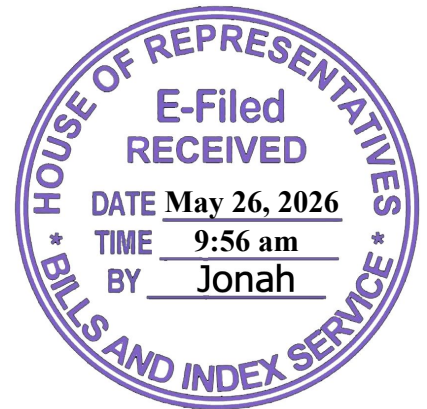


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 9419



Introduced by **Representative ERIC G. YAP**

EXPLANATORY NOTE

This bill seeks to institutionalize a mandatory bereavement leave benefit of ten (10) days with full pay for employees in both the public and private sectors in recognition of the emotional, psychological, and familial burden caused by the death of an immediate family member. The measure aims to provide workers sufficient time to grieve, attend a funeral, and support their families during periods of loss without fear of losing income, employment, or workplace security.

The loss of a loved one often creates profound emotional and mental distress that directly affects an employee's well-being and capacity to work. Despite this reality, the Philippines still has no national law guaranteeing bereavement leave benefits for all workers. Many employees rely solely on the discretion of employers or are forced to consume vacation and sick leave credits during periods of mourning. According to the Mayo Clinic¹, grief can trigger emotional, physical, and mental health effects, including anxiety, fatigue, depression, difficulty concentrating, and sleep problems that may significantly impair daily functioning and work performance. Meanwhile, the Cleveland Clinic² explained that unresolved grief may negatively affect emotional stability, productivity, and overall health, emphasizing the importance of allowing individuals sufficient time and support during bereavement.

In the Philippines, employees who suddenly lose family members often exhaust vacation leaves, incur debt to finance funeral expenses, or return to work immediately despite emotional distress due to fear of salary deductions and job insecurity. These realities reveal significant gaps in labor protection and employee welfare policies.

This proposed measure addresses these policy gaps through the

¹ Mayo Clinic. (2022, December 13). Complicated Grief. Accessed from: <https://www.mayoclinic.org/diseases-conditions/complicated-grief/symptoms-causes/syc-2036037>
4. Accessed on: May 7, 2026.

² Cleveland Clinic. (2023, February 22). Grief. Accessed from: <https://my.clevelandclinic.org/health/diseases/24787-grief>. Accessed on: May 7, 2026.

establishment of a uniform bereavement leave benefit applicable to both public and private sector employees. It guarantees ten (10) days of leave with full pay upon the death of an immediate family member and prohibits employers from using the availment of such leave as grounds for dismissal, demotion, or adverse employment action. The bill also directs the Department of Labor and Employment and the Civil Service Commission to formulate implementing rules that ensure consistent and fair application across all sectors. Through these safeguards, the measure recognizes bereavement not merely as a personal matter but as a legitimate labor and social welfare concern deserving of statutory protection.

This measure responds to a deeply human reality that every Filipino family may eventually face. No worker should have to choose between mourning a loved one and preserving financial stability. During moments of grief, employees need time to comfort their families, process loss, and fulfill cultural and familial obligations without the additional burden of workplace insecurity. A compassionate labor policy reflects not only economic priorities but also the values of solidarity, dignity, and humanity that define Filipino society. This bill recognizes that behind every worker is a family, and behind every family facing loss is a need for understanding, protection, and time to heal.

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



HON. ERIC G. YAP

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HOUSE BILL NO. 9419

Introduced by **Representative ERIC G. YAP**

AN ACT
GRANTING A TEN-DAY BEREAVEMENT LEAVE WITH FULL PAY TO ALL
EMPLOYEES IN THE PRIVATE AND PUBLIC SECTORS, AND FOR OTHER
PURPOSES

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 “*Bereavement Leave Act*”.

SEC. 2. *Declaration of Policy.* – The State affirms that the Filipino family is the foundation of the nation and recognizes that the death of an immediate family member bears a significant emotional and psychological burden upon family members. A bereavement leave benefit system is hereby institutionalized to support employees in the public and private sectors who have recently lost relatives belonging to their immediate family.

SEC. 3. *Definition of Terms.* – As used in this Act:

a. Bereavement Leave refers to a leave taken by an employee to grieve the death, or attend, or to make arrangements for the funeral of an immediate family member; and

b. Immediate Family Member refers to an employee's spouse, parent or child, brother or sister, and relatives within the third degree of consanguinity or affinity.

SEC. 4. *Bereavement Leave for Immediate Family Members.* - Employees in the private and public sectors shall be entitled to a bereavement leave of ten (10) days every year with full pay immediately following the death of an employee's immediate family member.

SEC. 5. *Non-diminution of Benefits.* - Nothing in this Act shall be construed to reduce existing benefits granted under existing laws, decrees, executive orders, or any contract, agreement, or policy between the employer and employee.

SEC. 6. *Security of Tenure.* – No employee in the public and private sectors who avails of bereavement leave provided under this Act shall be dismissed by reason of the availment thereof and shall be assured of security of tenure. Availment of the leave shall not be used as reason for misconduct, demotion, or termination in employment, or for any form of unsatisfactory performance.

SEC. 7. *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 Twenty thousand pesos (P20,000.00) or imprisonment of fifteen (15) days to one (1) month.

If the violation is committed by a corporation, trust or firm, partnership, association or any other entity, the penalty of imprisonment shall be imposed on the entity's responsible officers, including but not limited to, the president, vice president, chief executive officer, general manager, managing director or partner directly responsible therefor.

SEC. 8. *Implementing Rules and Regulations.* – The Department of Labor and Employment (DOLE) and the Civil Service Commission (CSC), for the private sector and public sector, respectively, shall issue the necessary rules and regulations of this Act within thirty (30) days of its effectivity.

SEC. 9. *Separability Clause.* – If, for any reason, any part, section or provision of this Act is held invalid or unconstitutional, the remaining provisions not affected thereby shall continue to be in full force and effect.

SEC. 10. *Repealing Clause.* – All laws, decrees, orders, rules, regulations and other issuances or parts thereof which are inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

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

Approved,