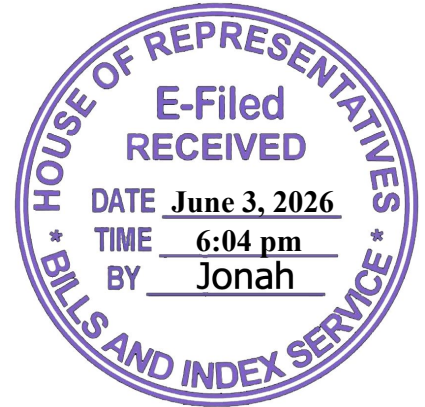


TWENTIETH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)

HOUSE OF REPRESENTATIVES
HOUSE BILL No. 9778



INTRODUCED BY HON. RICARDO S. CRUZ, JR.

EXPLANATORY NOTE

Republic Act No. 11210, otherwise known as the "105-Day Expanded Maternity Leave Law," was enacted to provide working mothers with sufficient time to recover from childbirth and to nurture their newborns. However, the law does not expressly address the needs of women who suffer from postpartum depression, a condition that significantly affects maternal health and family well-being.

Postpartum depression is a recognized medical condition that may impair a mother's ability to care for herself and her child. Extending maternity leave for women diagnosed with this condition is a necessary measure to safeguard their health, promote recovery, and ensure the welfare of their families.

This measure seeks to expand the coverage of RA 11210 by granting additional maternity leave to mothers who are medically certified to be experiencing postpartum depression. By institutionalizing this support, the State affirms its commitment to protecting maternal health, strengthening family relations, and fostering a healthier society.

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


RICARDO S. CRUZ, JR.

HOUSE OF REPRESENTATIVES
HOUSE BILL No. 9778

INTRODUCED BY HON. RICARDO S. CRUZ, JR.

AN ACT
PROVIDING FOR ADDITIONAL MATERNITY LEAVE TO WOMEN WITH
POSTPARTUM DEPRESSION, EXPANDING FOR THIS PURPOSE THE
COVERAGE OF REPUBLIC ACT NO. 11210 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 the declared 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 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 or 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 CSC, the DOLE, and the SSS 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 provision of this Act is held invalid or unconstitutional, the other provisions not so declared shall remain in force and effect.

SEC. 8. Repealing Clause. — All laws, decrees, orders and rules, and regulations contrary to or inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

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

Approved,