

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

SEVENTEETH CONGRESS  
First Regular Session

House Bill Number 509



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Introduced by Representative **ROLANDO G. ANDAYA, JR.**

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#### **EXPLANATORY NOTE**

The State recognizes the role of women in nation-building. It therefore endeavors to provide them with equal protection and promote opportunities for social and economic empowerment.

With the passage of the Magna Carta for Women, the State has affirmed its denunciation of discrimination against women in all its forms as it pursues all appropriate means to promote their protection.

To further strengthen the government's effort in dismantling all forms of inequity against women, this measure aims to correct a law that has long deprived unmarried women in government service in the availment of maternity benefits.

This measure aims to repeal Commonwealth Act No. 647 which grants maternity leave benefits only to married female employees in the government. It also amends all other laws that are detrimental to women's rights.

Through this bill, pregnant women are allowed to avail of maternity benefits regardless of their civil or employment status, or whether they are employed in private sector or in the government. It also expands the maternity period that can be availed of in order to give them ample time for recovery and fulfil maternal roles.

Immediate approval of this measure is earnestly requested. Only when we have eradicated all vestiges of discrimination against women can we sincerely claim that we have fought to uplift the rights of women.

  
ROLANDO G. ANDAYA, JR.

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**AN ACT INCREASING THE MATERNITY LEAVE PERIOD TO ONE HUNDRED (100) DAYS FOR FEMALE EMPLOYEES IN THE GOVERNMENT SERVICE AND IN THE PRIVATE SECTOR, AND GRANTING AN OPTION TO EXTEND FOR AN ADDITIONAL THIRTY (30) DAYS WITHOUT PAY**

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 “One Hundred (100)-Day Maternity Leave Law”.

SEC. 2. Declaration of Policy. – It is the declared policy of the State under Article XIII, Sec. 14 of the 1987 Constitution to protect and promote the rights and welfare of working women, taking into account their maternal functions, and to provide an enabling environment in which their full potential can be achieved.

Towards this end, and in consonance with local and international legal instruments that protect and promote the rights of women, the State shall institutionalize a mechanism to expand the maternity leave period of working women to provide them with ample transition time to regain health and overall wellness as well as to assume maternal roles before resuming full-time work.

SEC. 3. Maternity Leave for Female Employees in Government Service. – Any pregnant female employee who is appointed in the government service, regardless of employment status, in any National Government Agency (NGA), Local Government Unit

(LGU), or Government-Owned and Controlled Corporation (GOCC), shall be granted a maternity leave of one hundred (100) days with full pay based on her verage weekly of regular wages, regardless if the delivery was normal or through caesarian section, or for sixty (60) days if the female employee suffered a miscarriage.

An additional maternity leave of thirty (30) days, without pay, can be availed of, at the option of the employee: Provided, That the head of agency shall be given due notice, in writing, at least forty-five (45) days before the end of her regular maternity leave.

SEC. 4. Maternity Leave for Female Employees in the Private Sector. – Any pregnant female employee in the private sector shall be granted a maternity leave of one hundred (100) days, regardless if the delivery was normal or through caesarian section, or for sixty (60) days if the female employee suffered a miscarriage.

- (a) A female employee in the private sector who has paid at least three (3) monthly contributions in the twelve-month period immediately preceding the semester of her childbirth or miscarriage shall be paid her daily monthly benefit, which shall be computed based on the average monthly salary credit, for one hundred (100) days, regardless if the delivery was normal or through caesarian section, or for sixty (60) days if the female employee suffered a miscarriage, subject to the following conditions:
- 1) That the employee shall have notified her employer of her pregnancy and the probable date of her childbirth, which notice shall be transmitted to the Social Security System (SSS) in accordance with the rules and regulations it may provide;
  - 2) That the full payment shall be advanced by the employer within thirty (30) days from the filing of the maternity leave application;
  - 3) That payment of daily maternity benefits shall be a bar to the recovery sickness benefits provided under Republic Act No. 1161, as amended, for the same period for which daily maternity benefits have been received;
  - 4) That the maternity benefits provided under this Act shall be paid only for the first four (4) deliveries or miscarriages;

- 5) That the SSS shall be immediately reimburse the employer one hundred percent (100%) of the amount of maternity benefits advanced to the employee by the employer upon receipt of satisfactory proof of such payment and legality thereof; and
  - 6) That if an employee member should give birth or suffer miscarriage without the required contributions having been remitted for her by her employer of the time of the pregnancy, the employer shall pay to the SSS damages equivalent to the benefits which said employee member would otherwise have been entitled to.
- (b) An additional maternity leave of thirty (30) days, without pay, can be availed of, at the option of the employee: Provided, That the employer shall be given due notice, in writing, at least forty-five (45) days before the end of her regular maternity leave.
- (c) An employee availing of the maternity leave period and benefits must receive not less than two-thirds (2/3) of their regular monthly wages. Employers from the private sector shall be responsible to pay the salary differential between the actual cash benefits received from the SSS by covered employees and their average weekly or regular wages, for the entire duration of the regular maternity leave, with the following exceptions, subject to the guidelines to be issued by the Department of Labor and Employment (DOLE):
- 1) financially-distressed establishments, which are exempted from payment of minimum wage as defined by the existing guidelines of the DOLE;
  - 2) those retail/service establishments employing not more than ten (10) workers;
  - 3) those who pay their workers on a purely commission, boundary, or task basis, and those who are paid a fixed amount for performing a specific work;
  - 4) those considered as micro business enterprises and engaged in the production, processing, or manufacturing of products or commodities

including agro-processing, trading, and services whose total assets are not more than Three Million Pesos (P3,000,000.00); and

- 5) those who are already providing similar or more than the benefits provided under this Act.

SEC. 5. Non-diminution of Benefits. – Nothing in this Act shall be construed as to diminish existing maternity benefits current granted by employer with or without collective bargaining agreements (CBA), or under present laws, if more beneficial to the female employee. Any other working arrangement which the female employee shall agree to, during the additional maternity leave period, shall be allowed: Provided, That this shall be consented to in writing by the employee and shall primarily consider her maternal functions and post-natal care.

SEC. 6. Security of Tenure. – Those who shall avail of the regular maternity leave and the additional 30-day maternity leave, whether in the government service or private sector, shall be assured of security of tenure. As such, the exercise of this option by them shall not be used as a basis for demotion in employment or termination. The transfer to a parallel position or reassignment from one organizational unit to another in the same agency shall be allowed: Provided, That it shall not involve a reduction in rank, status or salary.

SEC. 7. Periodic Review. – The Government Service Insurance System (GSIS) and the SSS shall immediately conduct a review of the maternity leave benefits of women employee in the government service and the private sector, respectively. Thereafter, they shall include maternity leave benefits in their valuation report conducted every four (4) years for the SSS and every three (3) years for the GSIS, or more frequently as may be necessary, with the end view of meeting the needs of pregnant women and improving their welfare by increasing existing maternal benefits.

SEC. 8. Implementing Rules and Regulations. – The Civil Service Commission (CSC), the DOLE, together with the GSIS and the SSS shall issue the necessary rules and regulations for the grant of this expanded maternity leave for all female employees within six (6) months from the effectivity of this Act.

SEC. 9. Separability Clause. – If, for any reason, a provision or part hereof is declared invalid, other provisions not affected thereby shall remain in full force and effect.

