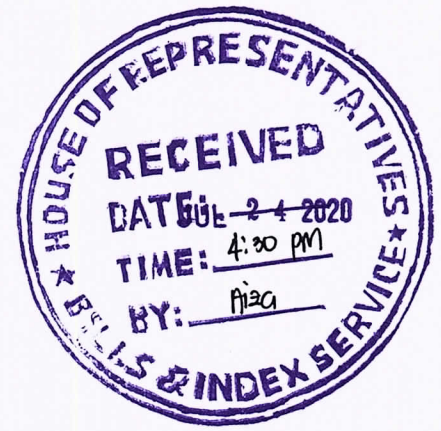


Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

EIGHTEENTH CONGRESS
Second Regular Session

House Bill No. 7172



**INTRODUCED BY
REP. ALFRED VARGAS**

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

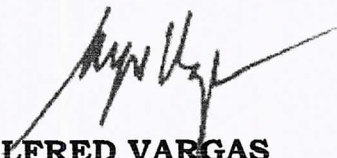
EXPLANATORY NOTE

Since the beginning of the Digital Age, computers have been part of the general environment in the workplace. However, several health problems associated with the excessive use of the computer have been recognized by the World Health Organization.¹

Musculoskeletal disorders, sometimes known as repetitive strain injuries or cumulative trauma disorders, are a form of physical injury caused by extreme computer use. Vision problems, stress disorders, and sleeping problems, are among the many possible health risks for employees brought about by unwarranted and disingenuous computer use. All of these however are avoidable through the use of ergonomic principles in the workplace.

This bill seeks to ensure that companies and institutions adopt policies that would help avoid health risks related to computer use and in turn, protect the health and well-being of Filipino employees

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


ALFRED VARGAS

¹ World Health Organization. 2010. WHO Healthy Workplace Framework Model

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

SECTION 1. Short Title. – This Act shall be known as the “Workplace 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) Chairs must be adjustable to allow the user to move the seat up and down depending on the height of the user;
- (b) For employees who are required to copy or to type from another document, a document holder must be provided;
- (c) Computer monitors must be positioned to lessen glare coming from external sources;
- (d) The rear of computer monitors should be at least three (3) feet from another employee;
- (e) Defective computer screens that flicker or wave must be repaired as soon as possible and the employee must not be forced to work with a defective computer monitor;
- (f) Employees who regularly work in from of computer monitors must

be allowed to rest their eyes on a regular basis; and

- (g) Every company must hold an ergonomic standard seminar where a representative from the Department of Health shall talk about the details of this Act and give other means to lessen the health strain caused by computers in the workplace.

SECTION 3. *Duty of the Department of Labor and Employment.* – The Department of Labor and Employment (DOLE) is required to verify the compliance of employers with the provisions of this Act.

SECTION 4. *Penalties.* – The Department of Labor and Employment is empowered to establish and assess penalties or fines against any person for violations of this Act or regulations adopted under this Act. In no case shall the fine exceed One Hundred Thousand Pesos (Php 100,000.00).

SECTION 5. *Repealing Clause.* – All laws, decrees, orders, rules and regulations, or other issuances or parts thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SECTION 6. *Separability Clause.* – If any portion or provision of this Act is declared unconstitutional, the remainder of this Act or any provision not affected thereby shall remain in force and effect.

SECTION 7. *Effectivity.* – This Act shall take effect after fifteen (15) days following the completion of its publication either in the Official Gazette or in a newspaper of general circulation in the Philippines.

Approved,