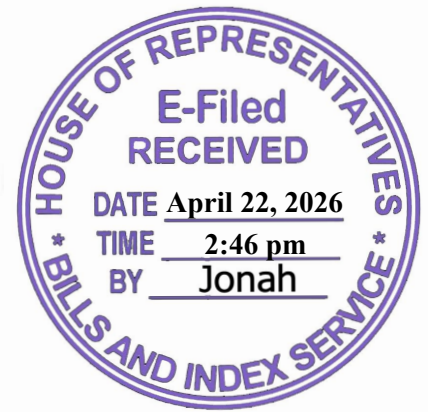


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

House Bill No. 8931



Introduced by Representatives JEFFREY SORIANO and JOCELYN P. TULFO

EXPLANATORY NOTE

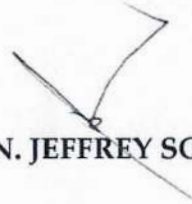
This bill seeks to mandate higher accident and life insurance coverage for construction workers and hold contractors strictly liable for workplace accidents. It recognizes that construction workers face constant exposure to hazardous conditions, including working at heights, operating heavy machinery, and handling unstable structures, making them among the most vulnerable members of the labor force.

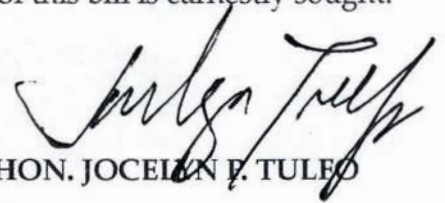
Despite the essential role they play in national development and infrastructure growth, many construction workers remain inadequately protected against the financial consequences of workplace accidents. In cases of injury, disability, or death, workers and their families often bear the burden of insufficient compensation, delayed assistance, or, in some instances, the absence of any form of support. This situation underscores the urgent need for a more robust and responsive system that prioritizes worker protection and welfare.

The bill addresses these gaps by requiring employers, particularly contractors, to provide compulsory group personal accident insurance coverage with clearly defined and enhanced benefits for natural death, accidental death, work-related death, and permanent disabilities. It also imposes strict liability on contractors for workplace accidents involving their workers and requires contractors to provide immediate medical assistance and financial compensation in cases of injury or death, thereby ensuring timely support to affected workers and their families.

These measures aim to promote responsibility, deter negligence, and uphold safer working conditions across the construction industry.

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


HON. JEFFREY SORIANO


HON. JOCELYN P. TULFO

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

TWENTIETH CONGRESS
First Regular Session

House Bill No. **8931**

Introduced by Representatives JEFFREY SORIANO and JOCELYN P. TULFO

AN ACT
MANDATING HIGHER ACCIDENT AND LIFE INSURANCE COVERAGE FOR
CONSTRUCTION WORKERS AND HOLDING CONTRACTORS LIABLE FOR
WORKPLACE ACCIDENTS

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 “*Construction Workers Welfare and Safety Act*”.

SEC. 2. *Declaration of Policy.* — It is hereby declared the policy of the State to ensure the safety and promote the welfare of construction workers because of the hazardous and dangerous work environment. To this end, it is the intent of this Act to require employers, particularly contractors, of construction workers to provide for higher mandatory group personal accident insurance coverage and hold them liable for workplace accidents to guarantee the quick and efficient delivery of indemnity to injured workers at a reasonable cost to the employers.

SEC. 3. *Definition of Terms.* — The following terms, for the purposes of the Act, shall be defined as follows:

- a. Construction refers to:
 - i. Building, including excavation and the construction, structural alteration, renovation, repair, maintenance (including cleaning and painting) and demolition of all types of buildings or structures; and
 - ii. The erection and dismantling of prefabricated buildings and structures, as well as manufacturing of prefabricated elements on the construction site.
- b. Construction worker refers to a person engaged in construction that is exposed to considerable risk, danger, or hazard while in the line of work.

- c. Contractor refers to any entity, individual, or company contracted to undertake a construction project or provide construction services for hire and includes corporations, partnerships, limited liability companies, associations, groups of persons, state, city, municipality, school district, or any government subdivision;
- d. Construction site refers to any place or location where a building or a structure is being constructed;
- e. Insurance refers to a contract wherein one party undertakes to compensate the other for an injury relating to a particular subject as a result of the occurrence of designated hazards;
- f. Group personal accident insurance refers to a type of insurance coverage offered to a group of people, which provides benefit to the individual or beneficiaries if the covered individual is permanently disabled or dies during the defined Insurance covered period resulting from accidental death, disability, and injuries;
- g. Insurance company refers to a corporation, duly accredited by the Insurance Commission, that provides for the insurance coverage of the construction worker upon payment by the employer of the required insurance premium.

SEC. 4. *Mandatory Insurance Coverage.* — All construction workers employed in a construction project or site shall be provided a group personal accident insurance coverage by the employer, particularly contractors. The duration of the insurance shall start from the commencement of the service of the construction worker until the completion of the construction project or upon the termination of the employment contract.

The Insurance coverage mandated by this Act shall be higher and shall provide for financial assistance, including, but not limited to, the following:

- a. For natural death, the amount of One hundred fifty thousand pesos (P150,000.00);
- b. For accidental death, the amount of Two hundred fifty thousand pesos (P250,000.00);
- c. For death in the line of work, the amount of Three hundred fifty thousand pesos (P350,000.00);
- d. For loss of both hands, the amount of One hundred twenty-five thousand pesos (P125,000.00);
- e. For loss of both feet, the amount of One hundred twenty-five thousand pesos (P125,000.00);
- f. For the loss of sight of both eyes, the amount of One hundred twenty-five thousand pesos (P125,000.00);

- g. For the loss of one hand and one foot, the amount of One hundred twenty-five thousand pesos (P125,000.00);
- h. For the loss of one hand and the sight of one eye, the amount of One hundred twenty five thousand pesos (P125,000.00);
- i. For the loss of one hand or one foot, the amount of Seventy-five thousand pesos (P75,000.00); and
- j. For the loss of one eye, the amount is seventy-five thousand pesos (P75,000.00).

Provided, That the Secretary of Labor and Employment (SOLE) shall regularly adjust to inflation such amounts every five years, based on data reported by the Philippine Statistics Authority

SEC. 5. *Health Insurance.* — In addition to the compensation that shall accrue to the worker in the preceding section, every construction worker shall likewise be entitled to receive fair and prompt medical benefits In cases where the illness is directly attributable to or was developed in the course of employment. This is meant to cover loss of wages due to workplace exposure.

SEC. 6. *Contractor Liability for Workplace Accidents.* — Contractors shall be held strictly liable for workplace accidents involving their employed construction workers. In the event of an accident resulting in injury or death, the contractor shall be responsible for providing immediate assistance, including medical attention, and financial compensation to the affected worker or the worker's family.

SEC. 7. *Penalties.* — Any contractor who fails to comply with the mandatory insurance coverage and contractor liability provisions of this Act shall, upon conviction, suffer the following penalties:

- a. For the first violation, a fine of not less than Three hundred thousand pesos (P300,000.00) but not more than Five hundred thousand pesos (P500,000.00); and
- b. For any subsequent violation, a fine of not less than Five hundred thousand pesos (P500,000.00) but not more than One million pesos (P1,000,000.00).

If the offender is an alien or foreigner, he shall be deported immediately upon service of sentence without further proceedings.

Upon filing of the appropriate complaint or information, the SOLE shall request the appropriate local government unit to cancel or revoke the business permit, permit to operate, and other similar privileges granted to any contractor that fails to abide by or violates the provisions of this Act. The contractor shall also be blacklisted and barred from engaging in any construction-related projects in the Philippines for a period of not less than five (5) years from the date of the conviction.

SEC. 8. *Implementing Rules and Regulations.* – Within ninety (90) days from the effectivity of this Act, the SOLE shall promulgate the Implementing rules and regulations as may be necessary to ensure the efficient and effective implementation of this Act.

SEC. 9. *Separability Clause.* – If any portion or provision of this Act is declared invalid or unconstitutional, other provisions hereof shall remain in full force and effect.

SEC. 10. *Repealing Clause.* – All laws, presidential decrees, executive orders, rules and regulations which are inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SEC. 11. *Effectivity.* – This Act shall take effect fifteen days (15) after its publication in the Official Gazette or in a national newspaper of general circulation.

Approved,