

**Press Release**  
**Department of Labor and Employment**  
**Bureau of Working Conditions**  
**28 February 2019**

## **DOLE HAILS THE SIGNING OF IRR OF PHILIPPINE MENTAL HEALTH LAW**

The implementing rules and regulations (IRR) of Republic Act No. 11036 otherwise known as the Mental Health Act, was signed on January 22, 2019. Among of the objectives of this new issuance is to protect the rights and welfare of people with mental health conditions, integrate mental health care in public health system, improve access to services, and integrate mental health in schools and workplaces. The law also provides for the capacitation of mental health professionals and facilities nationwide.

Mental health has always been part of occupational health as identified by the International Labor Organization and World Health Organization. These two organizations defined occupational health as “the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations by preventing departures from health, controlling risks and the adaptation of work to people, and people to their jobs.”

Understanding the conditions, policies, and treatment of mental health issues is the first step in addressing its impact in workplaces. It has been known as a fact that mental health program in workplaces have helped reduce absenteeism, decrease disability cost and improve employee morale and their overall productivity.

The DOLE hails the signing of RA 11036 and its IRR as the Department has a legal basis outside its mandate in ensuring that the rights of all Filipino workers are protected as we all recognize that mental health is a cross-cutting issue among all stakeholders. The direct and implied provisions for cooperation, coordination, referrals and capacity-building of implementers were all seen as important ingredients to an enabling environment for the successful implementation of the program.

As in its previous related issuances, the focus of the forthcoming Department Order containing the implementing rules and regulations of RA 11036 is not only the right to health and safety of workers, but also social issues which they are confronted with such as compensation and benefits, job security, discrimination, work accommodation and flexibility. The proposed issuance shall also be extended to our Overseas Filipino Workers.

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