

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

17th Congress
2nd Regular Session

HOUSE BILL NO. 6321



Introduced by: **HON. "KUYA" JOSE ANTONIO R. SY-ALVARADO**

EXPLANATORY NOTE

Long periods of working at a computer can cause long-term painful conditions such as back, neck and shoulder pains, eyestrain, headache and overuse injuries of the arm, wrist or hand. But all of these health problems associated with prolonged computer use may be avoided with proper furniture, better posture and working habits or through application of ergonomic principles.

Ergonomics is the science concerned with the fit between workers and their work environment. Using ergonomics can help ensure that each worker has a work environment and equipment that is tailored to their own personal requirements and the requirements of the job or task being carried out.

Taking ergonomics into account when carrying out a risk assessment of the workplace can help minimize the risks of accidents and long-term injuries. It can also contribute to greater efficiency, increase productivity and contribute to the general well-being of employees.

This bill seeks to regulate standard ergonomic workplace to improve the health and safety of employees who regularly use computers. Hence, the approval of this bill is earnestly sought.

"KUYA" JOSE ANTONIO R. SY-ALVARADO

*Representative
First District of Bulacan*

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AN ACT
CREATING OFFICE ERGONOMIC STANDARDS TO ADDRESS THE
HEALTH-RELATED RISKS ASSOCIATED WITH COMPUTER USE IN
THE WORKPLACE

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

SECTION 1. *Short Title.* – This Act shall be known as the “Office Computer Ergonomics Act.”

SECTION 2. *Office ergonomic standards.* – The following standards shall be required for employers who have employees who use computers in their workplace:

- a. Provide chairs with fully adjustable seat height, armrest and backrest to avoid poor posture;
- b. Provide a document holder for employees who are required to copy or to type from another document;
- c. Provide tiltable screens and make sure lighting is suitable;
- d. Provide anti-glare screen filters for computer monitors;
- e. Prevent employees from using defective computer screens;
- f. Plan work at a computer so that there are frequent breaks for employees;
- g. Make sure workstations are not cramped; and
- h. Provide ergonomic standard seminar every 3 years where a representative from the Department of Health shall discuss the details of this Act and related industry best practices to lessen the health problems caused by computers in the workplace.

SECTION 3. *Duty of the Department of Labor and Employments.* – The Department of Labor and Employment through the Bureau of Working Conditions is required to verify the compliance of the employers with the provision of this Act.

SECTION 4. *Penalties.* – The Department of Labor and Employment is empowered to establish and assess penalties or fines any person for violations of this

Act or rules and regulations adopted under this Act. In no case shall the fine exceed One Hundred Thousand Pesos (P150,000).

SECTION 5. *Separability Clause.* – If any provision of this Act is held invalid or unconstitutional, the same shall not affect the validity an effectivity of the other provisions hereof.

SECTION 6. *Repealing Clause.* – Any law, presidential decree or issuance, executive order, letter of instruction, administrative order, rule or regulation contrary to or is inconsistent with the provision of this Act is hereby repealed, modified, or amended accordingly.

SECTION 7. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in two (2) newspapers of general circulation.

Approved,

