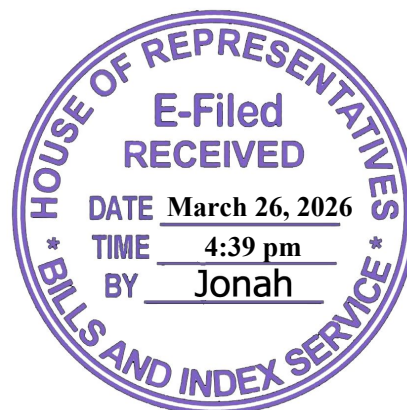


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

House Bill No. 8801



Introduced by Representative ERIC G. YAP

EXPLANATORY NOTE

This bill seeks to grant additional maternity leave benefits to women diagnosed with postpartum depression by expanding the coverage of Republic Act No. 11210, otherwise known as the *"105-Day Expanded Maternity Leave Law"*.

While existing law provides substantial maternity leave benefits to support physical recovery and infant care, it does not sufficiently address the mental health challenges that many mothers face after childbirth. Postpartum depression is a serious and medically recognized condition that affects a significant number of women, impairing their emotional well-being, daily functioning, and capacity to care for their newborns. Left unaddressed, it may have long-term consequences not only for the mother but also for the child and the family as a whole.

This measure recognizes that maternal health includes mental health. It grants an additional fifteen (15) days of paid maternity leave to covered female workers in both the public and private sectors, including those in the informal economy, who are suffering from postpartum depression. It likewise provides the option to extend leave for up to one (1) year without pay, allowing mothers sufficient time to undergo treatment and recovery without fear of losing their employment.

By institutionalizing additional support for mothers with postpartum depression, this measure affirms the State's commitment to comprehensive maternal healthcare, promotes mental health awareness, and helps dismantle the stigma surrounding postpartum mental illness. Ultimately, it aims to create a more compassionate and inclusive framework of protection for working mothers during one of the most vulnerable periods of their lives.

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


HON. ERIC G. YAP

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

House Bill No. **8801**

Introduced by Representative ERIC G. YAP

AN ACT
PROVIDING FOR ADDITIONAL MATERNITY LEAVE TO WOMEN WITH POSTPARTUM DEPRESSION, EXPANDING FOR THIS PURPOSE THE COVERAGE OF REPUBLIC ACT NO. 11210, OTHERWISE KNOWN AS THE “105-DAY EXPANDED MATERNITY LEAVE LAW”, AND FOR OTHER PURPOSES

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 “*Additional Maternity Benefit for Mothers with Postpartum Depression Act*”.

SEC. 2. *Declaration of Policy.* — It is hereby declared the policy of the State to ensure optimal maternal healthcare and extend the same to the postpartum period while being consistent with the Sustainable Development Goals. Towards this end, the State shall encourage and support mental health derivatives that will eliminate the social stigma surrounding depression and mental illness and the myth of motherhood. This will provide an enabling environment for support needed in the new mother's inability to self-diagnose her condition, the new mother's shame or embarrassment over discussing her depression so near to the birth of her child, the lack of understanding in society and the medical community of the complexity of postpartum depression.

SEC. 3. *Maternity benefit for women with postpartum depression.* — In addition to the benefits that may be availed under Republic Act No. 11210, otherwise known as the “*105-Day Expanded Maternity Leave Law*”, all covered female workers in government and the private sector, including those in the informal economy, regardless of civil status or the legitimacy of her child, shall be granted additional fifteen (15) days in addition to maternity leave with full pay; *Provided, That* they may avail the same with an option to extend for one (1) year or three hundred and sixty five (365) days without pay. This is to ensure that women will continue to uphold their maternal functions and the treatment requirements for postpartum depression, whether the child survives or not.

SEC. 4. *Non-Diminution of Benefits.* — Nothing in this Act shall be construed to diminish existing maternity benefits currently enjoyed, whether these are granted under collective bargaining agreements (CBA) or present laws if the same are more beneficial to the female worker. Furthermore, any other working arrangement that the female worker shall agree to during the additional maternity leave period shall be allowed: *Provided*, That in case the woman qualifies as a solo parent under Republic Act No. 8972, otherwise known as the “*Solo Parents’ Welfare Act*”, the availment of additional fifteen (15) days maternity leave with full pay shall not be diminished.

SEC. 5. *Penalties.* — Whoever fails or refuses to comply with the provisions of this Act shall be punished by a fine of not less than Twenty thousand pesos (₱20,000.00) nor more than Two hundred thousand pesos (₱200,000.00), and imprisonment of not less than six (6) years and one (1) day nor more than twelve (12) years, or both. Furthermore, if the act or omission penalized by this Act shall be committed by an association, partnership, corporation, or any other institution, its managing head, directors, or partners shall be liable to the penalties provided in this Act for the offense.

Failure on the part of any association, partnership, corporation, or private enterprise to comply with the provisions of this Act shall be a ground for non-renewal of business permits.

SEC. 6. *Implementing Rules and Regulations.* — The Civil Service Commission, Department of Labor and Employment, and Social Security System shall issue the necessary rules and regulations for the effective implementation of this Act within sixty (60) days from the effectivity thereof.

SEC. 7. *Separability Clause.* – If any portion or provision of this Act is declared invalid or unconstitutional, other provisions hereof shall remain in full force and effect.

SEC. 8. *Repealing Clause.* – All laws, presidential decrees, executive orders, rules and regulations which are inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

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

Approved,