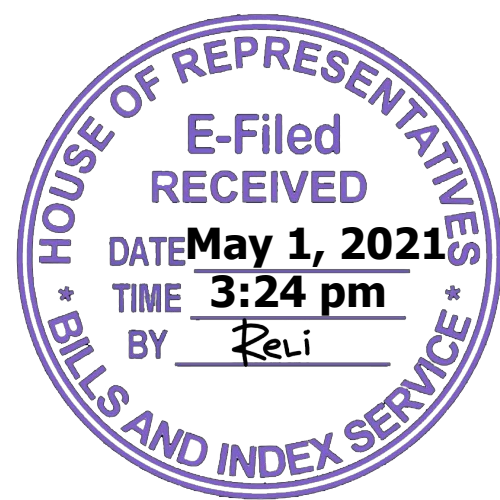


Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

EIGHTEENTH CONGRESS  
**Second Regular Session**

HOUSE BILL NO. **9291**



---

Introduced by **HON. JOY MYRA S. TAMBUNTING**

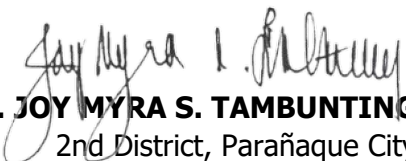
---

#### **EXPLANATORY NOTE**

This measure seeks to increase the number of minimum leaves afforded to victims of domestic violence into twenty (20) days. While the VAWC Act allows extension of the 10 days presently provided under law, such extension would have to be upon approval and determination of the court.

This bill proposes that the minimum number of leaves needed by victims of domestic violence would be available to them immediately upon court determination that they are indeed suffering from domestic abuse - as opposed to the need to further establish and justify the need for more than 10 days leave. This bill likewise ensures that the number of leaves may be allocated throughout the entire period of the legal proceedings and/or medical treatment, counselling or therapy. In this regard, this piece of legislation hopes to empower victims of domestic abuse to recover from the trauma of their past by helping them put in order their medical, legal, and domestic needs.

On behalf of the people of Parañaque City's Second District, and for the common good of the Filipino people, the approval of the said measure is earnestly sought.

  
**REP. JOY MYRA S. TAMBUNTING**  
2nd District, Parañaque City

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

EIGHTEENTH CONGRESS  
**Second Regular Session**

HOUSE BILL NO. **9291**

---

Introduced by **HON. JOY MYRA S. TAMBUNTING**

---

**AN ACT**  
**GRANTING ADDITIONAL LEAVES FOR VICTIMS OF DOMESTIC VIOLENCE,**  
**PROVIDING PARAMETERS THEREFOR, AND AMENDING FOR SUCH PURPOSE**  
**REPUBLIC ACT NO. 9262, OTHERWISE KNOWN AS THE ANTI-VIOLENCE AGAINST**  
**WOMEN AND CHILDREN ACT**

*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 Leaves for Victims of Domestic Violence Act."

**Sec. 2. Declaration of Policy.** – The State values the dignity of women and children and guarantees full respect for human rights. The State further recognizes the need to protect the family and its members, particularly women and children, from violence and threats to their personal safety and security. Towards this end, the State shall exert efforts to aid victims of domestic violence to recover from the trauma thereof, be it for the purpose of putting in order medical, legal, or domestic needs.

**Sec. 3. Definition of Terms.** – For the purpose of this Act:

- a) "Domestic Violence" shall refer to any act or acts of abuse as defined in Section 3 of Republic Act No. 9262, otherwise known as the "Anti-Violence Against Women and Their Children Act of 2004";
- b) "Eligible Employee" shall refer to an individual who (1) is a victim of domestic violence or is the parent of a minor child who is a victim of domestic violence; and (2) has been employed for at least six (6) months by the employer to whom a request for leave under this Act is directed.
- c) "Employer" shall refer to the national or local government or any of its or instrumentalities, including government-owned and controlled corporations, as well as private employers or entities that employ at least fifteen (15) persons each work day for twenty (20) or more weeks within a given calendar year;
- d) "Certification from Proper Authorities" shall refer to any of the following insofar as the same can establish that the employee is a victim of domestic violence:

- 1) Certification from the court wherein legal proceedings have been initiated that the employee or her minor child is involved in legal proceedings related to domestic violence;
- 2) Certification from a competent medical professional that the employee or her minor child needs medical attention, counseling, or therapy in relation to domestic violence committed against them; or
- 3) Certification from law enforcement agencies or anti-domestic violence advocacy groups or help desks that the victim and/or her minor children are victims of domestic violence.

**Sec. 4. Amendment to Republic Act No. 9262.** – Section 43 of Republic Act No. 9262, otherwise known as the Anti-Violence Against Women and their Children Act of 2004, is hereby amended to read as follows:

“SECTION 43. Entitled to Leave. – Victims under this Act shall be entitled to take a paid leave of absence up to [ten (10)] **AN AGGREGATE OF TWENTY (20) DAYS UNTIL THE TERMINATION OF LEGAL PROCEEDINGS, AND/OR MEDICAL TREATMENT, COUNSELING OR THERAPY** in addition to other paid leaves under the Labor Code and Civil Service Rules and Regulations, extendible when the necessity arises as specified in the protection order.

**ELIGIBLE EMPLOYEES MAY CLAIM SUCH ALLOWABLE LEAVES, UPON SUBMISSION OF A CERTIFICATION FROM PROPER AUTHORITIES AND AFTER GIVING DUE NOTICE TO THEIR EMPLOYER, FOR MEDICAL TREATMENT, LEGAL PROCEEDINGS, RELOCATION, COUNSELING, OR THERAPY RELATED TO SUCH DOMESTIC VIOLENCE, OR TO EXTEND ASSISTANCE TO THEIR MINOR CHILDREN FOR SUCH PURPOSES.**

**xxx”**

**Sec. 5. Implementing Rules and Regulations.** – The Secretaries of the Department of Social Welfare and Development and the Department of Labor and Employment shall issue such rules and regulations necessary for the proper implementation of this Act within sixty (60) days from its effectivity.

**Sec. 6. Separability Clause.** – If any provision or part of this Act is declared invalid or unconstitutional, other provisions that are not affected thereby shall continue to be in full force and effect.

**Sec. 7. Repealing Clause.** – All laws, orders, rules and regulations, or parts thereof that are inconsistent with the provisions of this Act are hereby modified or repealed accordingly.

**Sec. 8. Effectivity Clause.** – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

*Approved,*