



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

Twentieth Congress
First Regular Session

HOUSE BILL NO. 7667



Introduced by Representatives Ferdinand Martin G. Romualdez, Yedda Marie K. Romualdez, Andrew Julian K. Romualdez and Jude A. Acidre

AN ACT
GRANTING A MATERNITY BENEFIT TO WOMEN WORKERS IN THE
INFORMAL ECONOMY, AMENDING FOR THIS PURPOSE REPUBLIC
ACT NO. 11210, APPROPRIATING FUNDS THEREFOR, AND FOR
OTHER PURPOSES

EXPLANATORY NOTE

The Constitution recognizes the vital role of women in nation-building and mandates the State to ensure the fundamental equality before the law of women and men. It further directs the State to protect working women by providing safe and humane conditions of work and taking into account their maternal functions. Consistent with these constitutional principles, the State has enacted laws to strengthen maternity protection and promote the welfare of mothers and children.

Republic Act No. 11210, otherwise known as the “105-Day Expanded Maternity Leave Law”, benchmarks these State obligations. While the law substantially expanded maternity benefits, it remains exclusive among women in the formal sectors, thereby leaving vulnerable women engaged in the informal industry. A study by the Philippine Institute for Development Studies (PIDS) reveals that women are more likely to work in the informal sector and to be in most precarious

forms of employment than men¹. Moreover, eligibility under the existing legal framework is predominantly anchored on membership in the Social Security System (SSS), effectively excluding informal sector workers who often have limited or no access to social insurance². It is well established that informal employment is associated with poorer health outcomes, risks that are further intensified during pregnancy, childbirth, and the post-partum period.

Thus, this measure seeks to address the aforementioned gaps by amending Section 11 of Republic Act No. 11210 and grant a one-time maternity cash benefit to female workers who are not members of the SSS. The proposed benefit shall be provided through the Department of Social Welfare and Development (DSWD) and shall be equivalent to the prevailing minimum wage rate in the woman's region of residence multiplied by thirty (30) days, for every delivery. Through this bill, the State reaffirms inclusive protection and promotes maternal and child health in the country

Finally, we recognize Rep. Ernesto “Ernix” Dionisio of the 1st District of Manila for filing a similar bill in the Nineteenth Congresses.

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



FERDINAND MARTIN G. ROMUALDEZ



YEDDA MARIE K. ROMUALDEZ



ANDREW JULIAN K. ROMUALDEZ



JUDE A. ACIDRE

¹ Philippine Institute for Development Studies (PIDS). (2020). *Women have less access to social protection programs than men in PH-PIDS study*. Retrieved from <https://www.pids.gov.ph/details/women-have-less-access-to-social-protection-programs-than-men-in-ph-pids-study>

² Organization for Economic Co-operation and Development (OECD). (2024). *SIGI 2024 Regional Report for Southeast Asia: Time to Care, Social Institutions and Gender Index*. Retrieved from <https://doi.org/10.1787/7fc15e1c-en>



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*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 "Maternity Benefit for Women in the Informal Economy Act."

SECTION 2. Maternity Benefit for Women Workers in the Informal Economy.
- Section 11 of Republic Act No. 11210 is hereby amended as follows:

SEC. 11. Maternity Benefits for Female Workers Who Are Non-Members of the SSS - Female workers who are neither voluntary nor regular members of the SSS **SHALL RECEIVE THROUGH THE DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT (DSWD), A ONE-TIME MATERNITY CASH BENEFIT PER DELIVERY EQUIVALENT TO THE PREVAILING MINIMUM WAGE RATE IN HER REGION OF RESIDENCE MULTIPLIED BY THIRTY (30) DAYS.**

SECTION 3. Appropriations. - The amount needed for the initial implementation of maternity benefits shall be included in the General Appropriations Act.

SECTION 4. Implementing Rules and Regulations. - Within sixty (60) days from the effectivity of this Act, the DOLE Secretary or his/her representative as Chairperson, the authorized representatives of the DSWD, PCW, SSS, and DOH, together with NGOs and women's organizations in the informal sector shall jointly promulgate the rules and regulations for the effective implementation of this Act.

SECTION 5. Separability Clause - Should any of the provision of this Act be declared unconstitutional, the remaining parts not affected thereby shall remain valid and operational.

SECTION 6. Repealing Clause. - All laws; decrees, orders, rules, and regulations or parts thereof which are inconsistent with or contrary to the provisions of this Act are hereby repealed, amended, or modified accordingly.

SECTION 7. Effectivity. - This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in a national newspaper of general circulation.

Approved,