

**Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila**

**Twentieth Congress
First Regular Session**

HOUSE BILL NO. 1890



Introduced by Hon. Alexandria P. Gonzales

EXPLANATORY NOTE

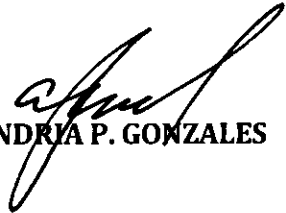
The World Health Organization (WHO) has recognized burnout as an occupational phenomenon resulting from chronic workplace stress that has not been successfully managed. It manifests as emotional exhaustion, reduced professional efficacy, and feelings of negativism or cynicism related to one's job. In the Philippines, high levels of stress and poor work-life balance are leading causes of declining productivity, increased absenteeism, and growing mental health challenges across sectors.

The Philippine Mental Health Act (Republic Act No. 11036) was a landmark piece of legislation. However, its implementation, especially in workplaces, has been limited and uneven. There is a pressing need to institutionalize proactive, measurable, and culturally relevant mental health and burnout prevention policies at the workplace level.

This bill seeks to fill that gap by mandating the creation of Mental Health and Burnout Prevention Programs in all medium- to large-scale workplaces, promoting psychological resilience, and protecting employees' right to a mentally healthy working environment. This includes integrating flexible work options, regular mental health assessments, confidential support services, and mandatory training for both employees and management.

Mental health is not just a personal issue—it is a productivity issue, a public health issue, and a human rights issue. With this bill, we commit to a future where Filipino workers thrive not just physically or economically, but mentally and emotionally as well.

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


ALEXANDRIA P. GONZALES

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

Twentieth Congress
First Regular Session

HOUSE BILL NO. 1890

Introduced by Hon. Alexandria P. Gonzales

AN ACT
PROMOTING MENTAL HEALTH AND WELL-BEING IN THE WORKPLACE AND
INSTITUTING MEASURES TO PREVENT BURNOUT, AND FOR OTHER PURPOSES

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 Mental Health and Burnout Prevention Act."

SEC. 2. *Declaration of Policy.* - It is the policy of the State to promote holistic well-being and protect the mental health of all workers. The State recognizes that a mentally healthy workforce enhances productivity, ensures sustainability, and upholds human dignity.

SEC. 3. *Coverage.* - This Act shall apply to all government agencies, government-owned and -controlled corporations (GOCCs), and private enterprises with at least twenty (20) regular employees.

SEC. 4. *Definition of Terms.* -

- a. **Mental Health** – A state of well-being wherein individuals realize their abilities, cope with the normal stresses of life, and work productively.
- b. **Burnout** – A syndrome conceptualized as resulting from chronic workplace stress, characterized by emotional exhaustion, depersonalization, and reduced performance.
- c. **Psychosocial Hazards** – Aspects of work design, organization, or management that may cause psychological or physical harm.

SEC. 5. *Workplace Mental Health Program.* - All covered establishments shall develop and implement a Workplace Mental Health and Burnout Prevention Program (WMHBPP), which must include the following:

- a. **Regular Mental Health Awareness Activities**

- b. Confidential and Voluntary Mental Health Check-ups
- c. Access to Psychological Support Services (onsite or through accredited partners)
- d. Stress Management and Resilience Training for Employees and Supervisors
- e. Work-Life Balance Strategies, including flexible hours, mental health breaks, and no-after-hours communication policies
- f. Zero-Tolerance Policy Against Mental Health Discrimination and Stigma

SEC. 6. *Mental Health Committee.* - A Workplace Mental Health Committee shall be formed in all covered entities, composed of management, human resource personnel, and employee representatives, in coordination with the Occupational Safety and Health Committee.

SEC. 7. *Integration with Existing Laws.* - The program shall be harmonized with Republic Act No. 11036 (Mental Health Act) and Republic Act No. 11058 (Occupational Safety and Health Standards Act).

SEC. 8. *Technical Support and Capacity-Building.* - The Department of Labor and Employment (DOLE), Civil Service Commission (CSC), and Department of Health (DOH) shall develop capacity-building programs, guidelines, and monitoring tools for implementation of this Act.

SEC. 9. *Incentives for Compliance.* - Establishments that fully comply may be eligible for tax incentives, recognition awards, or grants to sustain their mental health programs, as may be determined by DOLE and the Department of Trade and Industry (DTI).

SEC. 10. *Penalties.* - Non-compliance by covered institutions may result in administrative penalties as prescribed under existing labor laws and regulations.

SEC. 11. *Appropriations.* - The amount necessary to carry out the provisions of this Act shall be included in the annual General Appropriations Act.

SEC. 12. *Separability Clause.* - If any provision of this Act is held invalid or unconstitutional, the remaining provisions shall not be affected.

SEC. 13. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,