

NINETEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
Second Regular Session )



23 JUL 24 P1 :26

**SENATE**  
**S. No. 2343**

RECEIVED BY:

---

**Introduced by Senator Jinggoy Ejercito Estrada**

---

**AN ACT**  
**PROVIDING FOR MANDATORY INSURANCE COVERAGE AND BENEFITS**  
**FOR ALL LINE WORKERS**

**EXPLANATORY NOTE**

If electricity is the lifeblood of our economy, then line workers are the backbone that ensures that economic activity is uninterrupted. Line workers however, face a number of risks to their personal safety in carrying out their duties.

In 2019, occupational injuries for the electricity, gas, steam, and air conditioning supply industries amounted to 628 out of the 40,892 reported. Of these reported injuries, 300 or 48% were reported with workdays lost. For the cause of injury, 131 or 44% fell under the PSA category of stepping on, striking against or struck by objects, excluding falling objects<sup>1</sup>.

In terms of frequency rates of cases of occupational injuries with workdays lost, the electricity, gas, steam and air conditioning supply industry ranked second with 2.42, second to the manufacturing industry. It follows that in terms of average workdays lost, the industry ranked highest with 26.39 average workdays lost.

---


<sup>1</sup> Philippine Statistics Authority. (2019). 2019/2020 Integrated Survey on Labor and Employment (ISLE).

Clearly these numbers indicate the risk that line workers and similar occupations face in order to ensure reliable supply of electricity.

This bill seeks to mandate the provision of insurance for line workers, which refer to persons including crew, drivers, and helpers, who are directly responsible for the construction, installation, maintenance, reconstruction, and repair of overhead transmission and distribution electrical systems, including underground cables, electrical substations, and other related electrical equipment and facilities.

Employers are also mandated to provide line workers with retirement and disability benefits, as well as reimbursement of actual medical expenses in the event of death, accident, sickness, disability, or injury sustained by the line worker in the line of duty.

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



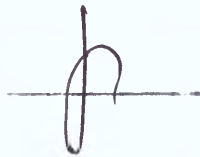
**JINGGOY EJERCITO ESTRADA**

NINETEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
*Second Regular Session* )



23 JUL 24 P 1:26

**SENATE**  
**S. No. 2343**

RECEIVED BY: 

---

**Introduced by Senator Jinggoy Ejercito Estrada**

---

**AN ACT**  
**PROVIDING FOR MANDATORY INSURANCE COVERAGE AND BENEFITS**  
**FOR ALL LINE WORKERS**

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

1 Section 1. *Short Title.* – This Act shall be known as the “*Line Workers*  
2 *Insurance and Benefits Act*”.

3 Sec. 2. *Declaration of Policy.* – The State recognizes the role of the electrical  
4 line workers in the pursuit for sustainable economic development through the  
5 continuous and reliable supply of electricity, not only in residential dwellings, but  
6 most importantly, in commercial and industrial establishments, specifically in the  
7 countryside and rural areas, as envisioned by the Rural Electrification Program, and  
8 the risk they encounter in the performance of their duties and responsibilities. As  
9 such, it shall provide measures that recognize the contributions of line workers to  
10 nation-building particularly in the transmission and distribution sectors of the power  
11 industry by ensuring that their employers are providing them insurance coverage  
12 and other benefits in addition to what is provided for regularly by existing labor laws.

13 Sec. 3. *Definition of Line Workers.* – As used in this Act, line workers shall  
14 refer to persons including crew, drivers, and helpers, who are directly responsible for  
15 the construction, installation, maintenance, reconstruction, and repair of overhead  
16 transmission and distribution electrical systems, including underground cables,  
17 electrical substations, and other related electrical equipment and facilities.

1           Sec. 4. *Coverage.* – This Act shall cover all line workers in the power industry  
2 sector as defined in Section 3 hereof, including those working in private distribution  
3 utilities (PDUs), electric cooperatives (ECs), and transmission or grid operators.

4           Sec. 5. *Mandatory Insurance Coverage.* – All line workers shall be entitled to  
5 life and accident or disability insurance benefits in accordance with the following  
6 minimum required coverage schedule:

- 7           a) In the case of electric cooperatives, the insurance coverage requirement  
8 shall be calibrated according to the following classification:

<b>National Electrification Administration Classification</b>	<b>Minimum Insurance Coverage (in Philippine Peso)</b>
Small	200,000
Medium	400,000
Large	600,000
Extra Large	800,000
Mega Large	1,000,000

- 9           b) For the transmission or grid operator, the minimum insurance coverage  
10 shall be Two million pesos (P2,000,000.00).

- 11           c) For Private Distribution Utilities, the minimum insurance coverage shall be  
12 One million and five hundred thousand pesos (P1,500,000.00).

13           The coverage shall be effective upon the commencement of their employment  
14 until their separation from the company, either by resignation, termination, or  
15 retirement. The insurance premium payments shall be shouldered entirely by the  
16 employer.

17           Employers who are already providing insurance coverage to their line workers  
18 equal to or more than the minimum requirement as prescribed herein are no longer  
19 required to make adjustments to their insurance coverage. Otherwise, they should  
20 augment the amount of coverage to comply with this Act: *Provided*, That in no way  
21 shall this Act be construed to diminish or reduce any insurance coverage which the  
22 line workers are already receiving or any entitlement under existing laws, company  
23 policy, or employment contracts or collective bargaining agreements between the  
24 employer and the employees.

1           *Sec. 6. Mandatory Benefits.* – In addition to the mandated insurance  
2 coverage, the employers of line workers shall also ensure the provision of the  
3 following mandatory benefits:

- 4           a. Retirement benefits;
- 5           b. Mortuary assistance;
- 6           c. Disability benefits; and,
- 7           d. Reimbursement of actual medical expenses in case of death, accident,  
8 sickness disability or injury sustained by the line worker in the line of duty:  
9           *Provided,* That when a line worker participates in power restoration and  
10 rehabilitation efforts in calamity-stricken areas or similar engagements  
11 hosted by an entity other than the employer of the line worker, such host  
12 entity shall provide the line worker with benefits similar to those provided  
13 under this Section and as may be allowed by its financial capacity to cover  
14 death, accident, sickness, disability or injury sustained by the line worker  
15 during such engagement.

16           The Department of Labor and Employment (DOLE), in consultation with  
17 stakeholders, shall provide comprehensive list of all other benefits that line workers  
18 should be entitled to in addition to the above mandatory benefits and the same shall  
19 be incorporated in the rules and regulations to be issued to implement this Act.

20           *Sec. 7. Disqualification from Benefits.* – No benefits shall be given to any line  
21 worker or the line worker's beneficiaries if and when the death, accident, sickness,  
22 disability, or injury happened during an unauthorized absence or abandonment of  
23 office or is caused by any of the following:

- 24           a. Willful intention to injure or kill oneself;
- 25           b. Notorious negligence;
- 26           c. Failure to observe safety protocols or exercise reasonable care for one's  
27 own safety; and
- 28           d. Commission of a crime by the line worker.

29           *Sec. 8. Implementing Rules and Regulations.* – Within ninety (90) days upon  
30 approval of this Act, the National Electrification Administration shall, together with  
31 the DOLE, the Energy Regulatory Commission, and in consultation with the PDUs

1 and ECs, promulgate and issue the rules and regulations to effectively implement the  
2 provisions of this Act.

3       Sec. 9. *Separability Clause.* – Should any provision herein be declared  
4 unconstitutional, the other provisions not affected shall remain in full force and  
5 effect.

6       Sec. 10. *Repealing Clause.* – All laws, decrees, orders, rules and regulations  
7 or other issuances or parts inconsistent with the provisions of this Act are hereby  
8 repealed, amended, or modified accordingly.

9       Sec. 11. *Effectivity.* – This Act shall take effect fifteen (15) days after its  
10 publication in the *Official Gazette* or in at least two (2) national newspapers of  
11 general circulation.

*Approved,*