

Strategic Goal 3: Quality Workplaces

Foster Quality Workplaces that are Safe, Healthy and Fair

All workers are entitled to safe, healthy, and fair workplace environments. DOL has committed to achieving this goal by promoting work sites where safety and health hazards are minimized, and where working people have equal opportunities and are treated fairly.

Significant progress has been made in protecting workers from occupational safety and health threats. In the past thirty years, workplace fatalities have been cut in half and occupational injury and illness rates have declined forty percent. However, rapid technological advances and dynamic workplace environments have changed the nature of work, leading to new health and safety issues. DOL promotes equality and fair play through its administration of anti-discrimination and equal employment opportunity regulations that deal with Federal contracting practices, jobs and training services for disabled workers, and the employment/reemployment rights of veterans. DOL has also recognized and addressed the increasing importance of ensuring respect for internationally recognized core labor standards.

Agencies with programs supporting this goal are the Occupational Safety and Health Administration (OSHA), the Mine Safety and Health Administration (MSHA), the Employment Standards Administration (ESA), the Office of the Assistant Secretary for Administration and Management (OASAM), the Veterans' Employment and Training Service (VETS), and the Bureau of International Labor Affairs (ILAB).

The Department's performance in achieving this goal is determined by accomplishments organized at the outcome goal level and measured at the performance goal level. Three broad objectives – Outcome Goals 3.1, 3.2 and 3.3 – support Strategic Goal 3, and they contain eleven performance goals (see table below). In FY 2004, the Department achieved eight of these goals, and in so doing marked the following improvements in working conditions: mining fatality incidence and the all-injury incidence were the lowest recorded in MSHA's history; occupational fatalities were the lowest ever recorded by the fatality census; evaluated Federal contractors' compliance with non-discrimination laws exceeded 90 percent; and, in developing countries, DOL-funded programs protected thousands more children from exploitive labor and introduced HIV/AIDS workplace education

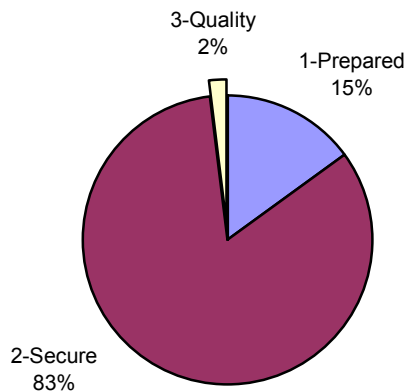
Outcome Goal 3.1 – Reduce Workplace Injuries, Illnesses, and Fatalities 3 performance goals achieved & 3 not achieved ¹⁷	
MSHA fatality and injury reduction (3.1A) – not achieved	According to estimates using data through the third quarter, MSHA reached its fatality incidence rate target, but did not reach its injury incidence rate target. However, both the fatal incidence rate and the all-injury incidence rate are the lowest recorded in MSHA's history.
MSHA dust and noise reduction (3.1B) – achieved	According to estimates using data through the third quarter, MSHA reached targets for reductions in coal dust, silica dust and noise overexposures.
OSHA occupational fatality reduction (3.1C) – not achieved	OSHA did not reach its workplace fatality reduction target. Workplace fatalities increased slightly to 1.67 (per 100,000 workers) from the baseline of 1.62.
OSHA occupational injury and illness reduction (3.1D) – achieved in 2003 and 2004, not achieved in 2002	In both FY 2003 and FY 2004, OSHA reached its targeted reductions in the rate of days away from work resulting from workplace injuries. In FY 2002, OSHA did not reach its target to reduce illnesses and injuries by ten percent over the previous year's rate in four high hazard industries.

¹⁷ OSHA is reporting on three years' performance for its occupational injury and illness goal, 3.1D. Results are combined in this table.

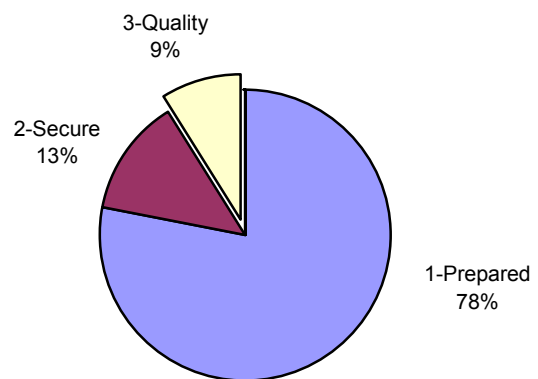
Outcome Goal 3.2 – Foster Equal Opportunity Workplaces 3 performance goals achieved	
ESA Federal contractors' compliance with equal opportunity laws (3.2A) – achieved	Both targets were reached. Incidence of discrimination among evaluated contractors was well below target and compliance with all other equal opportunity workplace standards was 91 percent - 30 percentage points above target.
OASAM non-discrimination in WIA programs (3.2B) – achieved	All three targets were reached. State and local workforce agencies areas have implemented policies and procedures to provide universal access to their customer population, including those with disabilities.
VETS reduce service members' reemployment issues (3.2C) – achieved	The lone target was reached. Four key problem areas with the greatest potential for reduction of complaints were identified.
Outcome Goal 3.3 – Reduce Exploitation of Child Labor, Protect the Basic Rights of Workers, and Strengthen Labor Markets 2 performance goals achieved	
ILAB eliminate worst forms of child labor internationally (3.3A) – achieved	ILAB reached all four of its targets, which included the prevention or withdrawal of more than 80,000 children from exploitive child labor.
ILAB improve work conditions internationally (3.3B) – achieved	ILAB reached all five of its targets, which included initiating workplace education projects in eight countries.

The following charts illustrate DOL's strategic goal net costs in FY 2004, with *Quality Workplaces* shares set apart. The first allocates total Departmental costs of \$56.676 billion; the second allocates an adjusted net cost of \$11.102 billion that excludes major non-discretionary items associated with Strategic Goal 2.¹⁸ Net costs of this goal in FY 2003 were \$0.992 billion.

FY 2004 Strategic Goal 3 - \$1.021 billion
Percent of Net Costs



FY 2004 Strategic Goal 3
Percent of Net Cost not including Income Maintenance



The outcome goals and programs listed above, along with their results, costs, and future challenges are discussed in more detail on the following pages.

¹⁸ The excluded costs are referred to as Income Maintenance – unemployment benefit payments to individuals who are laid off or out of work and seeking employment (\$41.424 billion) plus disability benefit payments to individuals who suffered injury or illness on the job (\$4.150 billion).