



LABOR ADVISORY NO. 08
Series of 2023

DOLE-AS *Jean*
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**SAFETY AND HEALTH MEASURES TO PREVENT AND CONTROL
HEAT STRESS AT THE WORKPLACE**

Pursuant to Article 168 of the Labor Code, as renumbered, and to ensure the safety and health of workers exposed to extreme heat, this Labor Advisory is hereby issued for the adoption of safety and health measures to prevent and control heat stress at the workplace.

I. COVERAGE

This Advisory covers all employers and workplaces in the private sector and their workers.

II. SAFETY AND HEALTH MEASURES

Employers are directed to institute the following provisions to mitigate the extreme heat at work:

- a. Assess the risk of exposure of workers to extreme heat vis-à-vis their existing comorbidities (e.g., hypertension and kidney diseases) and implement appropriate control measures such as:
 1. Elimination of heat and humidity in workplaces through effective ventilation and heat insulation in all areas with workers (e.g., General Exhaust Ventilation).
 2. Adjustment of rest breaks or work locations to allow recovery from heat exposure.
 3. Provision of temperature-appropriate uniforms and personal protective equipment (e.g., hats, goggles with protection against ultraviolet rays, comfortable light material long-sleeve t-shirts).
 4. Provision of free and adequate drinking water at the workplace with a directive for drinking at least two to three liters daily.
- b. Implement, based on workplace assessment, information, and advocacy campaigns on symptoms and how to address heat stress.
- c. Establish procedures and information networks to address heat-related emergencies.

III. FLEXIBLE WORK ARRANGEMENT

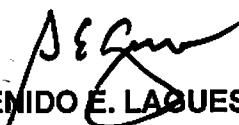
The employers and the workers may agree to adopt a flexible work arrangement to limit exposure to extreme heat and strenuous activities, by adjusting the work hours while maintaining the total number of work hours within the day or week until such time that the weather condition has improved.

IV. PROVISION OF APPROPRIATE ASSISTANCE

In coordination with the Regional Extension Units of the Occupational Safety and Health Center, the DOLE Regional Offices shall provide employers and workers technical assistance in the review and development of appropriate safety and health measures to prevent and control heat stress at the workplace.

Be guided accordingly.

05 April 2023


BIENVENIDO E. LAQUESMA
Secretary

Dept. of Labor & Employment
Office of the Secretary

