

P-1394 - INTERACTION OF OCCUPATIONAL CONDITIONS IN AFFECTING PHYSICAL HEALTH OF WOMEN WORKERS IN MULTINATIONAL ESTABLISHMENTS

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The Philippines has established many export zones as a response to the Structural Adjustment Programs of the World Bank in order to stabilize its economy. The study aimed at looking into the problems caused by organizational factors such as job autonomy, content of job, nature of task, hazard exposure and management styles to mental health of women workers. This was conducted in an export zone involving 31 industries and an interview with 613 women workers. The results showed that there were several interactions between variables which include the following- the need for new quality for products is associated with the need to upgrade knowledge and skills, fast-paced work is associated with heavy physical load, poor health and safety policies at work with exposure to vapors, and participation in benchmarking with better policies on promotion and training. Hazardous work was also correlated with boring and repetitive jobs, work pressure and those without autonomy in accomplishing work. Mental type of task was less repetitious and less boring but with greater work pressure. Manual work as in assembly-line type of work was correlated too with work pressure and lesser autonomy in accomplishing work. Those with health and safety programs had lesser boring jobs, lesser work pressure, better salaries, more autonomy in accomplishing work, and lesser hazard exposures. The study proposed for a massive review of the existing regulations for work and its relations to mental and psychological health. This study has policy implication and can serve as a basis for advocacy work.