



Republic of the Philippines  
**DEPARTMENT OF LABOR AND EMPLOYMENT**  
Intramuros, Manila



DEPARTMENT OF LABOR AND EMPLOYMENT  
Administrative Service Central Records Section  
Certificate No. AA-16-0048

DATE: 14 APR 2016  
TIME: 10:00  
RECEIVED BY: My

**LABOR ADVISORY NO. 03**  
Series of 2016

**SAFETY AND HEALTH MEASURES TO PREVENT AND CONTROL  
HEAT STRESS AT THE WORKPLACE**

**I. Purpose and Coverage.** - Pursuant to Article 168 (previously 162) of the Labor Code as amended, this Labor Advisory is hereby issued as guide for employers/establishments and workers in preventing and controlling heat stress and heat-related disorders at the workplace especially for those engage in construction, fishing and/or working outdoors under prolonged exposure to extreme heat.

**II. Workplace Safety and Health.** - Employers/establishments are directed to institute the following to mitigate the effect of extreme heat at work:

1. Assess the risk of exposure to health-related illness and determine the needed protection and adjustment in work schemes, which should include the following:

1.1 Provision of personal protective equipment (PPE) for the head, body and extremities, such as appropriate hats, goggles or ultraviolet protection eyewear, comfortable light material long-sleeve t-shirts of pastel hues;

1.2 Reduce heat stress or prevent heat stroke or sun stroke, heat cramps and heat exhaustion by:

- a. Providing free supply of adequate drinking water near work-stations with advisory to workers to drink more frequently than the average intake under normal weather condition;
- b. Establishing an agreed flexible work/rest regimen or schedule to decrease the duration of exposure time to high temperatures and/or the strenuousness of work activities;
- c. Providing shade structures with heat insulators and ventilations; and
- d. Adopting of acclimatization program for new or returning workers after an absence of three (3) days or more.

1.3 Assess the health conditions of workers exposed to high temperatures and/or strenuous work activities that may be aggravated by extreme heat, such as hypertension and kidney diseases.

2. Develop awareness by all workers on how to address heat stress at the workplace, effects of heat stress, how to recognize heat-related symptoms and how to prevent heat-induced illnesses.
3. Adopt a procedure for heat-related emergency situations, which could include:
  - 3.1 Application of first-aid medicines for heat-related illness;
  - 3.2 Move the affected worker to a shade or indoor in lying position with legs elevated;
  - 3.3 Let him/her sip cool drinking water as often as possible;
  - 3.4 Remove unnecessary clothing;
  - 3.5 Apply external cooling measures such as soaking them or applying cold sponge bath to all parts of the body, and ice packs may be placed armpits, ankles and groin area; and
  - 3.6 Establish action points on where to proceed for further medical management.

**III. Other Voluntary Schemes.** – The employer/establishment with the concurrence of the workers may adopt alternative arrangements or temporary flexible work arrangement to adjust 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 or as may be agreed upon.

**IV. Reporting.** – Concerned employer/establishment shall notify the Department, through the Regional Office, which has jurisdiction over the workplace, of the adoption of the aforementioned safety and health remedial measures.

**V. Monitoring.** - The Regional Offices shall monitor the implementation of this Advisory. They shall ensure that the implementation conforms to the objective and purpose of this Advisory.

**VI. Non-Diminution of Benefits.** - Nothing in this Advisory shall be construed to cause the diminution or substitution of any benefits and privileges currently enjoyed by the workers at the time of this issuance.

Be guided accordingly.

Manila, Philippines, 11 April 2016.

  
**ROSALINDA DIMAPILIS-BALDOZ**  
Secretary

Dept. of Labor & Employment  
Office of the Secretary



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