

## **Press Release**

**Department of Labor and Employment  
Bureau of Working Conditions  
18 September 2017**

### **Time to Make a Stand Against Prolonged Standing**

Recognizing the effects of prolonged standing and use of high heeled shoes to our country's workers, the Department of Labor and Employment (DOLE) recently issued Department Order No. 178 otherwise known as "Safety and Health Measures for Workers who by the Nature of their Work have to Stand at Work," which disallowed the mandatory use of high-heeled shoes among women in workplaces and compelled companies to provide seats for their employees whom most of the time must stand at work.

Nearly half of all workers worldwide have to stand for more than three quarters of their working day. Its effects can result in fatigue, leg cramps and back ache - problems that not only cause discomfort but also affect work performance and productivity. In the longer term, this type of sustained muscle fatigue can lead to more serious joint problems, back pain and varicosities.

The coverage of the Order shall cover all workplaces in the private sector. Sales ladies, security guards and factory workers in assembly lines are just three types of occupations that will most benefit from this issuance.

The issuance compelled business establishments to implement the use of practical and comfortable footwear which does not pinch the feet or toes; well-fitted and non-slipping; provide adequate cushion and support to the arch of the feet; flat or low heels which are not higher than one inch and must be wide-based or wedge type.

The Order also requires employers to provide rest periods to break or cut the time spent on standing or walking for their employees.

The Labor Laws Compliance Officers of DOLE Regional Offices are tasked to inspect and monitor the proper and strict implementation of the said order which will take effect on 24 September 2017.

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