

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 9137



Introduced by HON. PHILIP CONRAD "DOK BONG" M. ACOP

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

EXPLANATORY NOTE

In the high-octane corridors of our business districts and the relentless hum of our government offices, a quiet exhaustion has taken root. For decades, the Filipino worker has been celebrated for a resiliency that often masked a darker reality: the slow, corrosive erosion of burnout. We have long treated the workplace as a theater of pure output, ignoring the fact that the most sophisticated piece of machinery in any office is the human mind.

The "Workplace Mental Health and Burnout Prevention Act" serves as a vital lifeline—a definitive statement that the dignity of labor is inseparable from the sanity of the laborer. This legislation is an essential pivot for a nation navigating the complexities of a post-pandemic economy. It recognizes that burnout is not a personal failing or a lack of "grit," but a systemic byproduct of chronic workplace stress that demands a systemic solution.

By mandating a Workplace Mental Health and Burnout Prevention Program, the bill moves the conversation from reactive crisis management to proactive preservation. It is a necessary intervention because a community is only as strong as its constituent parts; when our teachers, nurses, and office workers are pushed to the brink of emotional exhaustion, the very fabric of our social and economic stability begins to fray.

The potential positive effects of this Act ripple far beyond the individual cubicle. On a macro level, we are looking at the birth of a high-performance culture built on sustainability rather than sacrifice. When companies implement "no after-hours communication" policies and offer psychological support, they are not just being kind—they are being smart.

A mentally healthy workforce is inherently more creative, more loyal, and significantly more productive. We can expect to see a sharp decline in “presenteeism”—those lost hours where employees are physically at their desks but mentally checked out—and a dramatic reduction in turnover rates that currently drain corporate resources.

Perhaps most importantly, this bill serves as the ultimate antidote to stigma. By integrating mental health into the same framework as physical occupational safety, we normalize the act of seeking help. The “zero-tolerance policy” against discrimination ensures that a diagnosis is no longer a career death sentence.

As we institute these measures, we are not just protecting employees; we are future-proofing the Philippine economy. We are building a country where work is a source of purpose and pride, rather than a catalyst for collapse. This Act is our collective commitment to ensuring that while we work to build a nation, we do not break ourselves in the process.

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

A handwritten signature in black ink, appearing to read 'Philip Conrad M. Acop', written over the printed name below.

HON. PHILIP CONRAD “DOK BONG” M. ACOP

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**PROMOTING MENTAL HEALTH AND WELL-BEING IN THE WORKPLACE
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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 “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,