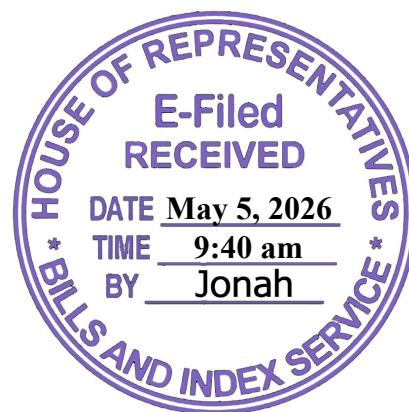


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 9081



Introduced by **Representative Ryan S. Recto**

EXPLANATORY NOTE

This bill seeks to amend Section 3 of Republic Act No. 11210 to provide additional maternity leave benefits to women diagnosed with postpartum depression, thereby expanding the scope of existing maternity protection to include maternal mental health.

Postpartum depression is a serious and often underrecognized public health concern that affects a significant number of women during and after pregnancy. According to the World Health Organization (WHO), approximately 10% of pregnant women and 13% of women who have just given birth experience a mental disorder, primarily depression¹. In developing countries, the prevalence is even higher, reaching 15.6% during pregnancy and 19.8% after childbirth². In severe cases, maternal suffering may lead to suicide, and affected mothers may be unable to properly care for themselves and their children, thereby negatively impacting child growth and development

Emerging evidence further shows that postpartum depression does not always manifest immediately after childbirth. Studies indicate that depressive symptoms may develop or persist months after delivery, with approximately 7.2% of women experiencing postpartum depressive symptoms as late as nine to ten months postpartum³. Notably, more than half of these women did not exhibit symptoms during the earlier postpartum period, highlighting the delayed and evolving nature of maternal mental health conditions⁴.

¹ World Health Organization. (2023). Perinatal Mental Health. World Health Organization.
<https://www.who.int/teams/mental-health-and-substance-use/promotion-prevention/maternal-mental-health>

² Ibid.

³ Robbins, C. L. (2023). Timing of Postpartum Depressive Symptoms. Preventing Chronic Disease, 20(20).
<https://doi.org/10.5888/pcd20.230107>

⁴ Ibid.

Despite the enactment of Republic Act No. 11210, which significantly expanded maternity leave benefits in the Philippines, the current framework primarily addresses physical recovery and immediate postnatal needs. It does not sufficiently account for maternal mental health conditions such as postpartum depression, which may require extended periods of care, treatment, and psychosocial support beyond the standard leave period.

This piece of legislation seeks to address these gaps by granting additional maternity leave benefits to women diagnosed with postpartum depression, thereby expanding the scope of existing maternity leave entitlements. Ultimately, this measure ensures that mothers are afforded adequate time and support to recover both physically and mentally, contributing to healthier families and stronger communities.

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



Ryan S. Recto
Representative
6th District, Batangas

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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 9081

Introduced by **Representative Ryan S. Recto**

AN ACT
AMENDING SECTION 3 OF REPUBLIC ACT NO. 11210, OTHERWISE KNOWN
AS THE "EXPANDED MATERNITY LEAVE LAW", BY PROVIDING ADDITIONAL
MATERNITY LEAVE BENEFITS TO WOMEN DIAGNOSED WITH POSTPARTUM
DEPRESSION, AND FOR OTHER PURPOSES

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

3 SECTION 1. Section 3 of Republic Act No. 11210 is hereby amended to read as
4 follows:

5 "Sec. 3. *Grant of Maternity Leave.* — All covered female workers in
6 government and the private sector, including those in the informal
7 economy, regardless of civil status or the legitimacy of her child, shall be
8 granted one hundred five (105) days maternity leave with full pay and an
9 option to extend for an additional thirty (30) days without pay: Provided,
10 That in case the worker qualifies as a solo parent under Republic Act No.
11 8972, or the "Solo Parents' Welfare Act", the worker shall be granted an
12 additional fifteen (15) days maternity leave with full pay.

13 **IN ADDITION TO THE BENEFITS PROVIDED HEREIN, ANY**
14 **COVERED FEMALE WORKER WHO IS DIAGNOSED WITH**
15 **POSTPARTUM DEPRESSION BY A LICENSED HEALTH**
16 **PROFESSIONAL SHALL BE GRANTED AN ADDITIONAL FIFTEEN**
17 **(15) DAYS MATERNITY LEAVE WITH FULL PAY.**

18 Enjoyment of maternity leave cannot be deferred but should be availed of
19 either before or after the actual period of delivery in a continuous and
20 uninterrupted manner, not exceeding one hundred five (105) days, as the
21 case may be.

22 Maternity leave shall be granted to female workers in every instance of
23 pregnancy, miscarriage or emergency termination of pregnancy,

1 regardless of frequency: *Provided*, That for cases of miscarriage or
2 emergency termination of pregnancy, sixty (60) days maternity leave with
3 full pay shall be granted."

4 Sec. 2. *Non-Diminution of Benefits.* – Nothing in this Act shall be construed to
5 diminish existing maternity benefits currently enjoyed, whether these are granted
6 under Collective Bargaining Agreements (CBA) or present laws, if the same are more
7 beneficial to the female worker. Furthermore, any other working arrangement that the
8 female worker shall agree to during the additional maternity leave period shall be
9 allowed: *Provided*, That in case the woman qualifies as a solo parent under Republic
10 Act No. 8972 or the "Solo Parents' Welfare Act," the availment of additional fifteen
11 (15) days maternity leave with full pay shall not be diminished.

12 Sec. 3. *Penalties.* – Whoever fails or refuses to comply with the provisions of
13 this Act shall be punished by a fine of not less than Twenty thousand pesos
14 (P20,000.00) nor more than Two hundred thousand pesos (P200,000.00), and
15 imprisonment of not less than six (6) years and one (1) day nor more than twelve (12)
16 years or both. Furthermore, if the act or omission penalized by this Act shall be
17 committed by an association, partnership, corporation, or any other institution, its
18 managing head, directors, or partners shall be liable to the penalties provided in this
19 Act for the offense.

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

23 Sec. 4. *Funding Source.* – The amount necessary to fund this additional
24 maternity benefit shall be taken from revenues from excise taxes on sweetened
25 beverages, alcohol, tobacco products, heated tobacco products, and vapor products.
26 It may be augmented under the General Appropriations Act.

27 Sec. 5. *Implementing Rules and Regulations.* – The Civil Service Commission
28 (CSC), the Department of Labor and Employment (DOLE), and the Social Security
29 System (SSS) shall issue the necessary rules and regulations for the effective
30 implementation of this Act within sixty (60) days from the effectivity thereof.

31 Sec. 6. *Separability Clause.* – If any provision of this Act is held invalid or
32 unconstitutional, the other provisions not so declared shall remain in force and effect.

33 Sec. 7. *Repealing Clause.* – All laws, decrees, orders, rules, and regulations
34 contrary to or inconsistent with the provisions of this Act are hereby repealed or
35 amended accordingly.

36 Sec. 8. *Effectivity.* – This Act shall take effect fifteen (15) days after its
37 publication in the Official Gazette or a newspaper of general circulation.

38 *Approved,*