



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

Twentieth Congress  
First Regular Session

HOUSE BILL NO. **6004**



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**Introduced by Representative Carlos Andes Loria**

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### **EXPLANATORY NOTE**

This bill seeks to grant an annual compassionate paid leave of five (5) days to officials and employees in the private and public sectors.

Section 18, Article II of the 1987 Constitution affirms that the State shall protect the rights of workers and promote their welfare. Likewise, Section 1, Article XV recognizes the Filipino family as the foundation of the nation and mandates the State to strengthen its solidarity and actively promote its total development.

In line with these constitutional principles, this bill seeks to grant compassionate paid leave of five (5) working days to officials and employees in the private and public sectors. It aims to provide workers the opportunity to attend to urgent family or personal matters of a serious or sensitive nature, such as the death, illness, or medical emergency of an immediate family member, without loss of income or employment benefits.

The bill acknowledges that compassion and humanity in the workplace are essential to the dignity of labor and the mental health of employees. Workers inevitably face moments of bereavement, family crises, or caregiving duties that require time and emotional recovery. Providing a dedicated, fully paid compassionate leave allows employees to cope with such challenges and return to work with renewed focus, resilience, and productivity.

Moreover, the measure reinforces the Filipino values of family solidarity, empathy, and mutual care, which are integral to our social fabric and national character. It ensures that compassion in the workplace is institutionalized as a matter of right rather than left to the discretion of employers or agencies.

Finally, by providing clear enforcement mechanisms and penalties for non-compliance, this bill safeguards employees from discrimination or reprisal when availing of their leave entitlement, ensuring fair and humane treatment across all sectors.

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



CARLOS ANDES LORIA



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**AN ACT**

**GRANTING AN ANNUAL COMPASSIONATE PAID LEAVE OF FIVE  
(5) DAYS TO OFFICIALS AND EMPLOYEES IN THE PRIVATE AND  
PUBLIC SECTORS**

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

SECTION 1. **Short Title.** – This Act shall be known as the  
“*Compassionate Leave Act*”

SEC. 2. **Declaration of Policy.** – It is the policy of the State to uphold  
compassion and humanity in the workplace to safeguard the well-being, dignity,  
and mental health of every worker, especially during times of bereavement,  
serious illness, or urgent family emergencies. Towards this end, the State shall  
promote a humane working environment by granting compassionate leave to  
officials and employees in the private and public sectors, enabling them to attend

1 to critical family needs, provide care and support during times of illness or loss,  
2 and recover from emotional distress without the burden of financial insecurity.

3 SEC. 3. **Coverage.** - This Act shall apply to officials and employees in the  
4 public and private sectors, regardless of rank, status or position, who have  
5 rendered at least six (6) months of continuous service.

6 SEC. 4. **Compassionate Leave.** - Every official or employee is entitled to  
7 an annual compassionate paid leave of five (5) working days to attend to urgent  
8 family or personal matters of a serious or sensitive nature, such as:

- 9 a. Death, serious illness, or medical emergency of an immediate family  
10 member or relative within the third degree of consanguinity or affinity;
- 11 b. Critical caregiving responsibilities, including the hospitalization of  
12 dependents or elderly parents; and
- 13 c. Family crises or other analogous circumstances as may be defined by the  
14 Civil Service Commission (CSC) or Department of Labor and  
15 Employment (DOLE).

16 The compassionate leave granted under this Act is separate and distinct  
17 from existing leaves under the Presidential Decree No. 442, as amended,  
18 otherwise known as the "*Labor Code of the Philippines*," the Civil Service laws,  
19 or company and agency policies, and is non-cumulative and non-convertible to  
20 cash.

21 SEC. 5. **Notification and Proof of Claim.** – The official or employee shall  
22 notify the employer or head of office as soon as practicable, either verbally or

1 electronically, and submit reasonable proof of entitlement such as a medical or  
2 death certificate, or any other document prescribed by the CSC or DOLE, subject  
3 to the provisions of Republic Act No. 10173, otherwise known as the “*Data*  
4 *Privacy Act of 2012.*”

5       **SEC. 6. *Non-Diminution of Benefits.*** – Nothing in this Act shall be  
6 construed to reduce, replace, or diminish any existing benefit of any form granted  
7 under other laws, rules, contracts, agreements, or policies between the employer  
8 and employee, or between the government and its officials and employees.

9       **SEC. 7. *Penalties.*** – Any employer or head of office who refuses or fails  
10 to grant compassionate leave without justifiable cause, or who dismisses,  
11 disciplines, discriminates against, or otherwise penalizes an employee or official  
12 for availing of such leave, shall be liable for a fine of not less than Fifty Thousand  
13 Pesos (₱50,000.00) but not more than Two Hundred Thousand Pesos  
14 (₱200,000.00), or imprisonment of one (1) month to six (6) months, or both, at  
15 the discretion of the court.

16       In addition to the penalties provided under this Section, the head of office  
17 of government agencies who unjustifiably refuse to grant compassionate leave  
18 shall be administratively liable under existing civil service laws, rules and  
19 regulations.

20       **SEC. 8. *Implementing Rules and Regulations.*** – Within ninety (90) days  
21 from the effectivity of this Act, the Secretary of Labor and Employment and the  
22 Chairperson of the Civil Service Commission shall, in coordination with the

1 Chairperson of the National Privacy Commission, separately issue the rules and  
2 regulations necessary for the effective implementation of this Act.

3 SEC. 9. ***Separability Clause.*** — If any provision of this Act is declared  
4 unconstitutional or invalid, the remaining parts or provisions not affected shall  
5 remain in full force and effect.

6 SEC. 10. ***Repealing Clause.*** — All laws, executive orders, issuances, rules and  
7 regulations, or parts hereof inconsistent with the provisions of this Act are  
8 repealed or modified accordingly.

9 SEC. 11. ***Effectivity.*** — This Act shall take effect fifteen (15) days after its  
10 publication in the *Official Gazette* or in a newspaper of general circulation.

11 Approved,