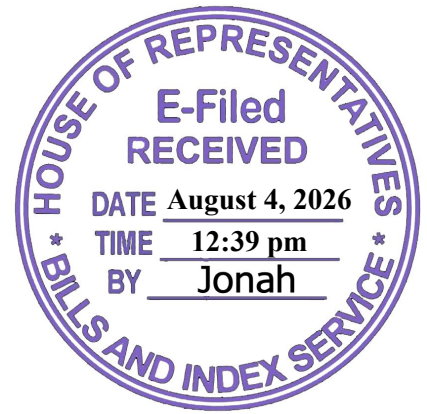




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session



COMMITTEE REPORT NO. 552

Submitted by the Committee on Labor and Employment on August 4, 2026

Re: House Bill No. 10559

Recommending its approval in substitution of House Bills Numbered 3103, 3104, and 5221

Sponsors: Representatives Ramon Jolo B. Revilla III and Sarah Jane I. Elago

Mr. Speaker:

The Committee on Labor and Employment, to which were referred House Bill No. 3103, introduced by Rep. Arnie B. Fuentesbella, entitled:

**AN ACT
MANDATING THE ADOPTION OF CLIMATE-ADAPTIVE
OCCUPATIONAL HEALTH MEASURES, AMENDING FOR
THE PURPOSE SECTION 169 OF PRESIDENTIAL
DECREE NO. 442 OTHERWISE KNOWN AS THE LABOR
CODE OF THE PHILIPPINES, AS AMENDED**

House Bill No. 3104, introduced by Rep. Arnie B. Fuentesbella, entitled:

**AN ACT
MANDATING THE ADOPTION OF CLIMATE-ADAPTIVE
OCCUPATIONAL HEALTH MEASURES, AMENDING FOR
THE PURPOSE SECTION 12 OF REPUBLIC ACT NO.
11058 OTHERWISE KNOWN AS AN ACT
STRENGTHENING COMPLIANCE WITH OCCUPATIONAL
SAFETY AND HEALTH STANDARDS AND PROVIDING
PENALTIES FOR VIOLATION THEREOF**

and House Bill No. 5221, introduced by Reps. Sarah Jane I. Elago, Antonio L. Tinio, and Renee Louise M. Co, entitled:

**AN ACT
CRIMINALIZING VIOLATIONS OF OCCUPATIONAL
SAFETY AND HEALTH STANDARDS, AMENDING FOR**

**THE PURPOSE REPUBLIC ACT NO. 11058, OTHERWISE
KNOWN AS THE OCCUPATIONAL SAFETY AND HEALTH
(OSH) STANDARDS LAW**

has considered the same and recommends that the attached House Bill No. 10559,
entitled:

**AN ACT
STRENGTHENING OCCUPATIONAL SAFETY AND
HEALTH STANDARDS BY INTEGRATING CLIMATE-
ADAPTIVE MEASURES AND PENALIZING GROSS
VIOLATIONS THEREOF, AMENDING FOR THE PURPOSE
REPUBLIC ACT NO. 11058, OTHERWISE KNOWN AS THE
OCCUPATIONAL SAFETY AND HEALTH STANDARDS
LAW, AND ARTICLE 169 OF PRESIDENTIAL DECREE NO.
442, OTHERWISE KNOWN AS THE LABOR CODE OF THE
PHILIPPINES, AS AMENDED**

be approved in substitution of House Bills Numbered 3103, 3104, and 5221, and with Representatives Arnie B. Fuentebella, Sarah Jane I. Elago, Antonio L. Tinio, Renee Louise M. Co, Ramon Jolo B. Revilla III, Crispin Diego D. Remulla, Nelson S. Legacion, Rolando M. Valeriano, Laarni Lavin Roque, Johanne Monich G. Bautista, Franz Vincent F. Legazpi, Marlo C. Bancoro, Elijah Rumbaoa San Fernando, Romeo S. Momo Sr., Florabel C. Yatco, Percival "Perci" Cendaña, Ma. Cristina Talavera Lopez, Jose Manuel Tadeo "Chel" I. Diokno, Henry "Indy" F. Oaminal Jr., Edwin L. Cruzado, MD, Presley C. De Jesus, Kaka J. Bag-ao, Mark Anthony Santos, Maximo Y. Dalog Jr., Bryan B. Revilla, Rodolfo "Ompong" M. Ordanes, Marlyn L. Primicias-Agabas, Lani Mercado-Revilla, Yevgeny Vincente B. Emano, Ma. Isabel L. Sagarbarria, Cielo Krisel Lagman, Roman T. Romulo, Christopher Sheen P. Gonzales, and Edsel A. Galeos as authors thereof.

Respectfully submitted,


RAMON JOLO B. REVILLA III
Chairperson
Committee on Labor and Employment

THE HONORABLE SPEAKER
HOUSE OF REPRESENTATIVES
QUEZON CITY



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session

House Bill No. 10559
(In substitution of House Bills Numbered 3103, 3104, and 5221)

Introduced by Representatives Arnie B. Fuentebella, Sarah Jane I. Elago, Antonio L. Tinio, Renee Louise M. Co, Ramon Jolo B. Revilla III, Crispin Diego D. Remulla, Nelson S. Legacion, Rolando M. Valeriano, Laarni Lavin Roque, Johanne Monich G. Bautista, Franz Vincent F. Legazpi, Marlo C. Bancoro, Elijah Rumbaoa San Fernando, Romeo S. Momo Sr., Florabel C. Yatco, Percival "Perci" Cendaña, Ma. Cristina Talavera Lopez, Jose Manuel Tadeo "Chel" I. Diokno, Henry "Indy" F. Oaminal Jr., Edwin L. Cruzado, MD, Presley C. De Jesus, Kaka J. Bag-ao, Mark Anthony Santos, Maximo Y. Dalog Jr., Bryan B. Revilla, Rodolfo "Ompong" M. Ordanes, Marlyn L. Primicias-Agabas, Lani Mercado-Revilla, Yevgeny Vincente B. Emano, Ma. Isabel L. Sagarbarria, Cielo Krisel Lagman, Roman T. Romulo, Christopher Sheen P. Gonzales, and Edsel A. Galeos

AN ACT
STRENGTHENING OCCUPATIONAL SAFETY AND HEALTH STANDARDS BY
INTEGRATING CLIMATE-ADAPTIVE MEASURES AND PENALIZING GROSS
VIOLATIONS THEREOF, AMENDING FOR THE PURPOSE REPUBLIC ACT NO.
11058, OTHERWISE KNOWN AS THE OCCUPATIONAL SAFETY AND HEALTH
STANDARDS LAW, AND ARTICLE 169 OF PRESIDENTIAL DECREE NO. 442,
OTHERWISE KNOWN AS THE LABOR CODE OF THE PHILIPPINES, AS
AMENDED

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

- 1 **SECTION 1.** Section 12 of Republic Act (R.A.) No. 11058, otherwise known as
2 the Occupational Safety and Health Standards (OSH) Law, is hereby amended to read
3 as follows:

1 “SEC. 12. *Occupational Safety and Health (OSH) Program.* – Covered
2 workplaces shall have a safety and health program including the following
3 policies, guidelines, or information:
4

- 5 (a) Statement of commitment to comply with OSH requirements;
- 6 (b) General safety and health, including a drug-free workplace;
- 7 (c) Human Immunodeficiency Virus (HIV) and Acquired Immune
8 Deficiency Syndrome (AIDS)/tuberculosis/hepatitis prevention and
9 control;
- 10 (d) Company or project details;
- 11 (e) Composition and duties of the safety and health committee;
- 12 (f) Occupational safety and health personnel and facilities;
- 13 (g) Safety and health promotion, training and education;
- 14 (h) Conduct of toolbox meetings;
- 15 (i) Accident/incident/illness investigation, recording and reporting;
- 16 (j) Provision and use of PPE;
- 17 (k) Provision of safety signage;
- 18 (l) Dust control and management, and regulations on activities such as
19 building of temporary structures, and lifting and operation of electrical,
20 mechanical, communications systems and other equipment;
- 21 (m) Provision of workers' welfare facilities;
- 22 (n) Emergency preparedness and response plan;
- 23 (o) Waste management system; and
- 24 (p) Prohibited acts and penalties for violations.

25
26 **THE OSH PROGRAM SHALL EXPRESSLY INCORPORATE**
27 **CLIMATE-ADAPTIVE MEASURES, INCLUDING:**
28

- 29 **(1) IDENTIFICATION AND ASSESSMENT OF CLIMATE-RELATED**
30 **AND ENVIRONMENTAL HAZARDS AFFECTING WORKERS;**
- 31 **(2) ADJUSTMENT OF WORK ARRANGEMENTS, SCHEDULES, OR**
32 **WORK CYCLES TO REDUCE EXPOSURE TO CLIMATE-**
33 **RELATED RISKS;**
- 34 **(3) PREVENTIVE, MITIGATING, AND PREPAREDNESS MEASURES**
35 **TO ADDRESS HEAT STRESS, EXTREME WEATHER EVENTS,**
36 **AND OTHER CLIMATE-RELATED HAZARDS;**
- 37 **(4) DOCUMENTATION, REPORTING, AND MONITORING OF**
38 **CLIMATE-RELATED OCCUPATIONAL RISKS AND INCIDENTS;**
39 **AND**
- 40 **(5) APPROPRIATE ARRANGEMENTS FOR WORKERS WHO ARE**
41 **PARTICULARLY AFFECTED OR VULNERABLE TO CLIMATE-**
42 **RELATED HAZARDS.**

43
44 The safety and health program shall be prepared and executed by the
45 employer, contractor or subcontractor, if any, in consultation with the workers
46 and their representatives, and shall be submitted to the DOLE which shall

1 approve, disapprove or modify the same according to existing laws, rules and
2 regulations, and other issuances.

3
4 The approved safety and health program shall be communicated and be
5 made readily available to all persons in the workplace.”

6
7 **SEC. 2.** Section 28 of R.A. No. 11058, otherwise known as the OSH Law, is
8 hereby amended to read as follows:

9
10 “SEC. 28. *Prohibited Acts* **AND PENALTIES.** – The following are
11 considered as prohibited acts:

12
13 (a) Willful failure or refusal of an employer, contractor, or subcontractor
14 to comply with the required OSH standards or with a compliance order issued
15 by the Secretary of Labor and Employment or by the Secretary's authorized
16 representative shall make such employer, contractor or subcontractor liable for
17 an administrative fine not exceeding One hundred thousand pesos
18 (P100,000.00) per day until the violation is corrected, counted from the date the
19 employer or contractor is notified of the violation or the date the compliance
20 order is duly served on the employer. The amount of fine imposed shall depend
21 on the frequency or gravity of the violation committed or the damage caused:
22 *Provided, however,* That the maximum amount shall be imposed [only] when
23 the violation exposes the workers to a risk of death, serious injury, or serious
24 illness.

25 (b) An employer, contractor, or subcontractor who willfully fails or refuses
26 to comply with the required OSH standards or with a duly issued compliance
27 order, and engages in any of the following acts to aid, conceal, or facilitate such
28 non-compliance, shall be liable for a maximum of [One] **THREE** hundred
29 thousand pesos [(P100,000.00)] **(P300,000.00)** administrative fine separate
30 from the daily fine imposed above[:] **OR IMPRISONMENT OF NOT LESS**
31 **THAN ONE (1) YEAR AND ONE (1) DAY BUT NOT MORE THAN THREE (3)**
32 **YEARS, OR BOTH, AT THE DISCRETION OF THE COURT:**

33
34 (1) Repeated obstruction, delay or refusal to provide the Secretary of
35 Labor and Employment or any of its authorized representatives access
36 to the covered workplace or refusal to provide or allow access to relevant
37 records and documents or obstruct the conduct of investigation of any
38 fact necessary in determining compliance with OSH standards;

39
40 (2) Misrepresentation in relation to adherence to OSH standards,
41 knowing such statement, report or record submitted to the DOLE to be
42 false in any material aspect;

43
44 (3) Making retaliatory measures such as termination of employment,
45 refusal to pay, reducing wages and benefits or in any manner

discriminates against any workers who has given information relative to the inspection being conducted.

(C) ANY WILLFUL OR GROSSLY NEGLIGENT VIOLATION OF OSH STANDARDS WHICH EXPOSES WORKERS TO A RISK OF DEATH, SERIOUS INJURY, OR SERIOUS ILLNESS SHALL CONSTITUTE A GROSS VIOLATION.

GROSS VIOLATIONS MAY INCLUDE THE FOLLOWING:

(1) FAILURE TO COMPLY WITH A COMPLIANCE ORDER ISSUED BY THE SECRETARY OF LABOR AND EMPLOYMENT OR THE SECRETARY'S AUTHORIZED REPRESENTATIVES BASED ON FINDINGS OF VIOLATIONS;

(2) WILLFUL FAILURE OR NEGLIGENCE IN CONDUCTING MANDATORY WORKERS' TRAINING, INCLUDING JOB SAFETY ORIENTATION PRIOR TO WORK, FIRST AID TRAINING, AND MANDATORY OSH TRAINING FOR SAFETY OFFICERS AND HEALTH PERSONNEL;

(3) DELIBERATE DEPLOYMENT OR USE OF DEVICES, MACHINERY, OR EQUIPMENT NOT CERTIFIED OR APPROVED AS SAFE FOR THE TASK;

(4) REFUSAL OR FAILURE TO ENSURE THE ADEQUATE PROVISION OF PERSONAL PROTECTIVE EQUIPMENT TO WORKERS;

(5) FAILURE TO REPORT WORKPLACE ACCIDENTS, INJURIES, OR DEATHS WITHIN TWENTY-FOUR (24) HOURS FROM THE OCCURRENCE THEREOF;

(6) FAILURE TO PROVIDE WORKERS WITH INFORMATION ON WORKPLACE HAZARDS AND RISKS AS REQUIRED UNDER SECTION 11 OF THIS ACT;

(7) WILLFUL FAILURE OR REFUSAL TO ESTABLISH A MANDATORY OSH COMMITTEE;

(8) WILLFUL FAILURE OR REFUSAL TO DESIGNATE QUALIFIED FIRST AIDERS AND SAFETY OFFICERS; AND

(9) FAILURE TO SECURE A REQUIRED FIRE SAFETY CERTIFICATE.

(D) IN ADDITION TO ADMINISTRATIVE FINES IMPOSED UNDER PARAGRAPHS (A) AND (B):

(1) IF A GROSS VIOLATION RESULTS IN INJURY TO A WORKER, THE EMPLOYER, CONTRACTOR, OR SUBCONTRACTOR SHALL, FOR EACH RESULTING INJURY, BE PUNISHED BY A FINE OF NOT LESS THAN THREE HUNDRED THOUSAND PESOS (P300,000.00) BUT NOT MORE THAN FIVE

HUNDRED THOUSAND PESOS (P500,000.00), OR IMPRISONMENT OF NOT LESS THAN ONE (1) YEAR AND ONE (1) DAY BUT NOT MORE THAN SIX (6) YEARS, OR BOTH, AT THE DISCRETION OF THE COURT;

(2) IF A GROSS VIOLATION RESULTS IN DEATH, THE EMPLOYER, CONTRACTOR, OR SUBCONTRACTOR SHALL, FOR EACH RESULTING DEATH, BE PUNISHED BY A FINE OF NOT LESS THAN ONE MILLION PESOS (P1,000,000.00) BUT NOT MORE THAN THREE MILLION PESOS (P3,000,000.00), OR IMPRISONMENT OF NOT LESS THAN SIX (6) YEARS AND ONE (1) DAY BUT NOT MORE THAN TWELVE (12) YEARS, OR BOTH, AT THE DISCRETION OF THE COURT.

(E) CORPORATE AND SOLIDARY LIABILITY; NON-WAIVABILITY. WHERE THE VIOLATION IS COMMITTED BY A JURIDICAL ENTITY, THE RESPONSIBLE OFFICERS WHO PARTICIPATED IN, CONSENTED TO, OR KNOWINGLY TOLERATED THE COMMISSION OF THE VIOLATION SHALL BE HELD CRIMINALLY LIABLE. NO WAIVER, AFFIDAVIT OF DESISTANCE, COMPROMISE, OR SETTLEMENT SHALL BAR THE FILING OR CONTINUATION OF ADMINISTRATIVE, CIVIL, OR CRIMINAL ACTIONS UNDER THIS ACT.

For this purpose, the Secretary of Labor and Employment, in consultation with relevant stakeholders, shall issue a list of offenses with corresponding reasonable administrative fines depending on the severity, frequency and damage caused without prejudice to the filing of a criminal or a civil case in the regular courts, as the case may be.

The fine collected shall be used for the operation of occupational safety and health initiatives, including occupational safety and health training and education and other occupational safety and health programs.”

SEC. 3. Article 169 of Presidential Decree No. 442, otherwise known as the Labor Code of the Philippines, as amended, is hereby further amended to read as follows:

“ART. 169. Research. – It shall be the responsibility of the Department of Labor and Employment to conduct continuing studies and research to develop innovative methods, techniques, and approaches for dealing with occupational safety and health [problems; to discover] **CONCERN, INCLUDING THE IDENTIFICATION OF** latent diseases [by establishing causal connections between diseases and work in] **AND EMERGING HAZARDS ASSOCIATED WITH WORK UNDER EVOLVING** environmental **AND CLIMATIC** conditions [;] , **TO SUPPORT EVIDENCE-BASED OCCUPATIONAL SAFETY AND HEALTH POLICIES,** and to develop **ADAPTIVE** medical **AND OCCUPATIONAL** criteria which will [assure], insofar as practicable, **ENSURE**

1 that no employee [will suffer] **SUFFERS** impairment or diminution in health,
2 functional capacity, or life expectancy as a result of [his] work and working
3 conditions.”

4
5 **SEC. 4.** Within ninety (90) days from the effectivity of this Act, the Department
6 of Labor and Employment shall, in coordination with the Department of Health, the
7 Climate Change Commission, the Department of the Interior and Local Government,
8 and other concerned agencies, promulgate the necessary rules and regulations for the
9 effective implementation of this Act.

10
11 **SEC. 5.** If any provision of this Act is declared unconstitutional or invalid, the
12 other provisions not affected thereby shall remain in full force and effect.

13
14 **SEC. 6.** All laws, decrees, executive orders, rules and regulations, or parts
15 thereof inconsistent with this Act are hereby repealed or modified accordingly.

16
17 **SEC. 7.** This Act shall take effect fifteen (15) days after its publication in the
18 *Official Gazette* or in a newspaper of general circulation.

Approved,

House of Representatives
Committee Affairs Department

FACT SHEET

House Bill No. 10559

(In substitution of House Bills Numbered 3103, 3104, and 5221)
(As approved by the Committee on 04 February 2026)

AN ACT

**STRENGTHENING OCCUPATIONAL SAFETY AND HEALTH
STANDARDS BY INTEGRATING CLIMATE-ADAPTIVE MEASURES
AND PENALIZING GROSS VIOLATIONS THEREOF, AMENDING
FOR THE PURPOSE REPUBLIC ACT NO. 11058, OTHERWISE
KNOWN AS THE OCCUPATIONAL SAFETY AND HEALTH
STANDARDS LAW, AND ARTICLE 169 OF PRESIDENTIAL
DECREE NO. 442, OTHERWISE KNOWN AS THE LABOR CODE OF
THE PHILIPPINES, AS AMENDED**

Introduced by: REPRESENTATIVES ARNIE B. FUENTEBELLA, SARAH JANE I. ELAGO, ANTONIO L. TINIO, RENEE LOUISE M. CO, RAMON JOLO B. REVILLA III, CRISPIN DIEGO D. REMULLA, NELSON S. LEGACION, ROLANDO M. VALERIANO, LAARNI LAVIN ROQUE, JOHANNE MONICH G. BAUTISTA, FRANZ VINCENT F. LEGAZPI, MARLO C. BANCORO, ELIJAH RUMBAOA SAN FERNANDO, ROMEO S. MOMO SR., FLORABEL C. YATCO, PERCIVAL “PERCI” CENDAÑA, MA. CRISTINA TALAVERA LOPEZ, JOSE MANUEL TADEO “CHEL” I. DIOKNO, HENRY “INDY” F. OAMINAL JR., EDWIN L. CRUZADO, MD, PRESLEY C. DE JESUS, KAKA J. BAG-AO, MARK ANTHONY SANTOS, MAXIMO Y. DALOG JR., BRYAN B. REVILLA, RODOLFO “OMPONG” M. ORDANES, MARLYN L. PRIMICIAS-AGABAS, LANI MERCADO-REVILLA, YEVGENY VINCENTE B. EMANO, MA. ISABEL L. SAGARBARRIA, CIELO KRISSEL LAGMAN, ROMAN T. ROMULO, CHRISTOPHER SHEEN P. GONZALES, AND EDSEL A. GALEOS

Committee Referral: **COMMITTEE ON LABOR AND EMPLOYMENT**

Committee Chairperson: **REP. RAMON JOLO B. REVILLA III**

OBJECTIVE:

- To strengthen occupational safety and health standards by integrating climate-adaptive measures and penalizing gross violations thereof, amending Republic Act No. 11058, otherwise known as the Occupational Safety and Health Standards Law, and amending Article 169 of the Labor Code by empowering further the Department of Labor and Employment to enhance its research and

capacity in identifying emerging hazards associated with work under evolving climatic conditions.

KEY PROVISIONS:

- Incorporates climate-adaptive occupational safety and health (OSH) measures, including:
 - 1) Identification and assessment of climate-related hazards;
 - 2) Adjustment of work schedules or arrangements to reduce risks;
 - 3) Implementation of preventive and preparedness measures for heat stress and extreme weather;
 - 4) Documentation and monitoring of climate-related incidents; and
 - 5) Appropriate arrangements for workers who are vulnerable to climate-related hazards;
 - Includes creating new methods and approaches for addressing occupational safety and health issues, which covers identifying hidden diseases and new hazards linked to changing work and climate conditions, to help shape evidence-based OSH policies;
 - Develops adaptive medical and occupational standards to ensure employees do not suffer adverse effects on their health, work capacity, or life expectancy as a result of their job duties or working conditions;
 - Imposes stiff penalties on the following:
 - 1) Fine of up to Three hundred thousand pesos (₱300,000.00) or imprisonment of not less than one (1) year and one (1) day but not more than three (3) years, or both, at the discretion of the Court, for employers, contractors, or subcontractors who deliberately ignore OSH standards or aid in concealing violations under Sec. 28, paragraph b (1), (2), and (3).
 - 2) Any willful or grossly negligent violation of OSH standards which exposes workers to a risk of death, serious injury, or serious illness shall constitute a gross violation.
- Gross violations may include the following:
- a. Failure to comply with a compliance order issued by the Secretary of Labor and Employment or the Secretary's authorized representatives based on findings of violations;
 - b. Willful failure or negligence in conducting mandatory workers' training, including job safety orientation prior to work, first aid training, and mandatory OSH training for safety officers and health personnel;

- c. Deliberate deployment or use of devices, machinery, or equipment not certified or approved as safe for the task;
- d. Refusal or failure to ensure the adequate provision of personal protective equipment to workers;
- e. Failure to report workplace accidents, injuries, or deaths within twenty-four (24) hours from the occurrence thereof;
- f. Failure to provide workers with information on workplace hazards and risks as required under Section 11 of this Act;
- g. Willful failure or refusal to establish a mandatory OSH committee;
- h. Willful failure or refusal to designate qualified first aiders and safety officers; and
- i. Failure to secure a required fire safety certificate.

3) In addition to administrative fines under Sec. 28 paragraphs (a) and (b):

a. If a gross violation results in injury to a worker, the employer, contractor, or subcontractor shall, for each resulting injury, be punished by a fine of not less than Three hundred thousand pesos (₱300,000.00) but not more than Five hundred thousand pesos (₱500,000.00), or imprisonment of not less than one (1) year and one (1) day but not more than six (6) years, or both, at the discretion of the Court;

b. If a gross violation results in death, the employer, contractor, or subcontractor shall, for each resulting death, be punished by a fine of not less than One million pesos (₱1,000,000.00) but not more than Three million pesos (₱3,000,000.00), or imprisonment of not less than six (6) years and one (1) day but not more than twelve (12) years, or both, at the discretion of the Court.

4) Company officers who participate in, allow, or knowingly ignore violations are criminally liable. No waiver, affidavit, compromise, or settlement shall bar administrative, civil, or criminal actions under this Act.

RELATED LAWS:

- Republic Act No. 11058 or the “Occupational Safety and Health Standards Law”
- Presidential Decree No. 442 or the “Labor Code of the Philippines”, as amended