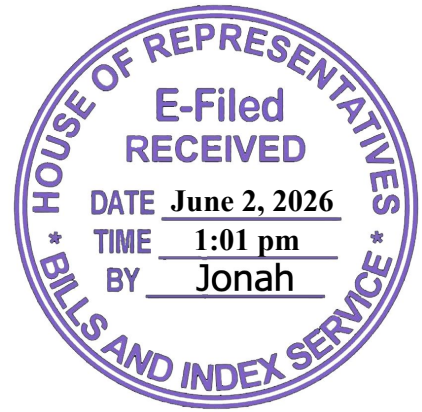


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 9647



Introduced by **Rep. MANUEL “WOWO” L. FORTES, JR.**

EXPLANATORY NOTE

Workers inevitably face moments of bereavement, family crises, serious illness, and caregiving responsibilities that require time, compassion, and emotional recovery. However, many employees are often compelled to choose between attending to urgent family matters and preserving their income or employment benefits. In the absence of a dedicated compassionate leave policy, workers experiencing personal or family emergencies may suffer additional emotional and financial strain during already difficult circumstances.

Compassion and humanity in the workplace are essential to the dignity of labor and the overall well-being of employees. A humane and supportive work environment allows workers to attend to critical family needs, provide care and support during times of illness or loss, and recover from emotional distress without fear of losing their livelihood.

Therefore, this bill seeks to grant an annual compassionate paid leave of five (5) working days to officials and employees in both the public and private sectors. The proposed leave shall cover urgent family or personal matters of a serious or sensitive nature, including death, serious illness, medical emergencies, caregiving responsibilities, and other analogous circumstances as may be determined by appropriate government agencies.

Ultimately, this bill recognizes the importance of institutionalizing compassion in the workplace as a matter of right rather than discretion. By providing clear standards and protections against discrimination or reprisal, this measure seeks to promote fairness, empathy, and mental well-being among workers across all sectors.

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

ATTY. MANUEL “WOWO” L. FORTES, JR.

Representative

Second District, Province of Sorsogon

Twentieth Congress of the
Republic of the Philippines
First Regular Session

Republic of the Philippines
HOUSE OF REPRESENTATIVES
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TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 9647

Introduced by **Rep. MANUEL “WOWO” L. FORTES, JR.**

**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 House of Representatives of the Philippines in the
Congress assembled:*

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

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

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

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

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

SEC. 5. *Notification and Proof of Claim.* – The official or employee shall notify the employer or head of office as soon as practicable, either verbally or electronically, and submit reasonable proof of entitlement, such as a medical or death certificate, or any other document prescribed by the CSC or DOLE, subject to the provisions of Republic Act No. 10173, otherwise known as the “Data Privacy Act of 2012.”

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

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

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

SEC. 8. *Implementing Rules and Regulations.* – Within ninety (90) days from the effectivity of this Act, the Secretary of Labor and Employment and the Chairperson of the Civil Service Commission shall, in coordination with the Chairperson of the National Privacy Commission, separately issue the rules and regulations necessary for the effective implementation of this Act.

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

SEC. 10. *Repealing Clause.* – All laws, executive orders, issuances, rules and regulations, or parts hereof inconsistent with the provisions of this Act are 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,