



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

20th Congress
First Regular Session

HOUSE BILL NO. 5846



INTRODUCED BY REP. DORIS E. MANIQUIZ

The Filipino family remains the core unit of society, as enshrined in Article XV, Section 1 of the 1987 Constitution, which mandates the State to “strengthen the solidarity of the family and actively promote its total development.” Paying one’s final respects and mourning the loss of a loved one is deeply rooted in Filipino culture and tradition.

However, under existing labor laws, particularly the Labor Code of the Philippines (Presidential Decree No. 442, as amended), there is no statutory provision granting paid bereavement leave to employees in both the public and private sectors. While the Labor Code and subsequent laws such as the *Magna Carta of Women* (Republic Act No. 9710) and the *Solo Parents Welfare Act* (Republic Act No. 11861) provide for specific leave benefits, none recognize bereavement as a legitimate ground for paid leave.

The absence of such provision often compels employees to use their limited vacation or sick leaves during periods of grief and loss. This not only disrupts their emotional well-being but also diminishes workplace productivity and morale.

This bill seeks to address this legislative gap by institutionalizing a Bereavement Leave Benefit to enable employees to grieve, attend funeral services, and fulfill familial and cultural obligations following the death of an immediate family member.

The enactment of this measure will uplift employee welfare, foster compassion within the workplace, and affirm the State’s commitment to human dignity and family solidarity.

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

HON. DORIS E. MANIQUIZ
2nd District of Zambales



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AN ACT GRANTING A BEREAVEMENT LEAVE OF THREE (3) DAYS WITH PAY TO EMPLOYEES IN THE PRIVATE AND PUBLIC SECTORS IN THE EVENT OF DEATH OF AN IMMEDIATE FAMILY MEMBER AND FOR OTHER PURPOSES

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

SEC 1. Title. - This Act shall be known as the "Bereavement Leave Act of 2025."

SEC 2. Declaration of State Policy. - It is hereby declared the policy of the State to uphold the sanctity of the Filipino family as the foundation of the nation and to protect its stability and well-being. In recognition of the profound emotional, psychological, and social impact brought about by the death of an immediate family member, the State affirms its commitment to extend compassionate support to employees during periods of bereavement. A bereavement leave benefit system is hereby institutionalized to safeguard the mental health, emotional recovery, and overall welfare of employees in both the public and private sectors. This policy aligns with the State's duty to promote social justice in all phases of national development, advance humane conditions of work, and foster the dignity of labor.

SEC 3. Bereavement Leave. - There shall be granted under this Act a Bereavement Leave of three (3) working days with full compensation to any employee of both the private and public sectors in the event of death of an immediate family member. For purposes of this Act, an immediate family member refers to the employee's spouse, parent, child and sibling.

SEC 4. Non-Diminution of Benefits. - Nothing in this Act shall be construed as a diminution of any existing benefits granted under the existing benefits granted under existing laws, decrees, orders or any contract, agreement or policy between employee and employers.

SEC 5. Implementing Rules and Regulations. The Secretary of Labor and Employment and the Chairperson of the Civil Service Commission shall, within thirty (30) days from the approval of this Act, issue such rules and regulations necessary for the proper implementation of the provisions hereof.

SEC 6. Penalties. - Any person, corporation, trust, firm, partnership, association, or entity found violating this Act or the rules and regulations promulgated thereunder shall be punished by a fine not exceeding fifty thousand pesos (Php 50,000) or imprisonment of not less than thirty (30) days to not more than six (6) months. If the violation is committed by a corporation, partnership, association, firm or similar entities, the penalty of imprisonment shall be imposed on the officer or officers directly responsible for the violation.

SEC 7. Separability Clause. - If any provision of this Act shall be held unconstitutional or invalid, the other provisions not otherwise affected shall remain in full force and effect.

SEC 8. Repealing Clause. - All laws, presidential decrees, executive orders, ordinances, rules and regulation, and other issuances or part thereof which are inconsistent with this Act, are hereby repealed or modified accordingly

SEC 9. Effectivity. - This Act shall take after fifteen (15) days after its publication in the Official Gazette or in newspapers of general circulation.

Approved.