

TWENTIETH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



HOUSE OF REPRESENTATIVES
HOUSE BILL No. 2960

Introduced by **REP. CLAUDINE DIANA D. BAUTISTA-LIM**

AN ACT
PROMOTING WORKERS' HEALTH AND WELLNESS BY MANDATING THE
IMPLEMENTATION OF WORKFORCE WELLNESS PROGRAMS IN THE
WORKPLACE

EXPLANATORY NOTE

A study conducted in 2023 suggested that employees who are in good physical and mental health are more likely to perform their best in work, leading to enhanced attention, creativity and resilience in the face of difficulties. This suggests that implementing health and wellness programs in the workplace is essential for the general well-being of employees that directly translate to the quality of their work output.¹

The same study emphasized that the productivity of employees can be severely affected by workplace stress, which can cause increased cases of absenteeism and impaired focus and decision-making. When happiness in the workplace drops, work quality and overall productivity also decline.²

To enhance job satisfaction and loyalty, it is important that employee well-being and welfare programs are implemented in the workplace. Initiatives focused on enhancing the employees' physical health, mental well-being, lifestyle management and preventive health measures are crucial in maintaining a motivated workforce.

In an effort to foster a resilient, motivated and healthy workforce, this measure encourages investment in human capital by mandating the implementation of comprehensive health and wellness programs in workplaces. Enhancing the physical

¹ Ora, R., & Ray, S. S. (2023). A Study on The Impact of Health and Wellness Programme on the Employee's Productivity. *International Journal of Research Publication and Reviews*, Vol 4, no 12, 1314–1319.
<https://ijrpr.com/uploads/V4ISSUE12/IJRPR20217.pdf>

² *ibid*

and mental health of employees often result in better job satisfaction, engagement, and overall productivity.

As workers face increasing pressure and stress due to the modern world's fast-paced work culture, it is paramount that employees undergo wellness and health programs to create healthier, happier, and more engaged employees.

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


REP. CLAUDINE DIANA BAUTISTA-LIM
DUMPER PTDA Party-List

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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 “Workers’ Health and Wellness Act”

Sec. 2. Declaration of Policy. – The State recognizes the unique role of employers in promoting the health and well-being of their employees and that the use of effective wellness programs in the worksite can reduce mental and health risks, thereby improving the quality of life of their employees.

Sec. 3. Coverage. – This Act shall apply to all business enterprises and employers, including government owned and controlled corporations performing proprietary functions.

Sec. 4. Programs and Services. – The Department of Labor and Employment, in coordination with the Department of Health, shall establish and promote the following programs and services for the welfare and well-being of employees in the private sector:

- a. Regular mental health assessments and counseling sessions focusing on stress management, emotional stability and coping mechanisms;
- b. Stress reduction programs that teach mindfulness, meditation, relaxation techniques and time management;
- c. Access to peer support groups focusing on creating safe spaces for expression and collaboration;

- d. Encouragement of physical activities such as, but not limited to, fun run, Zumba, walking, sports tournaments, and other recreational activities;
- e. Any other programs and services as deemed necessary by the DOLE, DOH and the business enterprises concerned.

Sec. 5. Implementing Rules and Regulations – the DOLE and DOH shall promulgate the necessary rules and regulations to implement the provisions of this Act within ninety (90) days upon its effectivity.

Sec. 6. *Repealing Clause.* – All other laws, rules and regulations, orders, circulars, and other issuances or parts thereof, which are inconsistent with the provisions of this Act are hereby repealed, modified or amended accordingly.

Sec. 7. *Separability Clause.* – If for any reason any section or provision of this Act is declared invalid or unconstitutional, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

Sec. 8. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspapers of general circulation in the Philippines.

Approved,