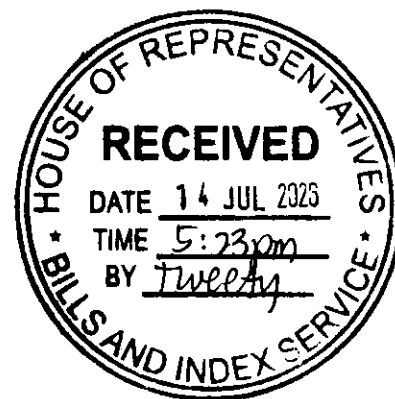


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 10062



Introduced by: Kababaihan Kabalikatan para sa Kapakanan at Kaunlaran ng Bayan (4K) Party-list
Representative Iris Marie D. Montes

AN ACT
PROTECTING WORKERS FROM EXTREME HEAT AND CLIMATE-RELATED
OCCUPATIONAL HAZARDS, MANDATING HEAT SAFETY STANDARDS IN
WORKPLACES, AND PROVIDING PENALTIES FOR VIOLATIONS THEREOF

EXPLANATORY NOTE

The Philippines is increasingly experiencing the severe effects of climate change, including rising temperatures and prolonged heat waves that pose serious risks to workers across various industries. Outdoor laborers, construction workers, agricultural workers, delivery riders, transport workers, factory workers, and other employees exposed to extreme heat conditions face heightened vulnerability to heat stress, dehydration, heat exhaustion, heat stroke, and other potentially life-threatening occupational illnesses.

In recent years, dangerously high heat indices recorded across the country have disrupted work activities and exposed the absence of comprehensive labor protections specifically addressing heat-related occupational hazards. Despite the growing frequency and intensity of extreme heat events, many workers continue to perform physically demanding labor under unsafe conditions, often without adequate hydration, cooling measures, rest periods, or emergency response protocols.

Heat-related illnesses are not merely temporary discomforts. Severe exposure may lead to hospitalization, permanent injury, diminished productivity, and even death. The risks are especially pronounced among vulnerable workers, including pregnant women, senior citizens, persons with disabilities, workers with pre-existing medical conditions, and minors legally permitted to work under existing laws.

Consequently, the Center for Trade Union and Human Rights (CTUHR) has called on the government to strengthen protections as extreme heat poses an increasingly serious threat to Filipino workers.¹

¹ <https://ctuhr.org/releases/extreme-heat-calls-for-workers-protection/> Accessed on 13 May 2026

This demand was echoed by the Institute for Occupational Health and Safety Development (IOHSAD), which called on the government and employers to take urgent action as the heat index reaches dangerously high levels.²

This is because despite the severity of the situation, existing policies remain weak. The Department of Labor and Employment (DOLE) issued "Labor Advisory No. 8 (Series of 2023)," which merely "reminds" employers to implement safety and health measures to prevent heat stress in workplaces. However, since this advisory is not legally binding, many companies are unlikely to comply, leaving workers exposed to hazardous conditions.

Hence, this measure establishes a comprehensive framework for occupational heat protection by requiring employers to adopt minimum heat safety standards, including access to potable water, mandatory cooling and hydration breaks, shaded or cooled recovery areas, workplace heat safety plans, emergency response measures, and worker training programs.

The bill likewise empowers the Department of Labor and Employment, in coordination with the Department of Health, the Department of Science and Technology, and PAGASA, to establish science-based heat thresholds and implement adaptive workplace standards responsive to changing climate conditions.

Moreover, it institutionalizes protections against retaliation for workers who report unsafe heat conditions or exercise their right to refuse dangerous work under extreme heat exposure. It also recognizes heat-related illnesses as compensable occupational injuries consistent with existing labor and social protection laws.

This proposal is firmly anchored on the 1987 Philippine Constitution, which recognizes labor as a primary social economic force and mandates the State to protect the welfare of workers. Article II, Section 18 of the Constitution provides that: "The State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare."

Likewise, Article XIII, Section 3 guarantees that "The State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all."

The same provision further guarantees the right of workers to "humane conditions of work," which necessarily includes protection from dangerous and excessive heat exposure that threatens health, safety, and human dignity.

Moreover, as a matter of principle and policy, the Constitution declares that "The State shall protect and promote the right to health of the people and instill health consciousness among them."

This constitutional duty extends to occupational health and safety, especially in the face of worsening climate conditions that directly endanger workers.

Ultimately, the bill aligns with Article II, Section 16, which provides that "The State shall protect and advance the right of the people to a balanced and healthful ecology in accord with the rhythm and harmony of nature."

As climate change increasingly affects workplace conditions, the State has the obligation to adopt adaptive measures that protect workers from environmental and climate-related hazards.

This bill recognizes that climate change is no longer solely an environmental issue—it is also a labor, public health, and social justice issue. Workers, particularly those in low-income and informal sectors, often bear the disproportionate burden of climate-related risks while lacking adequate protections.

At a time when climate change increasingly threatens the lives, productivity, and well-being of workers, the passage of this measure is both timely and necessary.

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


IRIS MARIE D. MONTES
Kababaihan Kabalikatan para sa Kapakanan
at Kaunlaran ng Bayan (4K) Party-list

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

SECTION 1. *Short Title.* - This Act shall be known as the "Workers' Heat Protection Act."

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

(a) Protect workers from hazardous working conditions arising from extreme heat and climate-related occupational risks;

(b) Ensure safe, humane, and climate-resilient workplaces consistent with the constitutional guarantee of full protection to labor;

(c) Recognize heat stress, heat exhaustion, and heat stroke as serious occupational safety and health concerns; and

(d) Promote adaptive labor standards responsive to increasing temperatures caused by climate change.

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

(a) "Extreme Heat" refers to environmental heat conditions that pose a risk to worker health and safety, as determined by the heat index, wet bulb globe temperature (WBGT), or other standards prescribed by the implementing agencies;

(b) "Heat-Related Illness" includes heat cramps, heat exhaustion, heat syncope, heat rash, heat stroke, dehydration, and related medical conditions caused or aggravated by excessive heat exposure;

(c) "Heat Stress" refers to the net heat load to which a worker is exposed from environmental and metabolic factors;

(d) "Indoor Heat Exposure" refers to heat conditions in enclosed workplaces lacking adequate cooling, ventilation, or temperature control;

(e) "Outdoor Worker" refers to workers engaged in construction, agriculture, transportation, delivery, utilities, street vending, disaster response, and similar occupations exposed to outdoor heat conditions; and

(f) "Rest and Recovery Area" refers to a shaded, ventilated, or cooled area designated for workers to recover from heat exposure.

SEC. 4. Coverage. - This Act shall apply to all employers, contractors, subcontractors, and workplaces in the public and private sectors, including:

(a) Construction sites;

(b) Agricultural and fisheries operations;

(c) Factories and warehouses;

(d) Transportation and delivery services;

(e) Gig and platform-based work involving outdoor exposure; and

(f) All other workplaces identified by the Department of Labor and Employment (DOLE).

SEC. 5. Employer Duties and Heat Protection Standards. - All employers shall adopt and implement appropriate heat protection measures whenever workers are exposed to hazardous heat conditions, taking into account the heat index, workload intensity, duration of exposure, and the nature of work performed.

At a minimum, employers shall:

(a) Provide workers with free, clean, and potable drinking water that is readily accessible at all times throughout the work period;

(b) Ensure scheduled cooling and hydration breaks proportionate to prevailing heat conditions and the physical demands of the work, without diminution of wages or benefits;

(c) Establish and maintain adequate shaded, ventilated, or cooled rest and recovery areas where workers may recover from heat exposure;

(d) Develop, implement, and regularly update a written Heat Safety Plan, which shall include:

(1) Heat illness prevention and mitigation procedures;

(2) Emergency response and medical assistance protocols for heat-related illnesses;

(3) Acclimatization procedures for newly hired, reassigned, or returning workers;

(4) Monitoring and assessment of workplace heat conditions; and

(5) Procedures for the modification, suspension, or cessation of work during dangerous heat levels or extreme weather conditions;

(e) Provide appropriate cooling gear, ventilation systems, protective equipment, or other engineering and administrative controls, where practicable, to reduce heat exposure risks; and

(f) Conduct mandatory education and training programs for workers and supervisors on the recognition, prevention, and emergency response to heat-related illnesses, including workers' rights and employer obligations under this Act.

SEC. 6. *Mandatory Work Suspension During Dangerous Heat Conditions.* -

The DOLE, in coordination with the Department of Science and Technology (DOST) and the Philippine Atmospheric, Geophysical and Astronomical Services Administration (PAGASA), shall establish heat index thresholds requiring:

(1) Reduced work hours;

(2) Mandatory additional breaks; and

(3) Suspension of strenuous outdoor work.

No worker shall suffer reduction in legally mandated benefits solely due to temporary suspension caused by dangerous heat conditions.

SEC. 7. *Protection Against Retaliation.* - No employer shall dismiss, penalize, threaten, or discriminate against any worker who:

(a) Reports unsafe heat conditions;

(b) Requests access to cooling measures or medical assistance; and

(c) Exercises the right to stop work under imminent danger due to extreme heat.

SEC. 8. *Heat-Related Illness as Occupational Injury.* - Heat-related illnesses arising out of or in the course of employment shall be recognized as compensable occupational injuries or illnesses.

Affected workers shall be entitled to benefits under existing labor, social security, and employees' compensation laws.

SEC. 9. *Special Protection for Vulnerable Workers.* - Employers shall provide enhanced protection measures for workers who are particularly vulnerable to heat-related illnesses and climate-related occupational hazards,

including pregnant workers, senior citizens, persons with disabilities, workers with medical vulnerabilities or pre-existing health conditions, and minors legally permitted to work under existing laws.

Enhanced protection measures may include reasonable work modifications, reduced heat exposure, adjusted work schedules, additional hydration and recovery breaks, reassignment to safer duties where practicable, and immediate access to medical assistance during hazardous heat conditions.

No vulnerable worker shall be compelled to perform strenuous work under dangerous heat conditions where such exposure poses a serious risk to health, safety, or physical well-being.

Such protection may include reassignment, reduced exposure, or modified schedules.

SEC. 10. *Reporting and Transparency.* - Employers shall record and report heat-related incidents, illnesses, hospitalizations, and deaths to the DOLE.

The DOLE shall maintain a national database on occupational heat-related injuries and publish annual reports.

SEC. 11. *Inspections and Enforcement.* - The DOLE shall conduct regular inspections of workplaces exposed to extreme heat risks.

Labor inspectors may issue immediate compliance orders or temporary work stoppage orders in cases of imminent danger.

SEC. 12. *Penalties.* -

(a) Private Sector Employers. — Any private employer, contractor, subcontractor, corporation, partnership, association, or other business entity found to have violated any provision of this Act or its implementing rules and regulations shall be subject to the following penalties:

(1) First Offense – A fine of not less than Fifty Thousand Pesos (₱50,000.00) but not more than Two Hundred Thousand Pesos (₱200,000.00), together with a mandatory compliance order issued by the Department of Labor and Employment (DOLE);

(2) Second Offense – A fine of not less than Two Hundred Thousand Pesos (₱200,000.00) but not more than Five Hundred Thousand Pesos (₱500,000.00), and suspension of operations in the affected workplace until compliance is verified by the DOLE;

(3) Third and Subsequent Offenses – A fine of not less than Five Hundred Thousand Pesos (₱500,000.00) but not more than One Million Pesos (₱1,000,000.00), cancellation or non-renewal of the employer's business permit, suspension or revocation of licenses, permits, accreditations, or registrations issued by any government agency, and closure of the affected establishment when warranted by the gravity of the violation.

The cancellation, suspension, or non-renewal of business permits and licenses shall be implemented by the concerned local government unit, upon recommendation of the DOLE.

(b) **Violations Resulting in Serious Injury or Death.** — Where a violation of this Act results in serious physical injury, permanent disability, heat stroke, hospitalization, or death of a worker, the responsible employer, owner, manager, corporate officer, contractor, project manager, supervisor, or other person exercising control over workplace operations who knowingly authorized, tolerated, or failed to correct the violation despite notice thereof shall, in addition to the penalties under paragraph (a), be punished by imprisonment of not less than six (6) months but not more than six (6) years, without prejudice to prosecution under the Revised Penal Code, labor laws, occupational safety and health laws, and other applicable statutes.

(c) **Public Sector Accountability.** — When the offender is a government agency, government-owned or controlled corporation, state university or college, local government unit, or any instrumentality of the government, the responsible public officials shall be subject to administrative sanctions without prejudice to civil or criminal liability under existing laws.

Administrative sanctions may include:

- (1) Written reprimand;
- (2) Suspension without pay for a period of not less than thirty (30) days nor more than six (6) months;
- (3) Forfeiture of performance incentives and bonuses;
- (4) Demotion in rank or position; and
- (5) Dismissal from the service for repeated, willful, or gross violations resulting in serious injury or death.

The imposition of administrative sanctions shall be without prejudice to proceedings under Republic Act No. 11058, Republic Act No. 6713, Republic Act No. 7160, the Administrative Code of 1987, and other applicable laws.

(d) **Continuing Violations.** — Each day that a violation continues after receipt of a compliance order from the DOLE shall constitute a separate offense and shall be subject to an additional fine of not less than Ten Thousand Pesos (₱10,000.00) per day of non-compliance.

SEC. 13. *Implementing Rules and Regulations.* - The DOLE, in coordination with the Department of Health (DOH), DOST, Employees' Compensation Commission (ECC), PAGASA, and other relevant agencies, shall promulgate the implementing rules and regulations within ninety (90) days from effectivity.

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

SEC. 15. *Repealing Clause.* - All laws, decrees, 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 publication in the Official Gazette or in a newspaper of general circulation.

Approved,