



Republic of the Philippines  
**House of Representatives**  
Quezon City, Metro Manila

Nineteenth Congress  
Second Regular Session

**HOUSE BILL NO. 9931**



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**Introduced by Representative LORDAN G. SUAN**

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**AN ACT  
GRANTING HEARTBREAK LEAVE AND PROVIDING EMOTIONAL SUPPORT  
RESOURCES FOR RECOVERING EMPLOYEES**

**EXPLANATORY NOTE**

This bill proposes a novel approach to workplace well-being by granting eligible employees "heartbreak leave" following relationship dissolution. This seemingly unconventional policy addresses a significant, yet often overlooked, factor impacting employee performance and engagement: the emotional turmoil associated with breakups.

Studies reveal the substantial toll breakups take on individuals, affecting their emotional and mental well-being, leading to decreased productivity, absenteeism, and higher healthcare costs. Recognizing this reality, the bill acknowledges the legitimacy of emotional distress stemming from personal life and offers crucial support during this challenging time.

Furthermore, this legislation moves beyond a one-size-fits-all approach by acknowledging the age-related nuances of heartbreak. Younger employees, facing societal pressure to quickly "bounce back," may benefit from shorter leave periods, while older individuals navigating complex family dynamics or financial dependencies might require longer periods. This differentiated approach ensures equitable access to leave while recognizing individual needs and circumstances.

Beyond addressing individual needs, the bill fosters gender equality in the workplace. Research suggests women disproportionately experience economic and emotional hardship following breakups. By offering equal access to leave,

the Heartbreak Recovery and Resilience Act promotes equity and addresses potential disparities.

Beyond the ethical considerations, the bill offers substantial practical benefits to both employees and employers. By allowing time and space for emotional processing, leave can lead to improved focus and performance upon return. Additionally, by reducing turnover and recruitment costs, the policy translates to financial gains for companies. Moreover, offering such innovative support enhances an employer's image as progressive and committed to employee well-being, potentially attracting and retaining top talent.

In conclusion, the Heartbreak Recovery and Resilience Act aligns with modern values of flexibility and work-life balance. It recognizes the interconnectedness of personal and professional lives and promotes a healthier, more resilient workforce. By offering heartbreak leave and emotional support resources, this legislation presents a win-win scenario for both employees and employers, fostering engagement, reducing costs, and ultimately contributing to a more humane and productive work environment.

In light of the preceding, this bill's approval is fervently sought.



LORDAN G. SUAN

Cagayan de Oro City – 1<sup>st</sup> District



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## AN ACT

### GRANTING HEARTBREAK LEAVE AND PROVIDING EMOTIONAL SUPPORT RESOURCES FOR RECOVERING EMPLOYEES

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

1       **SECTION 1. *Short Title.*** — This Act shall be known as the “*Heartbreak*  
2       *Recovery and Resilience Act.*”

3       **SECTION 2. *Declaration of Policy.*** — The State recognizes that:

4       (a) The dissolution of a romantic relationship can be a significant source  
5       of emotional stress and disruption to an individual's personal and professional  
6       life;

7       (b) Unprocessed emotional distress can negatively impact productivity,  
8       employee morale, and workplace health; and

9       (c) Providing employees with time and resources to recover from  
10      heartbreak can promote emotional well-being, improve workplace  
11      performance, and reduce employee turnover.

12      **SECTION 3. *Purpose.*** — This Act aims to offer support and resources to  
13      employees experiencing emotional distress due to a recent breakup, promoting  
14      their personal well-being and continued contribution to the workforce.

15      **SECTION 4. *Heartbreak Leave.***

16      (a) **Eligibility.** All employees in the private and public sectors are  
17      eligible for heartbreak leave under this Act.

18      (b) **Leave Entitlement.**

(i) Employees under the age of 25 are entitled to a maximum of one (1) business day of unpaid heartbreak leave per calendar year.

(ii) Employees between the ages of 25 and 35 are entitled to a maximum of two (2) business days of unpaid heartbreak leave per calendar year.

(iii) Employees aged 36 and above are entitled to a maximum of three (3) business days of unpaid heartbreak leave per calendar year.

(c) **Documentation.** To qualify for heartbreak leave, employees must provide their employer with a signed statement confirming the dissolution of their romantic relationship within the past thirty (30) days.

(d) **Notice Requirement.** Employees must provide their employer written notice of their intention to take heartbreak leave at least 48 hours in advance unless exigent circumstances prevent such notice.

(e) **Accrual.** Heartbreak leave shall not accrue or carry over to subsequent calendar years.

(f) **Continuation of Benefits.** Employees on heartbreak leave shall continue to be eligible for employer-sponsored health insurance benefits if they meet the applicable requirements.

## **SECTION 5. *Emotional Support Resources.***

(a) The Department of Labor and Employment (DOLE) and the Civil Service Commission (CSC), in collaboration with mental health professionals, shall develop and disseminate evidence-based resources on navigating heartbreak and emotional well-being to government offices, employers and employees.

(b) The DOLE and the CSC shall create a program to support the development and implementation of confidential emotional support programs within workplaces.

**SECTION 6. *Implementing Rules and Regulations.*** — Within ninety (90) days from the effectivity of this Act, the DOLE and the CSC shall promulgate the necessary rules and regulations for the effective implementation of this Act in the private and public sectors, respectively.

**SECTION 7. *Effectivity Clause.*** — This Act shall take effect fifteen (15) days after its publication in the Official Gazette, in a newspaper of general circulation, or on a website provided for by law.

*Approved,*