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Answer given by Executive Vice-President Minzatu
on behalf of the European Commission
(26.10.2026)

The EU has strong rules addressing occupational safety and health (OSH) risks, including heat-related risks. Directive 89/391/EEC includes a general obligation for employers to assess and address all OSH risks in light of the specific circumstances of each workplace. Other directives¹ contain detailed provisions on indoor temperatures and inclement weather. The Commission and the European Agency for Safety and Health at Work (EU-OSHA) provide guidance and practical tools².

The Commission expects to adopt in October 2026, as part of its new framework for climate resilience, a proposal for a new European Climate Resilience Law. It will establish new obligations on public authorities, but not on companies, and it will be up to the Member States to determine their climate resilience objectives and the measures needed to achieve them.

As regards the Quality Jobs Act, the second-stage consultation of the social partners ran until 28 September 2026³. In parallel, the Commission is gathering additional evidence, including from other stakeholders and the wider public⁴. One of the topics put to consultation is risks related to inclement weather conditions and high temperatures. Policy measures could address them as part of an existing obligation to conduct a risk assessment as set in Directive 89/391/EEC, or by exploring how to better address heat- and weather-related OSH risks in ways that are also proportionate to the means of influence of the employer.

¹ Directives 89/654/EEC (Workplace), 92/57/EEC (Construction), 92/104/EEC and 92/91/EEC (Mining), and 93/103/EC (Fishing).

² EU-OSHA's guidance *Heat at Work - Guidance for Workplaces* EU-OSHA guidance 'Heat at Work – Guidance for Workplaces': https://osha.europa.eu/sites/default/files/Heat-at-work-Guidance-for-workplaces_EN.pdf, EU-OSHA's Online Interactive Risk Assessment Tool 'Heat and cold': <https://osha.europa.eu/en/oshnews/winter-cold-sudden-heat-protecting-workers-oira>, Commission sector-specific guidelines for employers in the construction, agriculture and fishing sector: <https://op.europa.eu/en/publication-detail/-/publication/96b5fe83-ef7d-4628-9af0-e02b25810c1d>, https://osha.europa.eu/sites/default/files/OSH_workers_agriculture_livestock_farming.pdf, <https://op.europa.eu/en/publication-detail/-/publication/e64b1594-1b60-11e7-aeb3-01aa75ed71a1>.

³ https://employment-social-affairs.ec.europa.eu/news/commission-opens-second-phase-consultation-quality-jobs-act-2026-07-20_en.

⁴ https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1784365348711&uri=PI_COM%3AAres%282026%298338583&utm.