

ENHANCING THE PSYCHOLOGICAL WELL-BEING OF EMPLOYEES (SB 1817): THE NEED FOR MENTAL HEALTH LEAVE AND ADDITIONAL INTERVENTIONS IN THE PHILIPPINES

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Abstract

Problem Description: The policy paper offers a thorough examination of the issue of stress at work and how it affects workers' mental health. It draws attention to the frequency of work-related stressors, their detrimental effects on workers' productivity and well-being, and the shortcomings of current strategies in resolving this complex problem.

Policy Options: The most promising course of action is a comprehensive strategy that combines workplace mental health support programs with comprehensive mental health education and training. This strategy combines early intervention, preventive interventions, and continuous support to develop a mentally robust workforce.

Conclusion and Call to Action: The policy paper highlights how essential it is to give employees mental health top priority and create supportive work conditions. The Philippines can set the stage for a workforce that is healthier and more resilient by implementing the suggested policies. To make a significant difference, legislators, employers, mental health specialists, and advocacy organizations must work together.

Recommendation: A set of recommendations grounded in data is provided in the policy document to support the mental health of Filipino workers.

Keywords: Mental Health, Filipino Workers, Mental Health Education Training.

Introduction

Employees are under increasing pressure to meet the expectations of modern work, which can result in increased stress levels and possible mental health issues. The Philippine Statistics Authority (PSA) reports that there has been a significant increase in work-related stress and burnout, which has led to lower job satisfaction, higher absenteeism, and decreased productivity. Furthermore, these problems have a significant financial impact on the country's economy due to missed production and medical costs in addition to having an effect on specific personnel.

The Philippine government has submitted Senate Bill No. 1817 (S.B. No. 1817) in response to this important issue, with the goal of addressing workers' mental health needs and fostering a supportive work environment. The provisions of S.B. are examined in this policy study. No. 1817, examines its possible effects, and argues in favor of enacting it to protect workers' mental health.

S.B. No. 1817's principal objective is to raise awareness of mental health issues and give priority to mental health care in the workplace. The bill highlights the significance of offering mental health leave to workers, acknowledging that mental health issues can be just as incapacitating as physical illnesses and that sufficient time is needed for recovery. By granting mental health leave, workers can receive timely and appropriate treatment without worrying about negative effects on their careers.

Methods

Research Design

This policy paper examines Senate Bill No. 1817

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(S.B. No. 1817) and its possible effects on enhancing the mental health of Filipino workers using a quantitative research methodology, namely a descriptive correlational study. By using a quantitative approach, we can establish correlations and linkages between variables by methodically gathering and analysing numerical data relevant to the policy problem.

Respondents of the Study

Data for this study will be collected from a number of sources, including surveys, official government reports, published literature, and pertinent statistics data. The suggested measures and policy provisions delineated in S.B. No. 1817 will be thoroughly investigated to determine any possible effects on workers' mental health. The analysis will also be supported by pertinent information on mental health issues, work-related stress, and organizational productivity.

Limitations of the Study

There may be restrictions on the quantity and quality of data on mental health in the Philippine workplace. Because mental health problems are still stigmatized, there's a chance that the topic of mental health is still underreported, which could result in an incomplete picture of the situation. Furthermore, certain data might not be available or be old, which could affect the study's thorough analysis. Moreover, the examination of Senate Bill No. 1817 and its possible ramifications will be the main emphasis of this policy paper. It might not, however, go to great length on alternate policy ideas or address all facets of mental health in the workplace. Because of this, additional research into potential policy solutions may be necessary, beyond the purview of this study.

Results

Policy Options

Senate Bill No. 1817, which attempts to support employee mental health and grant mental health leave in the Philippines, is discussed in the policy paper. The influence of work-related stress on employees' mental health is recognized, and the current legislative framework - which includes the Occupational Safety and Health Standards and the Mental Health Act - is reviewed. The study acknowledges the benefits and drawbacks of the existing strategy, which lacks clear implementation guidelines and places little emphasis on stress at work. To tackle the issue, several policy measures are put forth, including thorough mental health training, workplace assistance programs, flexible work schedules, workload management techniques, and rewards for mental health-friendly companies. The objective is to develop a workforce with mental health issues through increased knowledge, assistance, and resources.

Holistic Well-Being: The framework of analysis will place a high priority on the holistic well-being of workers, acknowledging that productivity and general health are inextricably linked to mental health. Its goal is to develop policies that take into account the physical, emotional, and psychological components of mental health issues and stress associated to the workplace.

Equity and Inclusivity: The framework will respect the ideals of equity and inclusivity, guaranteeing that all workers, irrespective of their industry, background, or position, have access to mental health interventions and support. It will support inclusive policies that address a range of situations and be attentive to the heterogeneous requirements of the workforce.

Evidence-Based Approach: The framework will be guided by an evidence-based approach, relying on empirical research and data to inform policy recommendations. It will consider the latest scientific findings and best practices in mental health promotion and work-related stress management.

Prevention and Early Intervention: Emphasizing prevention and early intervention, the framework will advocate for policies that proactively address work-related stress and mental health issues before they escalate. By focusing on prevention, it aims to reduce the prevalence and severity of mental health challenges in the workplace.

Collaboration and Multi-Stakeholder Engagement: The framework will prioritize collaboration among different stakeholders, including government agencies, employers, employees, mental health professionals, and advocacy groups. It recognizes that addressing work-related stress and mental health requires collective efforts and engagement from all sectors.

Sustainable Implementation: The framework will advocate for policies with sustainable implementation strategies, considering the long-term viability and practicality of interventions. It will emphasize the need for continuous support and monitoring to ensure the effectiveness of mental health initiatives.

Stigma Reduction: The framework will actively work towards reducing the stigma surrounding mental health issues, both within the workplace and society at large. It aims to create an environment where employees feel comfortable seeking help and support for mental health challenges without fear of discrimination.

Human-Centric Approach: The framework will place the well-being of employees at the center of policy considerations, valuing their mental health as a fundamental aspect of their dignity and rights. It will advocate for policies that prioritize employee welfare over mere productivity.

Conclusion

The S.B. policy paper. The critical topic of work-related stress and its adverse effects on employee mental health has been investigated in No. 1817: Promoting the Mental Health of Employees and Providing for Mental Health Leave in the Philippines. The need of solving this issue quickly has been underlined in the article in order to promote mental health in the workplace and the general wellbeing of employees.

The problem description clarified the widespread nature of stress at work, as more people are reporting feelings of melancholy, anxiety, and burnout. It became clear that the complicated and multidimensional issues surrounding employee mental health could not be adequately addressed by the policies in place.

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Conflicts of Interest

The authors declare there are no significant competing financial, professional, or personal interests that might have influenced the performance or presentation of the work described in this manuscript.

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