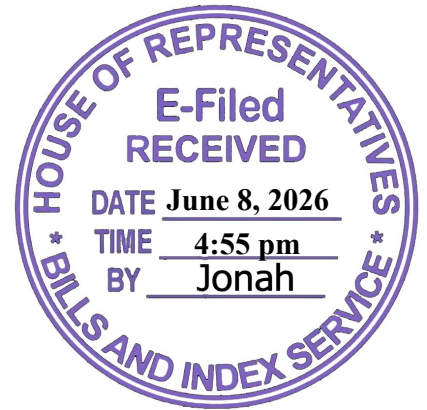


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

House Bill No. **9837**



Introduced by Representative JEFFREY SORIANO

EXPLANATORY NOTE

This bill seeks to institutionalize a mandatory bereavement leave benefit of ten (10) days with full pay for employees both in the public and private sector who suffer the loss of an immediate family member. The measure likewise guarantees the non-diminution of existing benefits and protects employees from dismissal, demotion, or other adverse employment actions arising from the availment of bereavement leave.

The death of a loved one is among the most difficult experiences a person can endure. Beyond the emotional and psychological toll of grief, family members are often burdened with funeral arrangements, legal and financial obligations, and the responsibility of supporting relatives during a period of mourning. Despite these realities, there is currently no comprehensive national law granting bereavement leave to all employees, leaving many workers dependent on employer discretion or forcing them to use vacation or sick leave credits during times of personal loss.

Studies have shown that bereavement can significantly affect an individual's mental health, emotional well-being, and work performance¹. The American Psychological Association recognizes grief as a major life stressor that can impair concentration, productivity, and overall functioning, particularly in the period immediately following a loss². Providing adequate time for mourning and family obligations can help employees cope with grief and facilitate their eventual return to work in a healthier and more productive manner.

This measure grants employees a reasonable period of paid leave to grieve, attend to funeral arrangements, and support their families without fear of losing income or employment. The bill promotes compassion in the workplace while recognizing the importance of family solidarity and employee well-being.

¹ Lunderoff et al. (2017). *Prevalence of Prolonged Grief Disorder in Adult Bereavement: A Systematic Review and Meta-Analysis*. Journal of Affective Disorders. Accessed on 6 June 2026.

² American Psychological Association (2023). *Grief: Coping with the Loss of Your Loved One*. American Psychological Association. Accessed on 6 June 2026.

The Filipino family remains the foundation of society, and public policy must reflect the realities faced by workers during times of profound personal loss. Granting bereavement leave is a human and compassionate measure that affirms the dignity of labor, strengthens family support systems, and recognizes that employees should not be forced to choose between their livelihood and their need to mourn.

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

A handwritten signature in black ink, appearing to read 'Jeffrey Soriano', is written over a horizontal line.

HON. JEFFREY SORIANO

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

TWENTIETH CONGRESS
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HOUSE BILL NO. 9837

Introduced by **Representative JEFFREY SORIANO**

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,