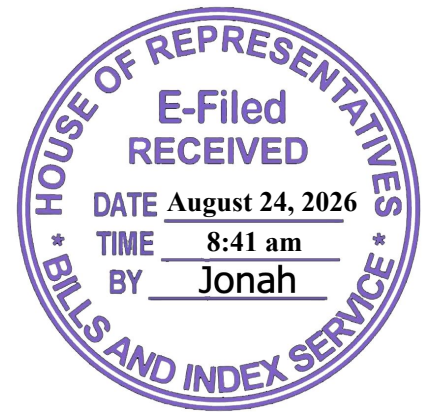


TWENTIETH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)



HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 10857

Introduced by Rep. CARMELO G. LAZATIN, JR.

AN ACT
GRANTING POSTPARTUM DEPRESSION LEAVE TO QUALIFIED FEMALE
WORKERS AND SUPPORT LEAVE TO THEIR QUALIFIED PARTNERS

EXPLANATORY NOTE

In the Philippines, female workers are entitled to one hundred five (105) days of paid maternity leave for childbirth, regardless of the manner of delivery, under Republic Act No. 11210, otherwise known as the “105-Day Expanded Maternity Leave Law.” A qualified solo mother is entitled to an additional fifteen (15) days of paid maternity leave, while a female worker may opt to extend her maternity leave for an additional thirty (30) days without pay, subject to the conditions provided by law. In cases of miscarriage or emergency termination of pregnancy, a female worker is entitled to sixty (60) days of paid maternity leave.

Under R.A No. 8187, otherwise known as the “Paternity Leave Act of 1996,” a qualified married male employee is entitled to seven (7) days of paid paternity leave for the first four (4) deliveries of his legitimate spouse with whom he is cohabiting. Republic Act No. 11210 likewise permits a female worker to allocate up to seven (7) days of her maternity leave credits to the child’s father or, in the circumstances specified by law, to a qualified alternate caregiver. The allocated benefit is separate from and in addition to the benefit under Republic Act No. 8187.

Although maternity leave provides a period of rest, recovery, and recuperation in connection with childbirth, Republic Act No. 11210 does not expressly establish a separate leave benefit specifically for female workers who are clinically diagnosed with postpartum depression.

Postpartum depression is a serious mental-health condition that may affect a woman’s ability to care for herself and her child and may require professional treatment, counseling, medical

monitoring, and family support. Its symptoms may arise after childbirth and may persist beyond the period ordinarily needed for physical recovery.

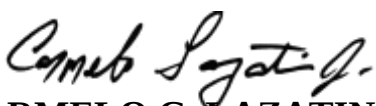
According to an online medical article, postpartum conditions may include postpartum blues, also known as “baby blues”, postpartum depression, and postpartum psychosis.¹ Postpartum blues are common and generally begin within the first few days of delivery, but their symptoms may subside within a week or two weeks. Postpartum depression is more intense and severe than the baby blues as it can start within one week of delivery and last several months. The article describes postpartum psychosis as an extremely severe form of postpartum depression that requires emergency medical attention. Its symptoms generally develop quickly and intensely, lasting for many weeks or months.²

This proposed legislation seeks to grant thirty (30) days of paid postpartum depression leave to qualified female workers who are clinically diagnosed with postpartum depression. It likewise seeks to grant seven (7) days of paid support leave to the child’s father or the female worker’s qualified partner so that the latter may provide care and support during the female worker’s treatment or recovery.

The benefits under this bill shall be separate from and in addition to the maternity leave benefits under Republic Act No. 11210, the paternity leave benefit under Republic Act No. 8187, and any maternity leave credits allocated under Republic Act No. 11210. They shall not be deducted from the female worker’s existing maternity leave credits or from any other leave benefit to which the worker is entitled under law, a collective bargaining agreement, an employment contract, or an established company policy, when the latter is more beneficial.

Postpartum depression is a serious concern that affects the behavior, livelihood, and well-being of women after birth, as well as that of their newborns and families. Granting a separate leave benefit will enable qualified female workers to obtain appropriate treatment and additional time for medically necessary recovery, while allowing their qualified partners to provide essential care and support.

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


CARMELO G. LAZATIN, JR.

¹ *Cleveland Clinic, Postpartum Depression, last updated March 26, 2026, <https://my.clevelandclinic.org/health/diseases/9312-postpartum-depression> (last accessed August 20, 2026).*

² *Ibid*



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

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

HOUSE BILL NO. 10857

Introduced by Rep. CARMELO G. LAZATIN, JR.

AN ACT
GRANTING POSTPARTUM DEPRESSION LEAVE TO QUALIFIED FEMALE
WORKERS AND SUPPORT LEAVE TO THEIR QUALIFIED PARTNERS

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

1 *Section 1. Short Title.* – This Act shall be known as the “*Postpartum Depression Leave*
2 *and Partner Support Leave Act.*”
3

4 *Section 2. Declaration of Policy.* – It is the policy of the State to promote maternal health
5 and protect the physical and mental well-being of women after childbirth. The State recognizes
6 that postpartum depression may require medical treatment, counseling, rest, recuperation, and
7 support from the woman’s family or partner.
8

9 To this end, the State shall grant postpartum depression leave to qualified female workers
10 clinically diagnosed with postpartum depression and paid support leave to the child’s father or the
11 female worker’s qualified partner, subject to the requirements of this Act.
12

13 *Section 3. Coverage.* – This Act shall apply to female workers in the public and private
14 sectors who are clinically diagnosed with postpartum depression and to the child’s father or the
15 female workers’ qualified partner, subject to the requirements of this Act.
16

1 *Section 4. Postpartum Depression Leave.* – A qualified female worker who is clinically
2 diagnosed with postpartum depression shall be granted thirty (30) days of paid postpartum
3 depression leave to obtain appropriate treatment, counseling, medical care, rest, and recuperation.
4

5 The leave under this section shall be a distinct statutory benefit and shall be separate from
6 and in addition to the maternity leave benefits granted under Republic Act No. 11210 and shall not
7 be deducted from the thirty-day extension without pay that may be availed of under that law.
8

9 The leave shall be granted upon submission of a medical certificate issued by a duly
10 licensed physician, psychiatrist, or psychologist, as may be provided in the implementing rules
11 and regulations.
12

13 *Section 5. Paid Support Leave* – The child’s father or the female worker’s qualified partner
14 who is employed in the private or public sector shall be granted seven (7) days of paid support
15 leave to provide care and support to the female worker who is clinically diagnosed with postpartum
16 depression.
17

18 The leave under this section may be availed of only within the period prescribed in the
19 implementing rules and regulations and upon submission of the medical certification and other
20 proof required therein. It shall be without prejudice to the seven-day paternity leave granted under
21 R.A No. 8187 or allocation of leave under R.A 11210, when the employee is otherwise qualified
22 under that law.
23

24 *Section 6. Non-Diminution of Benefits.* – Nothing in this Act shall be construed to diminish
25 existing maternity, paternity, parental, sick, vacation, or other leave benefits that are more
26 favorable to the worker under existing laws, collective bargaining agreements, employment
27 contracts, or established company policies.
28

29 *Section 7. Implementing Rules and Regulations.* – The Department of Labor and
30 Employment, the Civil Service Commission, and other concerned government agencies and
31 stakeholders shall, within sixty (60) days from the effectivity of this Act, promulgate the necessary
32 rules and regulations for the effective implementation of the provisions of this Act.
33

34 The implementing rules and regulations shall provide for the requirements for medical
35 certification, notice and application, proof of paternity or partnership, the period and manner of
36 availment, payment and funding source, and the coordination of this Act with Republic Act No.
37 11210 and Republic Act No. 8187.
38

39 *Section 8. Separability Clause.* – If any provision of this Act is declared unconstitutional
40 or invalid, the other provisions not affected thereby shall remain in full force and effect.
41

1 *Section 9. Repealing Clause.* – All laws, decrees, orders, rules and regulations, or parts
2 thereof, which are inconsistent with the provisions of this Act are hereby repealed or modified
3 accordingly.

4
5 *Section 10. Effectivity Clause.* – This Act shall take effect fifteen (15) days after its
6 publication in the Official Gazette or in a newspaper of general circulation.

7
8 Approved,