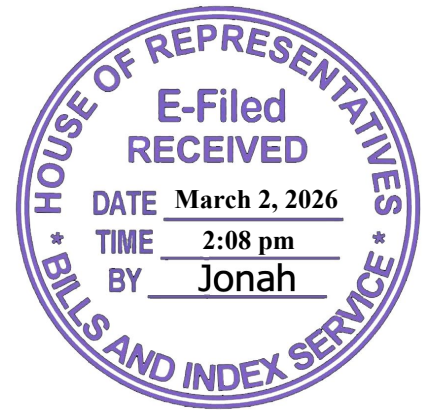


Republic of the Philippines
HOUSE OF REPRESENTATIVES
 Quezon City

TWENTIETH CONGRESS
 First Regular Session

House Bill No. 8195



**Introduced by Representatives Lani Mercado-Revilla, Ramon Jolo B. Revilla,
 Bryan B. Revilla**

AN ACT
PROMOTING WOMEN'S HEALTH AND WELLNESS IN THE WORKPLACE,
AND FOR OTHER PURPOSES

EXPLANATORY NOTE

In modern Filipino families, the Filipina has evolved into the man's partner and co-decision-maker, challenging the traditional patriarchal structures mainly due to economic reasons. It has become inevitable that both the father and mother of the family are employed or economically gainful, and thus major decisions are made by them alongside their husbands.

Article II Sec. 14 of the 1987 Constitution acknowledges the importance of women in our society: "The State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men."

Women make up a significant portion of the country's labor force. According to an online news article, around 21.9 million women, or 56.27% are participating in the labor force as of December 2023.¹ Although less than that of men², this number is big

¹ Locus, S. (02 March 2024). PSA: Smaller percentage of women in labor force. [hBps://www.gmanetwork.com/news/topstories/naEon/899211/psa-smaller-percentage-of-women-in-labor-force/story/](https://www.gmanetwork.com/news/topstories/naEon/899211/psa-smaller-percentage-of-women-in-labor-force/story/). Accessed on 08 November 2025.

² "Labor force, female (% of total labor force) in Philippines was reported at 41.39 % in 2024, according to the World Bank collection of development indicators, compiled from officially recognized sources. Philippines - Labor force, female - actual values, historical data, forecasts and projections were sourced from the World Bank on November of 2025." Source: Philippines - Labor Force, Female. (n.d.) Trading Economics. [hBps://tradingeconomics.com/philippines/labor-force-female-percent-of-total-labor-force-wb-data.html](https://tradingeconomics.com/philippines/labor-force-female-percent-of-total-labor-force-wb-data.html). Accessed on 08 November 2025.

enough to warrant the question of whether workplaces are adequately equipped to address their unique health and wellness needs. Issues such as lack of lactation facilities, insufficient menstrual hygiene support, limited access to reproductive health services, and inadequate counseling programs continue to affect women's productivity, dignity, and overall well-being.

This proposed measure seeks to institutionalize employer responsibility in providing facilities and programs that promote women's health. By requiring lactation rooms, wellness clinics or partnerships, hygiene facilities, counseling services, and health education programs, this measure ensures that women are supported not only as workers but also as individuals with distinct health needs.

This bill also provides incentives to employers who comply with and go beyond the minimum requirements, such as tax deductions, government grants, and recognition awards. These incentives encourage employers to view women's health and wellness not as a burden, but as an investment in productivity, inclusivity, and corporate reputation.

Thus, while the tax deductions may be seen to reduce government resources, it should be viewed as an alternative way of putting government resources to good and efficient use, in that the female employees need not queue for State-provided programs and benefits as these are already on-hand when she needs them.

The measure aligns with the State's commitment to gender equality, decent work, and sustainable development. It recognizes that a healthy workforce is a happy and productive workforce, and that supporting women's wellness is essential to national progress.

In view of the above cited reasons, approval of this bill is earnestly sought.



REP. LANI MERCADO-REVILLA



REP. RAMON JOSE B. REVILLA III



REP. BRYAN B. REVILLA

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House Bill No. 8195

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Bryan B. Revilla**

AN ACT
PROMOTING WOMEN’S HEALTH AND WELLNESS IN THE WORKPLACE,
AND FOR OTHER PURPOSES

*Be 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 “**Women’s Health and Wellness in the Workplace Act of 2026.**”

Sec. 2. Declaration of Policy – It is hereby declared the policy of the State to:

1. Promote and protect the health, wellness, and dignity of women in the workplace.
2. Ensure that employers provide facilities and programs that support women’s physical, mental, and reproductive health.
3. Recognize that women’s health and wellness are essential to productivity, equality, and national development.

Sec. 3. Definition of Terms – For purposes of this Act, the following terms shall mean:

1. Women’s Health and Wellness Facilities – Physical spaces and services provided in the workplace to support women’s health, including but not limited to lactation rooms, wellness clinics, counseling areas, and hygiene facilities.
2. Wellness Program – Structured initiatives by employers to promote women’s health, including education, counseling, and preventive care.

Sec. 4. Mandatory Facilities and Programs – All employers with at least twenty (20) female employees shall provide:

1. Lactation Rooms – Safe, private, and hygienic spaces for breastfeeding or milk expression.

2. Wellness Clinics or Partnerships – On-site clinics or partnerships with nearby health providers offering reproductive health services, prenatal/postnatal care, and general wellness check-ups.
3. Hygiene Facilities – Adequate restrooms with menstrual hygiene supplies and disposal systems.
4. Counseling and Mental Health Support – Access to counseling services for stress management, postpartum recovery, and workplace wellness.
5. Health Education Programs – Regular seminars or workshops on women's health, nutrition, and preventive care.

Employers or partner establishments, as the case may be, shall ensure that the female employees who avail and use the facilities are afforded the privacy they need.

Sec. 5. Employer Incentives – Employers who comply with and go beyond minimum requirements shall be entitled to:

1. Tax Deductions – Expenses incurred in establishing and maintaining women's health facilities shall be deductible from taxable income.
2. Government Grants – Eligible for DOLE or DOH grants to support wellness programs.
3. Recognition Awards – Annual “Healthy Workplace for Women” awards to honor exemplary employers.

Sec. 6. The following agencies of the government shall have the following duties and responsibilities:

1. The Department of Labor and Employment (DOLE) shall oversee implementation and compliance of employers to this Act;
2. The Department of Health (DOH) shall provide technical assistance, training, and monitoring of workplace health facilities;
3. The Commission on Women (PCW) shall ensure gender sensitivity in program design and implementation.

Sec. 7. Monitoring and Compliance

1. Employers must submit annual reports to DOLE detailing their women's health and wellness programs.
2. Non-compliance shall result in penalties, including fines and suspension of government incentives.

Sec. 8. Appropriations – The amount necessary to implement this Act shall be included in the annual General Appropriations Act.

Sec. 9. Implementing Rules and Regulations – The Secretary of Labor and Employment, in consultation with the Secretary of Health and of Finance, and the Commissioner of PCW, shall promulgate the rules and regulations necessary to carry out and implement the provisions of this Act within sixty days (60) from the effectivity of this Act.

Sec. 10. Separability Clause - Should any part or provision of this Act be held unconstitutional or invalid, all other provisions hereof which are not affected thereby shall continue to be in full force and effect.

Sec. 11. Repealing Clause – All laws, presidential decrees, executive orders, letters of instruction, administrative rules and regulations or parts thereof which are contrary to or inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

Sec. 12. Effectivity – This Act shall take effect after fifteen (15) days following its complete publication in the Official Gazette or in two (2) newspapers of general circulation whichever is earlier.

Approved,