

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

Twentieth Congress
First Regular Session

HOUSE BILL NO. **4365**



Introduced by **Representative RAYMOND ADRIAN SALCEDA**

**AN ACT
PROVIDING FOR THE MAGNA CARTA OF SANITATION PERSONNEL,
RECOGNIZING THEIR RIGHTS, PROMOTING THEIR WELFARE,
INSTITUTIONALIZING HEALTHCARE AND SOCIAL PROTECTION
PROGRAMS, AND FOR OTHER PURPOSES**

EXPLANATORY NOTE

Sanitation personnel are indispensable frontliners in public health and environmental management. Every day, they safeguard communities against disease, maintain cleanliness in our cities and barangays, and play a vital role in the implementation of the Ecological Solid Waste Management Act (RA 9003). Yet despite their essential role, sanitation personnel often work in unsafe conditions, with inadequate pay, minimal insurance, and limited access to social protection and healthcare.

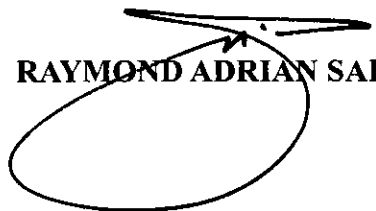
Article II, Section 15 of the 1987 Constitution declares that the State shall “protect and promote the right to health of the people and instill health consciousness among them.” Article XIII, Section 3 mandates the State to “afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all.” This Magna Carta seeks to make those constitutional guarantees real for sanitation personnel.

The bill institutionalizes a National Healthcare Program for Sanitation Personnel, including free annual physical check-ups, vaccinations, mental health services, and emergency medical support. It mandates universal social protection coverage through PhilHealth, SSS, Pag-IBIG, and ECC, as well as mandatory life and accident insurance worth not less than Five Hundred Thousand Pesos (P500,000.00). It provides for hazard pay of at least twenty percent (20%) of basic salary and night-shift differential of at least thirty percent (30%) of hourly rate, in recognition of the extraordinary risks sanitation personnel face.

Beyond health and safety, the measure expands access to education and skills development for sanitation personnel and their families, strengthens their representation in solid waste management policymaking, and ensures comprehensive livelihood and social welfare assistance.

This bill benefited from the publicly made statements of Naga City Mayor and Former Vice President Ma. Leonor “Leni” Robredo on these workers.

In view of the foregoing, the immediate passage of this bill is earnestly sought.



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Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

SECTION 1. *Short Title.* This Act shall be known as the “Magna Carta of Sanitation Personnel.”

SEC. 2. *Declaration of Policy.* It is the policy of the State to:

- (a) Recognize sanitation personnel as essential frontliners in public health, environmental protection, and solid waste management;
- (b) Protect their rights to decent work, social protection, occupational safety, comprehensive healthcare, and human dignity;
- (c) Ensure universal health coverage, life and accident insurance, and hazard pay for sanitation personnel;
- (d) Provide opportunities for education, skills development, and livelihood for sanitation personnel and their families; and
- (e) Encourage partnership of government, LGUs, and the private sector to improve their welfare.

SEC. 3. *Definition of Terms.* For purposes of this Act:

- (a) Sanitation Personnel refers to individuals engaged in the collection, transport, sorting, recycling, or disposal of solid waste, whether employed by LGUs, contractors, cooperatives, or working informally;

(b) Occupational Safety and Health (OSH) refers to the framework of measures for ensuring the physical, mental, and social well-being of sanitation personnel in their work environment;

(c) Social Protection refers to PhilHealth, SSS, Pag-IBIG, life and accident insurance, and other mechanisms that reduce poverty and vulnerability;

(d) Personal Protective Equipment (PPE) refers to equipment such as gloves, masks, boots, uniforms, reflective vests, and tools necessary for safe waste handling.

SEC. 4. *Rights of Sanitation Personnel.* Sanitation personnel shall enjoy the following rights:

(a) Right to comprehensive healthcare and preventive health services;

(b) Right to full coverage under PhilHealth, SSS, Pag-IBIG, and mandatory life and accident insurance, regardless of employment status;

(c) Right to hazard pay, night-shift differential, and occupational risk allowances;

(d) Right to adequate and timely wages, benefits, and retirement coverage;

(e) Right to organize and be represented in decision-making bodies on sanitation and waste management.

SEC. 5. *Mandatory Healthcare Programs.*

(a) The Department of Health (DOH), in partnership with LGUs and PhilHealth, shall establish a National Healthcare Program for Sanitation Personnel which shall include:

- (1) Free annual physical check-ups, diagnostic tests, and medical screenings;
- (2) Vaccination programs (Hepatitis A and B, tetanus, typhoid, COVID-19, influenza, rabies, and other work-related immunizations);
- (3) Mental health services and counseling;
- (4) Emergency medical response protocols for accidents and injuries at work.

(b) Each LGU shall set up a Sanitation Personnel Health Desk at their Rural Health Unit (RHU) or City Health Office to ensure direct access to these services.

SEC. 6. *Insurance and Social Protection.*

(a) All sanitation personnel shall be automatically enrolled in PhilHealth, SSS, Pag-IBIG, and Employees' Compensation Commission (ECC) programs;

(b) All shall be provided with mandatory life and accident insurance worth not less than Five Hundred Thousand Pesos (₱500,000.00), renewable annually, chargeable to the LGU or employer;

(c) Employers or contractors shall shoulder insurance premiums for private or contractual sanitation personnel;

(d) Informal sanitation personnel shall be subsidized by LGUs to ensure equal coverage.

SEC. 7. Occupational Safety and Hazard Protection.

- (a) PPE shall be issued free of charge to all sanitation personnel every six (6) months;
- (b) Hazard pay shall not be less than Twenty Percent (20%) of their basic monthly salary;
- (c) Night-shift differential shall not be less than Thirty Percent (30%) of hourly rate;
- (d) LGUs and contractors must provide safe sanitation trucks with proper seating, protective barriers, and first-aid kits;
- (e) DOLE shall strictly monitor occupational safety compliance under RA 11058 (OSH Law).

SEC. 8. Employment Standards.

- (a) Sanitation personnel employed by LGUs and contractors shall be entitled to minimum wage, 13th month pay, overtime, and leave benefits under labor laws;
- (b) Informal sanitation personnel shall be accredited and provided identification cards by LGUs to ensure access to benefits and inclusion in social protection programs.

SEC. 9. Education, Skills Development, and Family Welfare.

- (a) Sanitation personnel and their dependents shall have priority access to Alternative Learning System (ALS), Technical-Vocational Education and Training (TVET), and scholarships through DepEd, TESDA, and CHED;
- (b) DSWD shall extend educational subsidies, conditional cash transfers, and livelihood assistance to families of sanitation personnel;
- (c) DOLE and TESDA shall provide upskilling programs for sanitation personnel to expand career opportunities.

SEC. 10. Representation. Sanitation personnel shall be represented in:

- (a) Local Solid Waste Management Boards;
- (b) Barangay Development Councils; and
- (c) National and local consultative bodies addressing labor rights and environmental sustainability.

SEC. 11. Role of Government Agencies.

- (a) DOH – implement healthcare programs and occupational health monitoring;

- (b) DOLE – enforce labor standards and OSH compliance;
- (c) DSWD – provide social protection and family support programs;
- (d) PhilHealth, SSS, Pag-IBIG, ECC – ensure mandatory coverage and benefits;
- (e) LGUs – implement accreditation, enforce protections, and allocate budgets;
- (f) DENR – integrate sanitation personnel in ecological solid waste management programs.

SEC. 12. *Funding.* The amounts necessary for the implementation of this Act shall be included in the annual General Appropriations Act. LGUs and private contractors shall allocate funds for PPE, insurance, hazard pay, and healthcare programs of sanitation personnel.

SEC. 13. *Implementing Rules and Regulations.* Within ninety (90) days from the effectivity of this Act, DOLE, DOH, DSWD, PhilHealth, and concerned agencies shall promulgate the necessary rules and regulations.

SEC. 14. *Separability Clause.* If any provision of this Act is declared unconstitutional or invalid, the remaining provisions shall remain in full force and effect.

SEC. 15. *Repealing Clause.* All laws, decrees, orders, rules, and regulations inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 16. *Effectivity.* This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,