A Case Study on the Formation of Green Masonry Worker’s Guild

I. Background

The Green Masonry Skills training is an initial implementation of the Green Masonry curriculum in the Masonry-NCII Training. It builds upon an established training program by Holcim Philippines, the ‘Galing Mason Program, which was launched on September 8, 2004. The Green Skills Masonry Training was conducted on August 28, 2012 to September 10, 2012. This was implemented in partnership with the Department of Labor and Employment (DOLE), the Technical Education and Skills Development Authority (TESDA), the National Housing Authority (NHA) with the guidance of the Philippine Green Building Council (PhilGBC) and is supported by Holcim, Ltd., the Association of Construction Informal Workers (ACIW), and National Union of Building and Construction Workers (NUBCW). The site is located in Barangay Matictic in Bulacan in partnership with the local government of Barangay Matictic and the Municipal Social Welfare Development Office. After the training, 42 training participants that passed the certification of TESDA agreed to form and take part in their own worker’s guild of masonry on September 8, 2012. The formation was facilitated by ACIW and NUBCW. NUBCW continued to facilitate the process of the registering the guild with the Department of Labor and Employment, the next step in the formation of worker’s guild.

II. Objectives

The training program aims to integrate “Green Masonry” concepts into the existing NCII Masonry Training. The Masonry NCII training consists of competencies that a person must achieve and that will enable him/her to lay bricks / blocks for structure, plaster concrete masonry / concrete surface, and install pre-cast baluster and handrail this is in addition to the competencies that a trainee must achieve through the NCI Masonry training- prepare masonry materials and perform basic masonry works. The objectives of integrating “Green Masonry” concepts are to enable participants to: a.) appreciate climate change as a personal, social and construction issue, b.) understand the possible effects as well as the direct and indirect impact of climate change, c.) identify the different concepts in Green Building, d.) recognize the importance of different practices towards Green Masonry, e.) understand the need for proper identification of building materials to protect and conserve the environment, f.) differentiate between renewable and non-renewable resources, g.) familiarize themselves with resource efficiency and waste management, and h.) adopt practices that fosters “Greening” the workplace.

The training program consists of two days to discuss concepts about “Green Masonry,” five days for the Masonry NCII Training, five days of actual application wherein the participants
built a fence to apply the concepts that they’ve learned, and one day about Labour Standards and Occupational Safety and Health and Waste Management.

After the training the participants were assessed through a written examination and an oral examination prepared by TESDA which was their basis in providing the NCII certification for the participants. The participants will be given the certification only if they pass both examinations.

III. Achievements

- Training on Green Masonry was given to forty-six Construction informal workers identified by TESDA, who are undergoing their Masonry NCII training
- During the training, ACIW gave an orientation about Worker’s Guild and all participants agreed to form their own worker’s guild of masonry
- 11 officers were elected for the Masons Worker’s Guild of the participants
- The process of registering the guild to the Department of Labor and Employment will follow.
- All of the 42 male participants who took the NCII certification exam passed, while 25 out of the 42 who took the NCII exam passed
- After the training, 17 of the male graduates from Bgy. Matictic were given 15 days work with HOLCIM to fill up their roster of Masons
- The participants were successfully able to apply the skills that they learned in the training through putting up a fence to surround the day care center in Barangay Matictic, Bulacan. The total fence area was estimated to be 15.6 m for the front and 9m for the sides. The depth of the fence is 0.8m from the ground to the base of the fence, the width is 0.4m and the height from the base to the top of the fence is 0.7m for a total height of 1.5m from the ground to the top of the fence.

IV. Prospective
The ‘Galing Mason program has been established since 2004 and this is the first time to integrate Green Masonry concepts in the training program. This is an initial step to “Green” the ‘Galing Masons program and there is still room for improvement. The construction sector is deemed to as a destructive industry and one that hurts the environment, but through this Green masonry program the construction industry would be able to do its part in the preservation of the environment. Prospective activities to the formation of the Green Masonry Workers Guild would be to mainstream it to the entire construction industry and to develop a tool to assess the integration of green concepts into the Masonry skills training.

The Good practices that were identified during the Green Masonry skills training and formation of Green Masonry Workers Guild are as follows:

- Trainees were encouraged to use Personal Protective Equipments(PPEs) during the training to prepare them for work in the industry
- Partnership with Holcim that has a tested masonry training program
- Assessment was conducted by TESDA to evaluate the trainees’ progress
- Certification by TESDA was conducted as proof of their skills development
- Knowledge of trainees were upgraded to industry and international standards and practices
- Able to introduce the impact of climate change and environmental impacts of masonry
- The set up of training cum production was effective in motivating trainees
- Evaluation of the Green Masonry training was conducted by the entities that conducted the training

Some of the lessons learned that could be used for further improvement of the Green Masonry Skills training are:

- Need to develop assessment tools for the green concepts in masonry
- Future trainings should use the Tagalog language to ensure that participants understand the training materials
- The synergy of the topics on masonry training and green concepts is important for the success of green masonry program

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