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BSIT – 2B

**Final Project: Research on Laws and Policies Regarding Occupational Health and Safety (OHS) and Workers' Rights in the Philippines**

**1. Introduction**

Occupational Health and Safety (OHS) is crucial to ensuring that workers are protected from physical, mental, and environmental risks at the workplace. In the Philippines, the government has enacted various laws and policies to safeguard workers' health, well-being, and rights. These laws not only focus on creating a safe work environment but also aim to promote fair compensation, protect against exploitation, and provide essential benefits to workers.

**2. Occupational Health and Safety (OHS) Laws and Policies**

**2.1 Occupational Safety and Health Standards (OSHS)**

The **Occupational Safety and Health Standards** (OSHS), enforced by the Department of Labor and Employment (DOLE), mandates employers to provide a safe working environment, regular risk assessments, personal protective equipment (PPE), and proper waste management to mitigate health hazards. These standards aim to prevent accidents, illnesses, and injuries in various workplaces across industries (DOLE, n.d.).

**2.2 Republic Act No. 11058 (Strengthening Compliance with Occupational Safety and Health Standards Act)**

Republic Act No. 11058, also known as the **Strengthening Compliance with OHS Standards Act**, reinforces the requirement for employers to implement comprehensive safety programs, conduct safety training, and promptly report workplace accidents. This law is a vital tool in addressing the gaps in compliance with OHS standards across industries, especially in high-risk sectors such as construction and manufacturing (Official Gazette, 2018).

**3. Rights of Workers in the Philippines**

**3.1 Republic Act No. 6727 (Wage Rationalization Act)**

Republic Act No. 6727 ensures that workers receive fair compensation by setting up mechanisms for determining and adjusting minimum wages based on economic factors such as inflation. This law protects workers from exploitation by ensuring they are paid according to the legal wage rate (DOLE, n.d.).

**3.2 Republic Act No. 7610 (Special Protection of Children Against Abuse, Exploitation, and Discrimination Act)**

This law provides special protection to children against exploitation in the workplace, ensuring that minors are not exposed to hazardous work environments. It also prohibits children from being involved in jobs that could harm their physical or mental development (Official Gazette, 2020).

**3.3 Republic Act No. 11360 (Service Charge Law)**

Republic Act No. 11360 requires employers in service-oriented industries (such as hotels and restaurants) to fairly distribute service charges among their employees. This helps improve the financial well-being of workers, particularly those in the service sector, who rely heavily on tips and service charges for their income (Official Gazette, 2020).

**3.4 Republic Act No. 10361 (Batas Kasambahay)**

The Batas Kasambahay or Domestic Workers Act (Republic Act No. 10361) ensures that domestic workers receive the same basic rights as other workers, such as fair wages, adequate rest, and protection against abuse. It also mandates employers to provide benefits like Social Security System (SSS), PhilHealth, and Pag-IBIG coverage (DOLE, n.d.).

**3.5 Republic Act No. 8282 (Social Security Act of 1997)**

Republic Act No. 8282 provides workers with social security benefits such as sickness, maternity, disability, and retirement benefits. The law also ensures that employees and employers make contributions to the Social Security System (SSS) to guarantee workers' financial security in times of need (SSS, n.d.).

**4. Conclusion**

The laws and policies governing **Occupational Health and Safety** in the Philippines are designed to promote worker well-being and safety, ensuring that employers are held accountable for the conditions under which their employees work. Additionally, labor laws such as the **Wage Rationalization Act** and **Republic Act No. 7610** reflect the government's ongoing commitment to protecting workers' rights, especially the vulnerable sectors such as minors and women workers. Further improvements in enforcement and awareness of these laws are necessary to ensure that every Filipino worker enjoys a safe and dignified work life.

**5. References**

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