



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

Twentieth Congress
First Regular Session

HOUSE BILL NO. 5952



Introduced by **REPRESENTATIVE MARIA CRISTINA C. ANGELES**

EXPLANATORY NOTE

The Filipino family depends heavily on the unpaid care work of its members, particularly women and senior citizens, who shoulder the daily responsibility of caring for children, sick relatives, and elderly parents. Despite this essential role, the Labor Code of the Philippines offers only limited leave benefits such as maternity, paternity, and parental leave, which fail to cover the broad range of caregiving duties that Filipino workers must often perform.

This bill seeks to fill that gap by establishing a Paid Family Care Leave, granting employees in both the public and private sectors a maximum of five (5) days of paid leave annually to care for minor children, sick spouses, disabled siblings, or elderly parents and grandparents. The measure is gender-neutral in application yet pro-women and pro-senior citizen in impact. It recognizes that caregiving work, while unpaid, is productive labor that sustains both households and the economy. The bill also acknowledges the growing need for family-based elder care in light of the Philippines' aging population.

The proposed leave shall be distinct and supplemental to existing leaves such as sick leave, parental leave, and those granted under the Magna Carta of Women. To mitigate financial concerns from the private sector, wages paid during Family Care Leave shall be treated as tax-deductible business expenses, ensuring a fair balance between labor protection and employer sustainability. This proposed measure draws inspiration from RA 11210 or the Expanded Maternity Leave Law of 2019, which exemplifies Congress' evolving recognition of the importance of family-centered social protection.

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

MARIA CRISTINA C. ANGELES



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**AN ACT PROVIDING PAID FAMILY CARE LEAVE FOR
EMPLOYEES, AMENDING FOR THE PURPOSE THE LABOR CODE
OF THE PHILIPPINES**

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

SECTION 1. *Short Title.* — This Act shall be known as the “Family Care Leave Act of 2025.”

SECTION 2. *Declaration of Policy.* — It is hereby declared the policy of the State to protect labor, promote social justice, and strengthen the Filipino family by recognizing the right of workers to provide care for their family members without risking loss of income or employment.

The State acknowledges that women disproportionately bear the burden of unpaid care work, while senior citizens increasingly require family-based care. This Act seeks to institutionalize family care leave as part of the country’s labor and social protection framework.

SECTION 3. *Family Care Leave.* — In addition to existing leave benefits under the Labor Code, all employees in the public and private sectors shall be entitled to a maximum of five (5) days of paid Family Care Leave annually.

Such leave may be used to care for:

- (a) A minor child;

- (b) A sick spouse;
- (c) A disabled sibling; or
- (d) An elderly parent or grandparent.

Family Care Leave shall be non-cumulative and non-convertible to cash. Leave applications shall be supported, when applicable, by a medical certificate or certification from a medical doctor, barangay health worker, social worker, or similar authority.

SECTION 4. *Coverage.* — This Act shall apply to all employees in the public and private sectors, regardless of employment status, who have rendered at least six (6) months of service.

SECTION 5. *Protection Against Discrimination.* — No employee shall be penalized, discriminated against, or terminated for availing of Family Care Leave under this Act.

SECTION 6. *Employer Incentives.* — Employers shall be entitled to treat wages paid during Family Care Leave as tax-deductible business expenses for purposes of computing taxable income, subject to rules and regulations issued by the Bureau of Internal Revenue (BIR).

SECTION 7. *Implementing Rules and Regulations.* — Within ninety (90) days from the effectivity of this Act, the Department of Labor and Employment (DOLE), in coordination with the Civil Service Commission (CSC), the Department of Finance (DOF), and other concerned agencies, shall promulgate the necessary rules and regulations to implement the provisions of this Act.

SECTION 8. *Separability Clause.* — If any provision of this Act is declared unconstitutional or invalid, the remaining provisions not affected shall remain in full force and effect.

SECTION 9. *Repealing Clause.* — All laws, decrees, orders, rules, and regulations inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 10. *Effectivity.* — This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspapers of general circulation.