



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

Twentieth Congress
First Regular Session

HOUSE BILL NO. 4650



Introduced by Representative Lordan G. Suan

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.

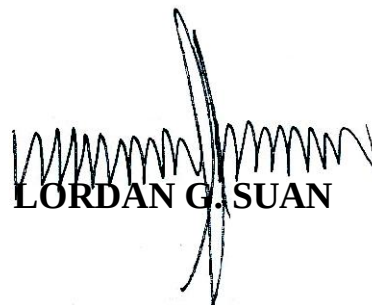
Furthermore, this legislation moves beyond a one-size-fits-all approach by acknowledging the age-related nuances of heartbreak. Younger employees, facing societal pressure to quickly "bounce back," may benefit from shorter leave periods, while older individuals navigating complex family dynamics or financial 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 promote 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 align 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 employees and employers, fostering engagement, reducing costs, and ultimately contributing to a more humane and productive work environment.

In view of the foregoing, the immediate approval of this bill is earnestly sought.



LORDAN G. SUAN



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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
4 **SEC. 2. Declaration of Policy.** — The State recognizes that:
5 (a) The dissolution of a romantic relationship can be a significant source
6 of emotional stress and disruption to an individual's personal and professional
7 life;
8 (b) Unprocessed emotional distress can negatively impact productivity,
9 employee morale, and workplace health; and
10 (c) Providing employees with time and resources to recover from
11 heartbreak can promote emotional well-being, improve workplace performance,
12 and reduce employee turnover.

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

1
2 **SEC. 4. Heartbreak Leave.**

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

5
6 (b) **Leave Entitlement.**

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

9
10 (ii) Employees between the ages of 25 and 35 are entitled to a
11 maximum of two (2) business days of unpaid heartbreak leave per
12 calendar year.

13
14 (iii) Employees aged 36 and above are entitled to a maximum of
15 three (3) business days of unpaid heartbreak leave per calendar
16 year.

17
18 (c) **Documentation.** To qualify for heartbreak leave, employees must
19 provide their employer with a signed statement confirming the dissolution of
20 their romantic relationship within the past thirty (30) days.

21
22 (d) **Notice Requirement.** Employees must provide their employer
23 written notice of their intention to take heartbreak leave at least 48 hours in
24 advance unless exigent circumstances prevent such notice.

25
26 (e) **Accrual.** Heartbreak leave shall not accrue or carry over to
27 subsequent calendar years.

28
29 (f) **Continuation of Benefits.** Employees on heartbreak leave shall
30 continue to be eligible for employer-sponsored health insurance benefits if they
31 meet the applicable requirements.

32
33 **SEC. 5. Emotional Support Resources.**

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

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

1
2 **SEC. 6. *Implementing Rules and Regulations.*** — Within ninety (90)
3 days from the effectivity of this Act, the DOLE and the CSC shall promulgate
4 the necessary rules and regulations for the effective implementation of this Act
5 in the private and public sectors, respectively.
6

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