because it saves lives.

The ultimate goal of construction safety is to save lives, but saving the company as a whole is the second-most significant benefit of abiding by the rules. There are many more reasons for these businesses to wish to reduce fatal accidents when looking at construction site safety from a commercial perspective.

Construction workers are frequently injured to the point that recuperation times might take weeks or months. In the worst situation, they are rendered permanently handicapped. Along with losing an experienced employee's valuable time, this could result in a sharp increase in the employer's insurance costs. The expense of hiring these construction companies increases along with insurance costs, which may lead to less work prospects. Accidents ultimately result in financial loss.

Table.3. General Impressions of the Health and Safety Programs

Item Statement	Rate	Descriptive Interpretation
Always set safety and health as the top priority	3.93	Outstanding
Lead by example	3.63	Outstanding
Implement a reporting system	3.53	Outstanding
Provide training	3.66	Outstanding
Conduct inspections	3.16	Satisfactory
Collect hazard control ideas	3.44	Outstanding
Implement hazard controls	3.47	Outstanding
Address emergencies	3.91	Outstanding
Make improvements	3.77	Outstanding
Overall Mean	3.61	Outstanding

As we all already know, injuries frequently arise from incidents brought on by inadequate safety measures. For obvious reasons, those injured workers and any damaged equipment are unable to complete their tasks. Additionally, it can be exceedingly challenging to replace the personnel and machinery utilized in these kinds of specialized environments, which further slows down output.

Any wounded construction employees will likely need compensation if it is found that an accident happened as a result of employer disregard for safety procedures. These payouts cover lost wages, ongoing care expenses, medical expenses, and even reimbursement for time off work due to a handicap. All of these, together known as workers compensation, are covered by the employer's insurance plan.

Authorities will almost certainly look into every significant workplace accident to identify who was at fault. If there was a lack of safety, the construction business might be punished and the manager may potentially spend time in jail for putting their workers in danger. If the appropriate safety measures are taken, this can be avoided.

A construction company's reputation is enhanced by completing projects on schedule, being trustworthy, and performing well. Accidents, however, have the power to abruptly crush those hopes. Project managers or business owners might not want to use a particular construction company if it is well known that they are not as safe on the job as they should be.

In the construction sector, unsafe working conditions can lead to a lack of trust between employees and their employer. Every day, employees risk their lives, and as a result, they want their employer to be concerned for their welfare and safety. Because mistrust fosters unhappiness, there will be a perilous split between employers and employees.

Recommendations:

The proactive nature of "identifying and addressing" job site dangers before they result in illness or injury is encouraged by safety and health initiatives. Management and employees work together to identify and resolve issues before they arise rather than responding to an incident. Collaboration fosters trust, improves communication, and frequently results in additional business advancements.

These procedures also take into account what we have discovered about the most successful programs and how they operate. These recommended approaches, in particular, emphasize worker participation more and incorporate a more

thorough program evaluation component to support ongoing progress. These procedures also highlight the importance of cooperation and communication on job sites with many employers.

Any nation's economic development benefits greatly from the construction industry. Construction workers are the backbone of this business because it is less automated and more labor-intensive. Due to the nature of the building industry, construction site safety is of the utmost importance. In a culture that is driven by the market, finishing projects with the appropriate quality in the least amount of time and money is typically the top priority. In order to improve working conditions, safety concerns are therefore only taken into account when an accident happens at a construction site, particularly in emerging provinces like Aurora. Safety and health are covered by public works in Aurora and must be appropriately implemented. Because appropriate safety management in construction is so crucial, this study proposes a safety management evaluation framework in order to establish a baseline for measuring construction safety. The most important aspect influencing construction safety is management commitment, which includes developing organizational safety policies, delegating responsibility for safety to all levels, etc. The benchmarking process and actions for raising construction safety performance in developing provinces will be made easier by the suggested management framework.

VI. CONCLUSION

All construction trades experience diseases and injuries. Both small and large enterprises in the construction industry can benefit from the preventive strategies outlined in these best practices. Small employers could discover that employing informal interactions and procedures, they can best carry out the acts specified in these recommended practices. A more formal and comprehensive program may be necessary for larger firms with more complex work processes and hazards. They might also want to incorporate their safety and health program with other ones they use for managing manufacturing, quality assurance, and sustainability or environmental protection.

These best practices offer guidelines and methods for establishing and upholding a safety and health program for the whole construction business. OSHA is aware that there are several small and big construction job sites. Some projects are

short-lived, while others could take years to finish; some sites have constantly changed conditions, while others might have fewer regular changes. An effective program has a strong emphasis on top-level ownership, employee involvement, and a "find and fix" strategy for addressing workplace risks.

The primary objective of a safety and health program is to prevent work-related diseases, injuries, and fatalities, as well as the suffering and economic burden these occurrences can create for employees, their families, and their employers. Reputable businesses are aware of this.

The foundation of these advised practices is the idea of continuous development. Like any journey, the initial step is frequently the most difficult. The plan is to start small with a simple program and advance from there. A corporation can advance over time toward better levels of safety and health by focusing initially on attaining small goals, monitoring performance, and assessing results.

OSHA stresses the value of worker participation in the safety and health program throughout these suggested actions. Workers and, if relevant, their representatives must be involved in the development and implementation of every component of the safety and health program for it to be successful. The OSH Act, OSHA standards, and OSHA enforcement policies and procedures, which acknowledge the rights and roles of employees and their representatives in matters of workplace safety and health, are compatible with this emphasis on worker engagement. These suggested practices call for a number of actions that depend on the opinions, knowledge, and input that can only come from workers and their representatives.

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