Republic of the Philippines

House of Representatives

Quezon City, Metro Manila

Nineteenth Congress
Second Regular Session

HOUSE BILL NO. 9932

HOUSE OF REPRESENTATIVES
E-Filed
RECEIVED
DATE February 15, 2024
TIME 12:53 pm
BY Reli
BILLS AND INDEX SERVICE

Introduced by Representative LORDAN G. SUAN

AN ACT
GRANTING WELL-BEING LEAVE AND PROVIDING EMOTIONAL SUPPORT RESOURCES FOR SINGLE EMPLOYEES ON FEBRUARY 15

EXPLANATORY NOTE

While Valentine's Day celebrates love and affection, for single employees, it can be a minefield of social pressure, loneliness, and commercialized reminders of their relationship status. All of these factors significantly influence their mental health and, consequently, their productivity at work. Recognizing this unique challenge, the "Singles Well-Being Leave Act" proposes a single day of leave on February 15th, specifically designed to support their emotional well-being.

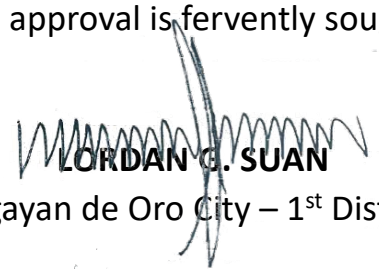
Studies have shown the negative impact of Valentine's Day on single individuals' mental health, with magnified feelings of loneliness, stress, and pressure to conform to societal pressures. Offering a day for self-care and emotional processing mitigates the negative effect on work productivity. Furthermore, research shows that prioritizing employee well-being leads to higher retention rates, loyalty, and overall organizational performance – an indubitable win-win situation.

Similar initiatives already exist in countries like Japan and South Korea, demonstrating the feasibility and potential positive outcomes of "Singles Day" holidays. The proposed measure also aligns with the growing global focus on mental health in the workplace. Importantly, potential concerns about employer burden are minimized by the single-day allowance and the self-declared nature of the leave. Additionally, the proposed measure does not diminish existing leave

policies but simply creates an inclusive option for a specific demographic and its unique challenges.

Ultimately, the "Singles Well-Being Leave Act" represents a timely step towards creating a more inclusive and supportive work environment for all Filipinos. By acknowledging the unique challenges faced by single employees on Valentine's Day and offering a dedicated day for self-care, it seeks to promote both individual well-being and organizational benefit, fostering a more positive and productive work environment for everyone.

In light of the preceding, this bill's approval is fervently sought.



LORDAN G. SUAN
Cagayan de Oro City – 1st District

Republic of the Philippines

House of Representatives

Quezon City, Metro Manila

Nineteenth Congress
Second Regular Session

HOUSE BILL NO. **9932**

Introduced by Representative LORDAN G. SUAN

AN ACT
GRANTING WELL-BEING LEAVE AND PROVIDING EMOTIONAL SUPPORT RESOURCES FOR SINGLE EMPLOYEES ON FEBRUARY 15

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 "*Singles Well-Being Leave Act.*"

SECTION 2. ***Declaration of Policy****.* — The State recognizes that:

(a) Valentine's Day or February 14 of every year, while intended to celebrate love and affection, can be a source of social pressure and stress for individuals who are not in a committed romantic relationship;

(b) The commercialization of Valentine's Day can exacerbate feelings of loneliness and exclusion for singles, potentially affecting their mental well-being and work performance; and

(c) Providing a single day of well-being leave to singles on February 15th can offer an opportunity for self-care, emotional processing, and stress relief, ultimately promoting their well-being and productivity.

SECTION 3. ***Purpose****.* — The purpose of this Act is to recognize the unique challenges faced by singles on Valentine's Day and to promote their mental and emotional well-being by granting them a well-being leave with the aim of improving their work performance and overall well-being.

SECTION 4. ***Single Employees Defined****.* — For the purposes of this Act, a single employee is defined as any employee who is not currently in a committed romantic relationship on the date of application for leave.

SECTION 5. ***Singles' Well-being Leave****.*

(a) **Eligibility**. All single employees in the private and public sectors are eligible for unpaid singles' well-being leave under this Act.

(b) **Date of Leave**. The singles' well-being leave shall be availed on the day immediately following Valentine's Day, February 15th.

(c) **Application for Leave**. Employees wishing to avail of the singles' well-being leave must submit a written request to their immediate supervisor at least 48 hours prior to the desired date of leave.

(d) **Documentation**. While no specific documentation is required to support the leave request, employees may choose to disclose their single status if they feel comfortable doing so.

(e) **Continuation of Benefits**. Employees on singles' well-being leave shall continue to be eligible for employer-sponsored health insurance benefits if they meet the applicable requirements.

SECTION 6. ***Emotional Support Resources****.*

(a) The Department of Labor and Employment (DOLE) and the Civil Service Commission (CSC), in collaboration with mental health professionals, shall develop and disseminate evidence-based resources on navigating stress and emotional well-being to government and private offices, employers and employees.

(b) The DOLE and the CSC shall create a program to support the development and implementation of confidential emotional support programs within workplaces.

SECTION 7. ***Implementing Rules and Regulations****.* — Within ninety (90) days from the effectivity of this Act, the DOLE and the CSC shall promulgate the necessary rules and regulations for the effective implementation of this Act in the private and public sectors, respectively.

SECTION 8. ***Effectivity Clause****.* — This Act shall take effect fifteen (15) days after its publication in the Official Gazette, in a newspaper of general circulation, or on a website provided for by law.

Approved,