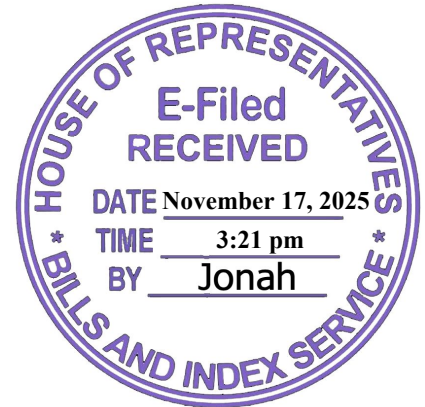


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 6062



Introduced by **Representatives Ryan S. Recto, Javier Miguel L. Benitez,
Brian Daniel Poe Llamanzares, PhD, MNSA**

EXPLANATORY NOTE

This legislative measure seeks to grant government employees a seven-day mental health wellness leave, allowing them the opportunity to pause, recuperate and restore their mental well-being, thereby reducing the risk of work-related stress, fatigue and burnout.

According to a report from the Social Weather Survey (SWS), around 34% of adult Filipinos experience stress frequently in their daily lives. From the same report, 39% stated that work-related stress affected their mental health significantly. In a recent study conducted by the Institute for Labor Studies (ILS), it was revealed that the majority experience stress and burnout at work due to heavy workloads, conflicts with colleagues and micromanagement. This takes a toll on workers' well-being and overall job performance. Economically, The World Health Organization (WHO) estimated that around twelve (12) billion working days are lost annually as a result of employees experiencing anxiety and depression.

In view of this, the institutionalization of mental health leaves has emerged as a significant measure to mitigate employee burnout and to strengthen organizational support for the overall well-being of the workforce.

Research further indicates that employees who feel supported in their mental health needs show greater job satisfaction. When employees recognize that their employer cares about their well-being, it cultivates loyalty, strengthens their emotional connection to the company and enhances overall engagement and productivity.

This bill recognizes the significance of safeguarding the mental well-being of employees, acknowledging it as equally important as the protection of their physical health. It further seeks to eliminate the stigma and prejudice associated with mental

health concerns, thereby ensuring that government employees are allowed to seek appropriate support and intervention without fear of discrimination.

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



Ryan S. Recto
Representative
6th District, Batangas



Javier Miguel L. Benitez
Representative
3rd District, Negros Occidental



Brian Daniel Poe Llamanzares, PhD, MNSA
Representative
FPJ Panday Bayanihan Partylist

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HOUSE BILL NO. 6062

Introduced by **Representatives Ryan S. Recto, Javier Miguel L. Benitez,
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**AN ACT
GRANTING MENTAL HEALTH WELLNESS LEAVE TO GOVERNMENT
EMPLOYEES**

*Be it enacted by the Senate and the House of Representatives of the Philippines
in Congress assembled:*

1 SECTION 1. *Short Title.* – This Act shall be known as the “*Government*
2 *Employee Mental Health Leave Act.*”

3
4 Sec. 2. *Declaration of Policy.* – It is the policy of the State to promote the mental
5 health and well-being of employees, in order to improve their productivity,
6 performance, and overall quality of life. The State also recognizes the need for
7 employees to take time off work for the purpose of addressing their mental health
8 concerns.

9
10 Sec. 3. *Mental Health Wellness Leave.* – Every government employee in the
11 Philippines shall be entitled to a mental health leave of not less than seven (7) working
12 days per year. The mental health leave shall be in addition to the regular vacation and
13 sick leave entitlements provided under existing laws.

14
15 Sec. 4. *Qualification for Mental Health Leave.* – A government employee shall
16 be qualified for mental health leave if:

- 17
18 a) He or she has been employed for at least six (6) months with the same
19 government agency; and
20
21 b) He or she has a medical certificate issued by a licensed mental health
22 professional certifying that the employee is suffering from a mental
23 health condition and is in need of treatment or counseling.
24

1 Sec. 5. *Disciplinary Action for Unauthorized Absences.* – An employee who goes
2 on leave without prior approval will face salary deductions and can be suspended from
3 employment for extended absence.

4
5 Sec. 6. *Non-compliance of Approving Authorities.* – Failure to act on a leave
6 application by the respective approving authority can lead to sanctions from the Civil
7 Service Commission (CSC), including but not limited to suspension, fine or even
8 dismissal.

9
10 Sec. 7. *Implementing Rules and Regulations.* – Within thirty (30) days from the
11 effectivity of this Act, the Chairperson of the Civil Service Commission shall promulgate
12 the necessary rules and regulations for its effective implementation.

13
14 Sec. 8. *Separability Clause.* – If, for any reason, any provision of this Act is
15 declared unconstitutional or invalid, such parts or portions not affected thereby shall
16 remain in full force and effect.

17
18 Sec. 9. *Repealing Clause.* – All laws, executive orders, presidential decrees,
19 issuances, rules and regulations or parts thereof inconsistent with the provisions of
20 this Act are hereby repealed or modified accordingly.

21
22 Sec. 10. *Effectivity.* – This Act shall take effect fifteen (15) days following its
23 publication in two (2) newspapers of general circulation or in the Official Gazette.

24
25 *Approved,*