

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



SIXTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 1481

Introduced by **HONORABLE LANI MERCADO-REVILLA**

EXPLANATORY NOTE

Commonwealth Act 647, otherwise known as *An Act to grant maternity leave to married women who are in the service of the government or any of its instrumentalities* provides that:

“Married women who are permanently or temporarily appointed in the service of the government, or in any of its branches, subdivisions, agencies, or instrumentalities, including the corporations and enterprises owned or controlled by the government, shall, in addition to the vacation and sick leave which they may enjoy now, be entitled in case of pregnancy to a maternity leave of sixty days xxx”

Yet, in the private sector, women, regardless of whether she is married or unmarried, are provided with maternity leave benefits. This is granted through the provisions of Republic Act No. 8282, or the Social Security System Act.

It is disappointing that discrimination against women come in forms such as these in government institutions. It must be maintained that as a matter of right, unmarried pregnant women in government service should also enjoy maternity leave benefits as unmarried pregnant women in the private sector service.

The Philippine Constitution recognizes the role of women in nation-building. It now becomes imperative that under whatever circumstances a pregnant woman is in, the State shall promote and protect her right.

This bill seeks to address the discrimination against unmarried pregnant women in the government sector.

In this regard, passage of this bill is earnestly sought.


REP. LANI MERCADO-REVILLA
2nd District, Cavite

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**AN ACT
GRANTING MATERNITY LEAVE BENEFIT TO UNMARRIED PREGNANT
WOMEN WHO ARE IN GOVERNMENT SERVICE**

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

SECTION 1. Any employee who is permanently or temporarily appointed in government service, or in any of its branches, subdivisions or instrumentalities including corporations and enterprises owned or controlled by the Government shall, in addition to the vacation and sick leaves which they may enjoy, be entitled in case of pregnancy to a maternity leave of sixty (60) days for normal delivery, or seventy-eight (78) days in case of caesarean delivery.

SECTION 2. All laws, decrees, orders, rules and regulations or parts thereof inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 3. This Act shall take effect fifteen (15) days after its publication in at least two (2) newspapers of general circulation.

Approved.