



**DEPARTMENT ORDER NO. 178**

**SIGNED ON AUG. 25, 2017**

**SAFETY AND HEALTH  
MEASURES FOR WORKERS  
WHO BY THE NATURE  
OF THEIR WORK  
HAVE TO STAND AT WORK**



**MEMORANDUM**

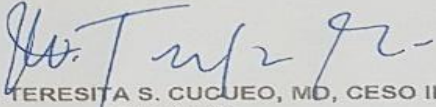
**TO :** ALL REGIONAL OFFICES  
**SUBJECT :** LATEST ISSUANCES ON LABOR STANDARDS  
**DATE :** 08 November 2017

May we provide you with the following list of latest issuances on labor standards including its date of signing, publication and effectivity:

Title	Date Signed	Date Published	Effectivity Date
<b>DO 150-16</b> Revised Guidelines Governing the Employment and Working Conditions of Security Guards and Other Private Security Personnel in the Private Security Industry	02/09/2016	PhilStar 04/14/2016	04/29/2016
<b>DO 155-16</b> Rules and Regulations Governing the Employment and Working Conditions of Collectors in the Debt Collection Industry	05/28/2016	PhilStar 06/10/2016	06/25/2016
<b>DO No. 156-16</b> Rules and Regulations Governing the Working and Living Conditions of Fishers on Board Fishing Vessels engaged in Commercial Fishing Operation	05/25/2016	PhilStar 06/16/2016	07/01/2016
<b>DO 169-17</b> Implementing Rules and Regulations of Republic Act No. 10789 otherwise known as the "Racehorse Jockeys Retirement Act	02/02/2017	Manila Times 02/17/2017	03/04/2017
<b>DO 170-17</b> Implementing Rules and Regulations of Republic Act No. 10911 otherwise known as the "Anti-Age Discrimination in Employment Act	02/02/2017	Manila Times 02/17/2017	03/04/2017
<b>DO No. 178-17</b> Safety And Health Measures For Workers Who By The Nature of their Work Have to Stand at Work	08/25/2017	PhilStar 09/09/2017	09/24/2017

DO No. 182-17 Guidelines Governing the Employment and Working Conditions of Health Personnel in the Private Healthcare Industry	09/22/2017	PhilStar 09/28/2016	10/13/2017
DO No. 183-17 Revised Rules on the Administration and Enforcement of Labor Laws Pursuant To Article 128 of the Labor Code, as Renumbered	10/18/2017	PhilStar 10/21/2017	11/05/2017
DO No. 184-17 Safety and Health Measures for Workers who, by the Nature of their Work, have to spend Long Hours Sitting	10/18/2017	PhilStar 11/04/17	11/19/2017

For information.

  
MA. TERESITA S. CUCJEO, MD, CESO III  
Director IV

cc: DOLE Bureaus and Attached Agencies

# PURPOSE AND COVERAGE



Address the occupational health and safety issues and concerns related to the wearing of high-heeled female shoes and/or standing at work for long periods, such as strain on the lower limbs, aching muscles, hazardous pressure on hip, knee and ankle joints and sore feet.



All workers who by the nature of their work, have to stand at work, such as retail and/or service employees, assembly line workers, teachers, and security personnel.



# SAFETY AND HEALTH MEASURES

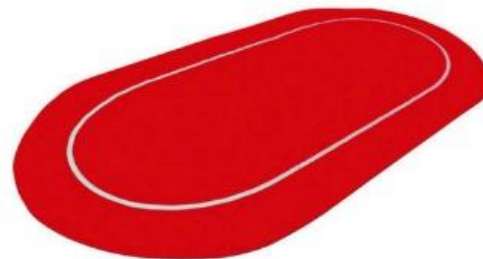


All employers/establishments are directed to institute appropriate control measures to address the risks to safety and health of workers while standing at work, which include:

- 1 Implement rest periods to break or cut the time spent on standing.



- 2 Install appropriate flooring or mats that will mitigate the impact of frequent walking and prevent fatigue, such as wood or rubber.



- 3 Provide tables or work surfaces with adjustable heights to allow workers to alternately sit and stand while performing their task.



# SAFETY AND HEALTH MEASURES



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Provide readily accessible seats to be used during rest periods or even during working hours.



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Implement the use of footwear which are practical and comfortable. These should not pinch the feet or toes; are well-fitted and non-slipping; provide adequate cushion and support to the arch of the feet; either flat or with low heels that must be wide-based.



The employers, in consultation with the workers, may adopt other measures to address the occupational safety and health concerns of workers who have to stand at work for long periods.

# REPORTING AND MONITORING



The covered employers or establishments shall comply and notify the Department, through the Regional Office which has jurisdiction over the workplace, of the adoption of the safety and health measures as required herein within thirty (30) days from the effectivity of this Order.

The DOLE Regional Offices shall inspect and monitor the proper and strict implementation of this Department Order.



# EFFECTIVITY



Department Order No. 178 was published on **09 September 2017** in Philippine Star, and will be effective on **24 September 2017**, 15 days after its publication.





**END OF PRESENTATION**