



DEPARTMENT ORDER NO. 253
Series of 2025

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GUIDELINES FOR THE STANDARD DESIGN AND SPECIFICATIONS FOR TEMPORARY ACCOMMODATION AND WELFARE FACILITIES FOR CONSTRUCTION WORKERS

Pursuant to the rule-making authority of the Secretary of Labor and Employment under Section 32 of Republic Act No. 11058 in relation to Article 5 of the Labor Code of the Philippines, as renumbered, and Joint Administrative Order No. 1, Series of 2022, these Guidelines are hereby issued:

CHAPTER I DECLARATION OF POLICY

Section 1. Declaration of Policy. – It is the policy of the State to affirm labor as a primary social and economic force. It shall protect the rights of workers and promote their welfare by preventing and eliminating occupational injuries, diseases, and fatalities in all workplaces.

The State shall ensure a safe and healthy workplace for all workers. It shall guarantee that the provisions of the Labor Code of the Philippines, all domestic laws, and internationally recognized occupational safety and health standards are effectively implemented and adhered to by employers, project owners, contractors, and their workers.

CHAPTER II OBJECTIVE, COVERAGE, AND DEFINITION OF TERMS

Section 2. Objectives. – These Guidelines aim to foster a culture of safety, enhance working conditions, and protect the well-being of workers in the construction industry, recognizing them as a vital component of nation-building while promoting efficient and responsible infrastructure development.

These Guidelines outline the construction industry standards for temporary accommodation and welfare facilities, emphasizing sustainability, transportability, cost-effectiveness, and reusability. Additionally, these Guidelines adhere to the regulatory requirements set by Presidential Decree

No. 856,¹ Republic Act No. 6541,² and Republic Act No. 11711³ to ensure safe and healthy working and living conditions at construction project sites.

Section 3. Coverage. – These Guidelines shall apply to all construction projects, including government infrastructure and utility projects, as well as other construction-related activities where the employer, project, and contractor have opted to provide temporary accommodation to their workers, or when required under these Guidelines.

Section 4. Definition of Terms. – For purposes of these Guidelines, the following terms are hereby defined:

- a. *Contractor* refers to any person who holds a license from the Philippine Contractors Accreditation Board engaged in or offers to engage in various construction activities, including constructing, altering, repairing, adding to, subtracting from, improving, moving, wrecking, or demolishing any building, highway, road, railroad, excavation, or other structures, and construction-related activities, such as erecting scaffolding or other related structures or works;
- b. *Construction worker* refers to any person engaged in construction activities;
- c. *Employer or project owner* refers to any person acting directly or indirectly in the interest of an employer in relation to an employee, including the government or any of its political subdivisions and instrumentalities, government-owned and controlled corporations and institutions without original charter or incorporated under the Revised Corporation Code of the Philippines, as well as non-profit private institutions or organizations;
- d. *Personal facilities* refer to suitable and separate toilets, and private dressing and locker rooms for women and men workers;
- e. *Temporary facilities* refer to all temporary structures and amenities set up for the duration of the construction project, including workers accommodation, personal facilities, workers facilities, and other necessary facilities to ensure workers' safety, health, and well-being;
- f. *Workers accommodation* refers to the living quarters provided for construction workers, including various types of housing such as on-site temporary housing, dormitory-style housing, local rental accommodation, and community housing; and
- g. *Workers facilities* refer to all the amenities and infrastructure provided for the welfare of workers, including accommodation

¹ Code on Sanitation of the Philippines

² National Building Code of the Philippines

³ An Act Further Amending Republic Act No. 4566, otherwise known as The Contractor's License Law

and communal areas, such as water stations, toilets, bathing facilities, laundry areas, kitchens, dining areas, first aid kits, and general recreational and social facilities.

CHAPTER III CLASSIFICATION OF PROJECTS

Section 5. Classification of Construction Projects Based on Complexity. – For the purposes of these Guidelines, construction projects and construction-related activities are categorized into different classes based on their complexity:

- a. **Category A – Routine Projects.** These projects have clearly defined scope, limited technical complexity, minimal need for specialized equipment, and simple regulatory requirements (e.g., low-rise buildings, residential housing, small-scale renovations, and landscaping projects).
- b. **Category B – Standard Projects.** These projects have moderate scope, technical complexity, manageable safety risks, and typical regulatory requirements, often involving specialized equipment (e.g., commercial buildings, mid-rise residential complexes, and infrastructure works such as roads and bridges).
- c. **Category C – Advanced Projects.** These projects involve significant scope, high technical complexity, extensive use of specialized equipment, advanced construction techniques, engagement of skilled workers, increased safety risks, and intricate regulatory requirements, and present a greater potential for environmental and occupational hazards, including hazardous material handling, offshore work, and operations at extreme heights (e.g., high-rise buildings, industrial facilities, and large-scale engineering projects).
- d. **Category D – Critical Projects.** These projects involve an extensive scope, significant technical complexity, high safety risks, and strict regulatory requirements (e.g., oil and gas fields, power plants, offshore construction, land reclamation, demolition, tunnels, electrical infrastructure projects, telecommunications projects, dams, and urban development projects).

CHAPTER IV GENERAL REQUIREMENTS

Section 6. Provision of Temporary Accommodation and Welfare Facilities. – Any employer, project owner, or contractor who has opted to

provide temporary accommodation shall observe and comply with the design and specification of the temporary accommodation under Section 13 of these Guidelines.

In case of standard, advanced, and critical construction projects, (1) in remote or isolated areas, (2) far from urban centers, (3) where suitable temporary accommodation is limited, or (4) where the nature of the engagement requires workers to be available at short notice, the employer, project owner, and contractor shall provide temporary accommodation to workers.

Temporary facilities shall be safely situated, free from hazards, well-ventilated, naturally lit, and supplied with a continuous source of safe drinking water and water for washing to ensure a safe and healthy environment.

Additionally, construction projects that expose workers in temporary accommodation and welfare facilities to hazardous materials, extreme heat, and potential falls from high elevations require specialized temporary facilities to address workers' unique safety and well-being needs.

Workers scheduled for multiple shifts may be accommodated in the temporary facilities.

Section 7. General Requirements. – The temporary facilities shall be well-structured, safe, hygienic, and aligned with the construction project's risk profile. They shall meet essential standards for space, privacy, and access to amenities to enhance the physical and mental well-being of workers.

The temporary facilities, which include accommodation, personal facilities, and worker facilities, shall be built to be structurally sound using safe and sustainable materials and appropriately reinforced to withstand extreme weather events, such as strong winds, heavy precipitation, and extreme temperatures, which can cause damage, severe disruption, or loss of human life.

The use of prefabricated or modular units, which offer ease of transportability, erection, and reusability, is highly encouraged to reduce setup and maintenance costs while ensuring structural durability, flexibility, and sustainability.

Section 8. Cost of Temporary Accommodation and Welfare Facilities. – The employer, project owner, or contractor shall bear the cost of the temporary accommodation and welfare facilities, which shall be part of the Construction Safety and Health Program.

CHAPTER V

COMPLIANCE WITH REGULATIONS

Section 9. Compliance with Regulations. – The provision of temporary accommodation and welfare facilities shall comply with all relevant laws and regulations, including those related to building, sanitation, health and safety, and environmental protection. These structures are the sole responsibility of the employer, project owner, or contractor, and the workers shall not be charged for their use.

Section 10. Management of Facilities. – The employer, project owner, and contractor shall manage the temporary accommodation and welfare facilities in accordance with the requirements of Republic Act No. 11058 and its implementing rules and regulations, including hazard identification, risk assessment, and control, the establishment of a safety and health committee, the provision of first aid kits, and ensuring the presence of a competent first aider and safety officer.

The employer, project owner, and contractor shall ensure the implementation of a family welfare program, policies against sexual harassment and gender-based violence, the promotion of mental health, healthy lifestyle, and drug-free accommodation and facilities, and the prevention and control of HIV/AIDS, tuberculosis, hepatitis B, and other communicable diseases.

In the event of a public health emergency, the employer, project owner, and contractor shall submit a Pandemic Control Plan to the DOLE and other relevant government agencies.

Section 11. Employer, Project Owner, and Contractor Responsibilities. – The employer, project owner, and contractor shall be responsible for the following:

- a. Securing approval from the appropriate authorities for the necessary permits with utility service companies for temporary utilities, such as power, water, municipal and human waste collection, telephone, internet, and others, including the layout of the temporary accommodation and welfare facilities, which will be part of the Construction Safety and Health Program;
- b. Constructing and installing temporary facilities at a location identified and agreed upon by the employer, project owner, contractor, or community, when necessary;
- c. Ensuring the facilities are safe and well-maintained;
- d. Maintaining the cleanliness of the accommodation and welfare facilities;
- e. Establishing house rules and Guidelines for managing the accommodation facilities;

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- f. Providing transport facilities where public transport is inadequate or impractical to ensure workers can safely and conveniently travel to and from their temporary accommodation.
- g. Ensuring that necessary measures are in place to prevent any interruption, obstruction, or damage to existing drainage systems, water sources, or the natural flow of rivers and streams;
- h. Modifying or relocating the facilities as the project progresses or as may be required by the employer, project owner, contractor, or community;
- i. Dismantling or removing of temporary facilities upon completion of the work or whenever necessary;
- j. Ensuring the upkeep, improvement, and modernization of existing accommodation and welfare facilities;
- k. Cleaning the premises and disposing of waste and garbage;
- l. Ensuring the security of workers; and
- m. Implementing other measures to ensure the safety and well-being of workers.

These Guidelines provide only the minimum facilities for the project, depending on its size, complexity, or location. The employer, project owner, or contractor may provide additional facilities that they deem necessary.

Section 12. Types of Accommodation. – The following are the types of temporary accommodation based on their capacity to accommodate workers:

- a. Container vans/frames, tents or modular barracks, or mobile homes.

Container vans/frames or repurposed shipping containers (20 or 40 feet) can be converted into living quarters. They are durable, portable, and can be equipped with basic amenities. Tents or modular barracks are suitable for short-term projects and can be equipped with basic facilities, such as toilets, bathrooms, and kitchens. Mobile homes or caravans offer a more comfortable living space compared to tents.

- b. Dormitory-style housing can accommodate multiple workers in a shared space, typically with bunk beds.

Annex A provides a detailed sample design, specifications, and layout for each accommodation type.

The employer, project owner, or contractor may also consider the following temporary accommodation arrangement for their workers:

- a. Private local apartments or boarding houses, or
- b. Community housing established in collaboration with local governments or organizations.

Section 13. Design and Specifications. – The following are the designs and specifications for temporary accommodation and welfare facilities for construction workers:

- a. Personal Areas: The following are personal areas for workers:
 - 1. Workers facilities
 - i. Separate rooms for women and men workers with a minimum floor space of four (4) square meters per occupant
 - ii. Lockers for storage of workers personal belongings, individual or shared
 - iii. Continuous supply of electricity
 - iv. Adequate ventilation to maintain a suitable temperature level
 - v. Emergency plans and emergency telephone numbers must be known to the workers and must be posted in visible locations
 - vi. Fire alarms, extinguishers, and clear evacuation routes shall be visibly placed inside the rooms in case of an emergency, and safety signage must comply with regulations
 - vii. Vector control and pest management to ensure that facilities are free of pests, with effective control measures implemented to prevent infestations of rats, insects, and mosquitoes (Annex B)
 - 2. Bed or sleeping space
 - i. Separate for women and men workers with a bed size (sleeping area) of 1.74 square meters (minimum)
 - ii. Folding bunk bed (maximum of double beds) with a minimum space between the lower and upper bed of 0.70 meters
 - iii. One bed for each worker with a clean mattress
 - iv. With adequate general ventilation
 - v. When a project involves work shifting, designated quarters should be located with sufficient distance or barriers installed as to reduce ambient noise levels to a maximum of 55 db(A) in the evening

rest hours and 45 dB(A) level at nighttime sleeping hours, or their equivalent during any shift's rest and sleep hours

- b. Communal Areas. The following are communal areas or areas for shared use, which should be located on the ground level and easily accessible to the workers:

1. Water Station

- i. Convenient access to a free and adequate supply of potable water of at least 80 to 180 liters per person per day
- ii. Provide adequate supply and emergency reserves for areas where there are no water lines or sources

2. Toilets

- i. One toilet per 20 workers, separate for women and men workers
- ii. The minimum space provided for a toilet for twenty (20) workers shall be eight (8) square meters, and for each additional employee, the minimum addition shall be at least 0.2 square meters
- iii. Must be connected to the sewer, where practicable. If not, a schedule for regular desludging, refuse management, and disposal should be provided
- iv. Soap for handwashing

3. Bathing facilities should be separate for women and men workers

4. Laundry area

- i. Covered space to protect workers from the sun and rain while washing clothes
- ii. Separate laundry area for women and men workers
- iii. Provide a drying area positioned to receive sunlight and a sheltered area in case of rain

5. Kitchen

- i. The kitchen must be outside of the living accommodation
- ii. Suitable space for food preparation, cooking, and storage of food supplies
- iii. Sink unit with adequate size and a clean water supply

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- iv. Trash bins for waste with lids and removable liners
 - v. Located away from where hazardous materials are stored or used
- 6. Dining area
 - i. The recommended space requirement for four (4) workers is 10.80 square meters, and for each additional worker, the minimum addition shall be at least 0.90 square meters
 - ii. Should have an adequate amount of furniture and utensils, if practicable
- 7. First aid kit and access to healthcare, including vaccination
- 8. Communication facility
- 9. Interfaith facilities providing adequate prayer space, when necessary
- 10. Recreational and social facilities for enhancing workers' morale and mental health
- 11. Designated smoking areas shall not be located in or within ten (10) meters from entrances, exits, or any place where people pass or congregate, or in front of air intake ducts.

CHAPTER VI GRIEVANCE MACHINERY

Section 14. Grievance Machinery. – The employer, project owner, contractor, and workers shall exhaust all means to settle their labor disputes amicably. Disputes between the employer, project owner, contractor, and workers, as well as disputes among workers, regardless of their designation and employment status, shall be resolved in accordance with the mechanisms outlined in their respective employment contracts, agreements, or established house rules.

In the absence of such a mechanism, disputes shall be resolved through conciliation-mediation under Republic Act No. 10396, in relation to Article 234 of the Labor Code of the Philippines, as renumbered, and its implementing rules and regulations. All unresolved disputes shall be referred to the appropriate agency with jurisdiction over the issue.

The employer, project owner, contractor, and workers may also submit their dispute to voluntary arbitration.

CHAPTER VII COMPLIANCE AND ENFORCEMENT

Section 15. Compliance and Monitoring Enforcement. – The DOLE Regional, Provincial, and Field Offices shall monitor compliance with these Guidelines in accordance with Department Order No. 238, Series of 2023. The members of the Inter-Agency Task Force established under Joint Administrative Order No. 1, Series of 2022, composed of the Department of Labor and Employment, the Department of Trade and Industry, through the Construction Industry Authority of the Philippines, the Philippine Contractors Accreditation Board and the Construction Manpower Development Foundation, Department of Public Works and Highways, the Department of the Interior and Local Government, and the Department of Transportation shall continue to monitor the implementation of Construction Safety and Health Programs.

The employer, project owner, and contractor are jointly and solidarily liable for violations of these Guidelines and may be imposed with penalties under Section 28 of Republic Act No. 11058 and its implementing rules and regulations.

Section 16. Technical Assistance. – The members of the Inter-Agency Task Force, established under Joint Administrative Order No. 01, Series of 2022, shall provide technical assistance to the employer, project owner, or contractor in designing workers temporary accommodation and welfare facilities.

CHAPTER VIII FINAL PROVISIONS

Section 17. Suppletory Clause. – The provisions of Presidential Decree No. 442, as amended by Republic Act No. 11058, and other applicable laws shall have a suppletory application to these Guidelines.

Section 18. Interpretation. – All doubts in implementing and interpreting these Guidelines shall be resolved in favor of ensuring safe and healthy working and living conditions of workers at construction project sites.

Section 19. Separability Clause. – If any part, section, or provision of these Guidelines shall be held invalid or unconstitutional, the other provisions not affected by such declaration shall remain in full force and effect.

Section 20. Repealing Clause. – All policies, issuances, rules, regulations, and agreements inconsistent with the provisions of these Guidelines are hereby repealed or amended accordingly.

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Section 21. Effectivity. – These Guidelines shall take effect fifteen (15) days after publication in at least two newspapers of general circulation.

Manila, Philippines, 28 April 2025.


BIENVENIDO E. LAGUESMA
Secretary

 Department of Labor and Employment
Office of the Secretary

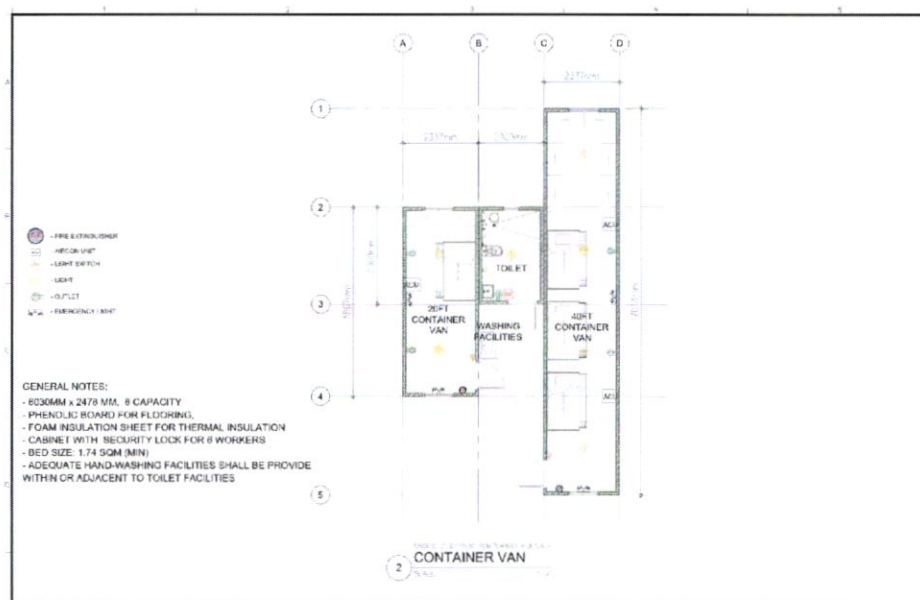

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Annex A

Sample Design, Specifications, and Layout per Type of Accommodation

Container Vans/Frames: These are repurposed shipping containers (20- or 40-footers) that can be converted into living quarters. They are durable, portable, and can be equipped with basic amenities.

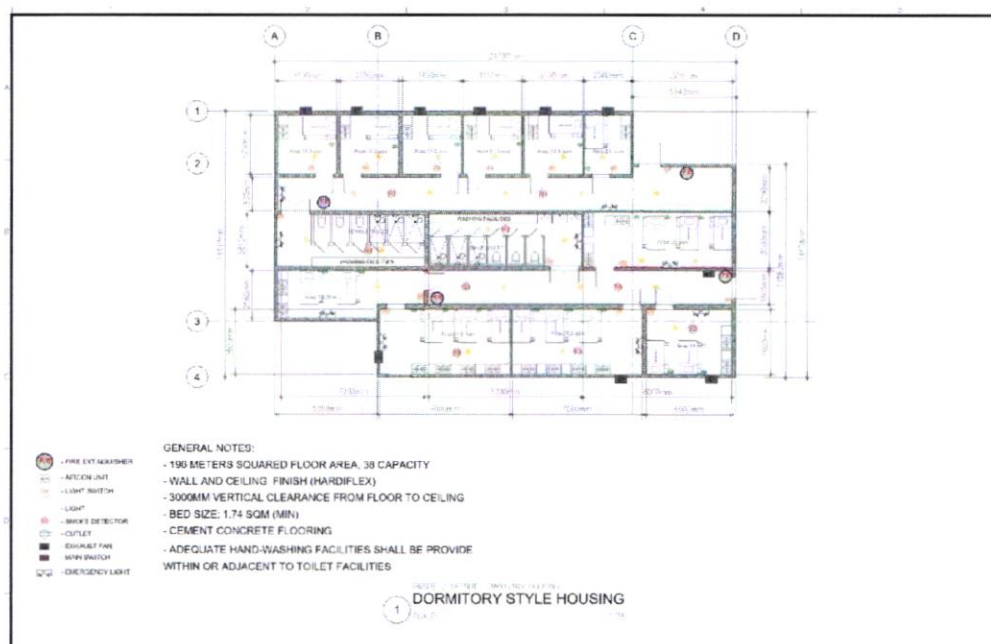


Tents or Modular Barracks: For short-term projects, which may be equipped with basic facilities such as toilets, bathrooms, and kitchens.

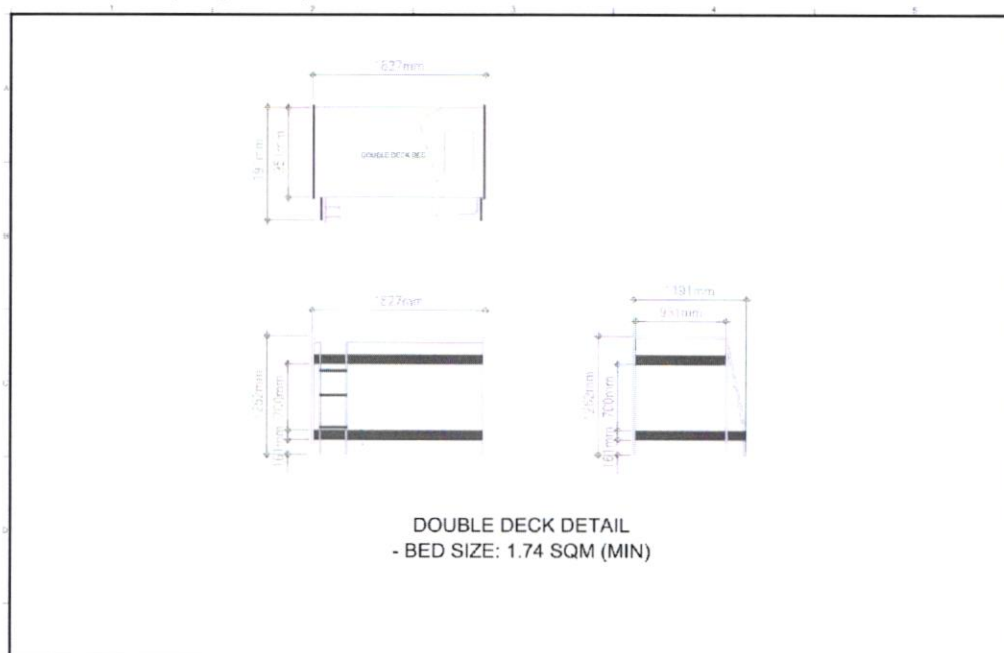


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Dormitory-Style Housing: This can accommodate multiple workers in a shared space, typically with bunk beds. This option is cost-effective and can include communal bathrooms and kitchens.

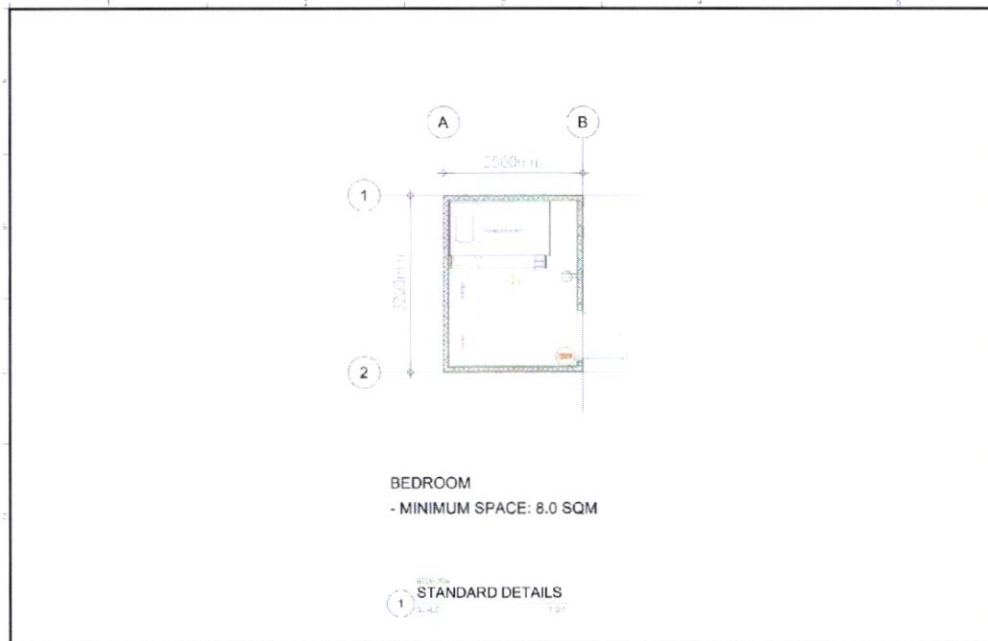


Bed size (sleeping area):

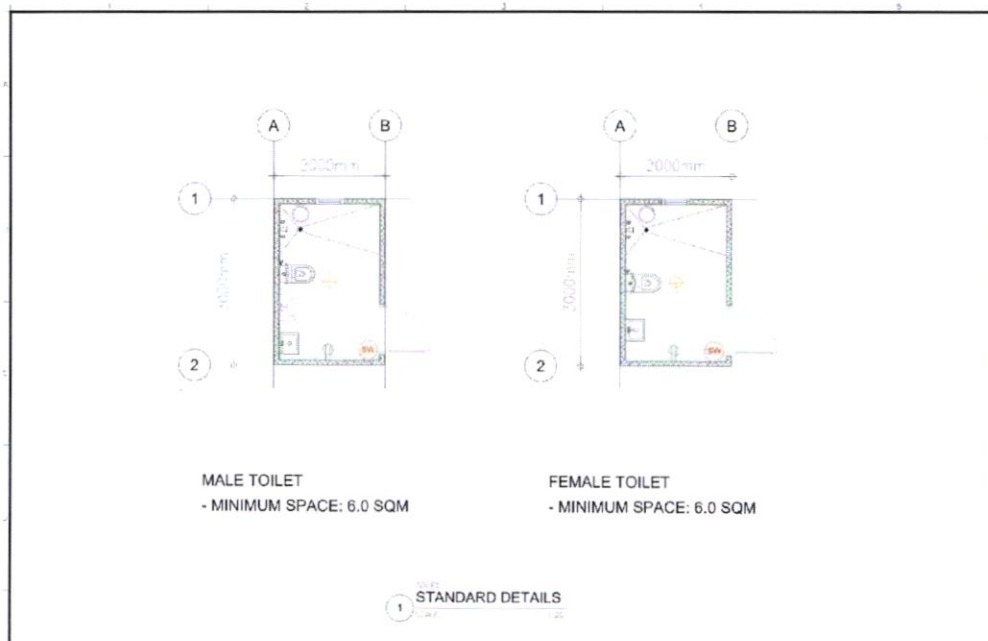


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Bedroom Space:

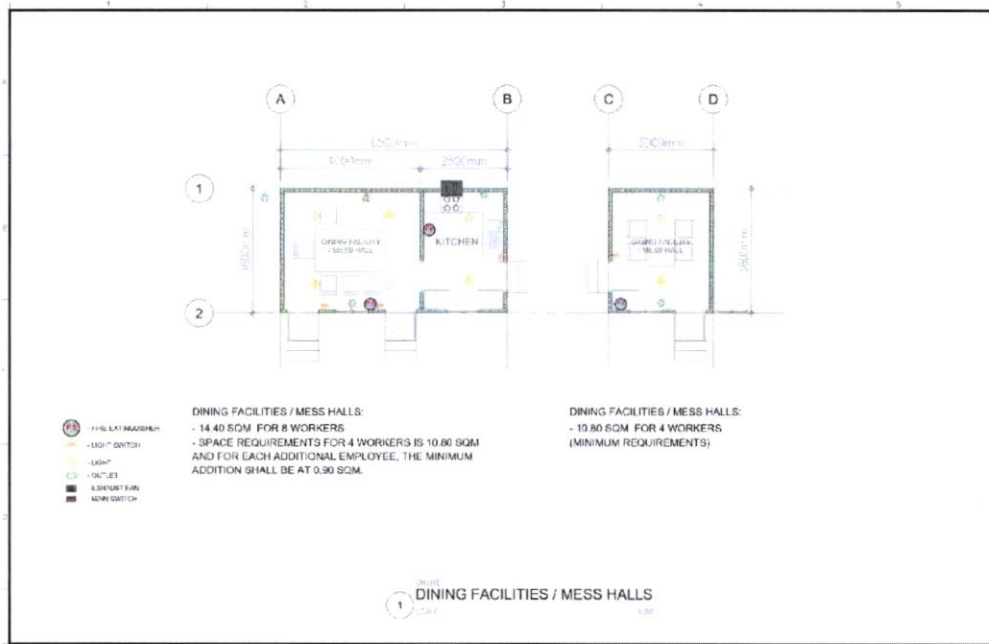


Toilet Space:

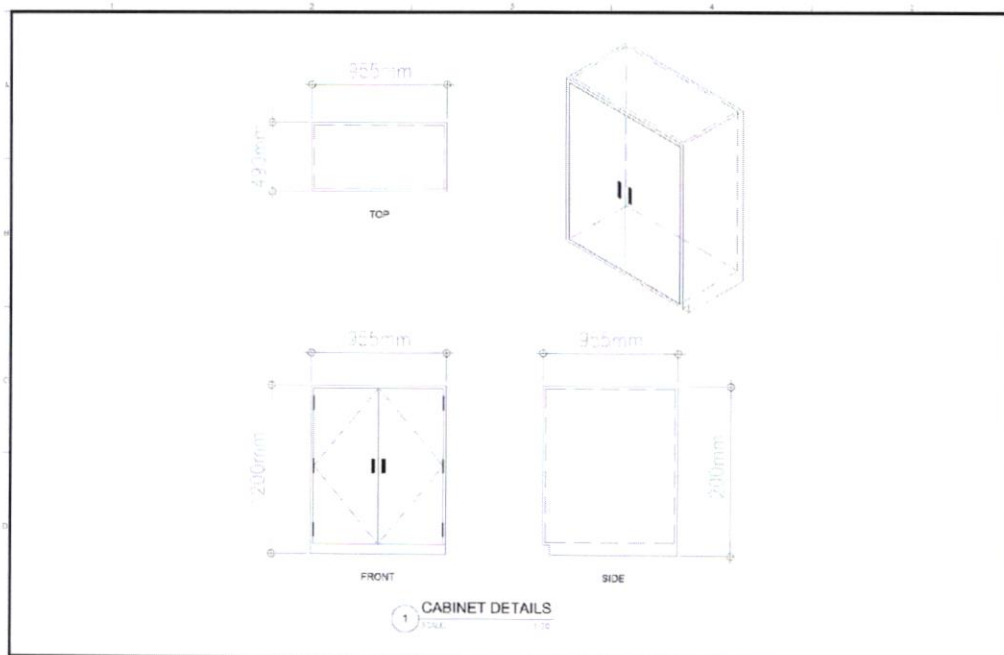


Guidelines for the Standard Design and Specifications for Temporary Accommodation and Welfare Facilities for Construction Workers

Dining Facilities and Mess Hall:



Cabinet Dimension:



Annex B

Vector Control and Pest Management

The employer, project owner, and contractor shall implement the following measures to control vectors and pests, including mosquitoes, rodents, and other disease-carrying organisms.

1. Vector Control Measures
 - a. Mosquito control
 - i. Install mosquito screens on windows and doors
 - ii. Use mosquito nets or bed nets in sleeping areas
 - iii. Eliminate standing water around the facility to prevent mosquito breeding
 - b. Rodent control
 - i. Seal all entry points to prevent rodents from entering the facility
 - ii. Install rodent-proof screens on vents and chimneys
 - iii. Keep the facility clean and free of food debris
 - c. Fly control
 - i. Install fly screens on windows and doors
 - ii. Use fly traps or insecticides in areas where flies are present, but strictly ensure the appropriate dosing and application of any such chemical control agents
 - iii. Keep the facility clean and free of food debris
2. Pest Management Measures
 - a. Integrated pest management plan
 - i. Develop an integrated pest management plan that includes monitoring, prevention, and control measures
 - ii. Identify pest species and their habitats
 - iii. Use a combination of physical, cultural, biological, and chemical controls
 - b. Sanitation and hygiene
 - i. Keep the facility clean and free of food debris
 - ii. Regularly clean and disinfect surfaces and equipment
 - iii. Provide adequate waste management and disposal facilities
 - c. Pest-proofing
 - i. Seal all entry points to prevent pests from entering the facility
 - ii. Install pest-proof screens on vents and chimneys
 - iii. Use pest-proof materials for construction and renovation