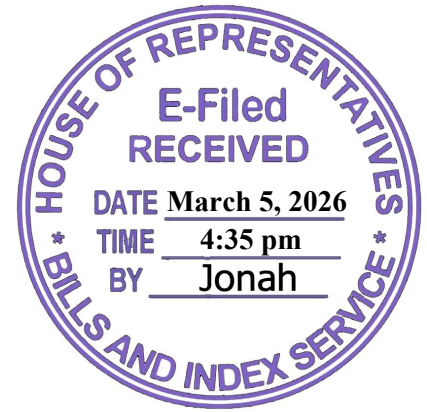


**Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City**

**Twentieth Congress
First Regular Session**

House Bill No. 8336



**Introduced by Honorable Representatives
DADAH KIRAM ISMULA (Akbayan Partylist)
JOSE MANUEL TADEO "CHEL" I. DIOKNO (Akbayan Partylist)
PERCIVAL V. CENDAÑA (Akbayan Partylist)
KAKA BAG-AO (Dinagat Islands)**

**AN ACT GRANTING MENSTRUAL LEAVE TO FEMALE EMPLOYEES,
PROVIDING BENEFITS THEREFOR, AND FOR OTHER PURPOSES**

EXPLANATORY NOTE

Women's labor force participation rate in the Philippines is at 53.4 percent.¹ While substantial progress has been achieved in promoting women's rights in the workplace through the passage of various laws, women still encounter unique challenges in the work place.

One of these challenges is the experience of monthly menstrual pain, or dysmenorrhea. According to the National Library of Medicine, dysmenorrhea is defined as pain during the menstrual cycle, usually located in the lower abdomen and may radiate to the inner thighs and back. It is a common gynecologic problem and can negatively impact a women's life. Symptoms may include nausea, bloating, diarrhea, constipation, vomiting, indigestion, irritability, headache, lower back pain, tiredness, and dizziness. In approximately 16 to 29 percent of women, dysmenorrhea is associated with substantial impairment in daily functioning, and up to 12 percent of monthly school and work activities may be missed due to absenteeism caused by dysmenorrhea.²

In the Philippines, studies reveal that as many as 90 percent of Filipino women have experienced period pain, and among those who are employed, 89 percent report

¹ Philippine Commission on Women (2013). Fact Sheet on Filipino Women and Men. Retrieved from <https://pcw.gov.ph/assets/files/2025/12/2023-Fact-Sheet-on-Filipino-Women-and-Men.pdf>

² Nagy, H., Carlson, K., & Khan, M. A. B. (2023). *Dysmenorrhea*. Retrieved from <https://www.ncbi.nlm.nih.gov/books/NBK560834/#:~:text=Continuing%20Education%20Activity,of%20dysmenorrhea%20or%20painful%20menstruation.>

that such pain has affected their ability to work.³ These realities underscore the need for workplace policies that recognize and respond to unique women's reproductive health concerns.

The provision of menstrual leave is therefore a necessary step toward ensuring a gender-responsive labor policies that uphold the overall well-being of women employees.

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



DADAH KIRAM ISMULA
Akbayan Representative



JOSE MANUEL TADEO
"CHEL" I. DIOKNO
Akbayan Representative



PERCIVAL V. CENDAÑA
Akbayan Representative



KAKA BAG-AO
Dinagat Islands Representative

³88% of Filipino women who have suffered from period pain say it has affected their ability to work. (n.d.).
<https://yougov.com/articles/19358-period-pain-suffer-4>

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

Twentieth Congress
First Regular Session

House Bill No. 8336

Introduced by Honorable Representatives
DADAH KIRAM ISMULA (Akbayan Partylist)
JOSE MANUEL TADEO "CHEL" I. DIOKNO (Akbayan Partylist)
PERCIVAL V. CENDAÑA (Akbayan Partylist)
KAKA BAG-AO (Dinagat Islands)

**AN ACT GRANTING MENSTRUAL LEAVE TO FEMALE EMPLOYEES,
PROVIDING BENEFITS THEREFOR, AND FOR OTHER PURPOSES**

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

1 **SECTION 1. Short Title.** This Act shall be known as the "**Menstrual Leave**
2 **Act**".

3
4 **SEC. 2. Declaration of Policy.** The State shall protect working women by
5 providing safe and healthful working conditions, taking into account their maternal
6 functions, and such facilities and opportunities that will enhance their welfare and
7 enable them to realize their full potential in the service of the nation. To this end, the
8 State shall ensure that the unique health needs of women are recognized in the
9 workplace and that female employees are provided with menstrual leave benefits to
10 safeguard their health, productivity and dignity.

11
12 **SEC. 3. Coverage.** This Act shall cover all female employees, except pregnant
13 and menopausal women in the public and private sectors, regardless of employment
14 status, who experience menstrual discomfort or health conditions associated with
15 menstruation.

16
17 Employers granting a menstrual leave or its equivalent are not covered by this
18 act.

19
20 **SEC. 4. Menstrual Leave Benefits.** Female employees shall be entitled to
21 two (2) days of menstrual leave with pay per month, to address menstrual discomfort
22 or health conditions associated with menstruation. Such leave shall be non-cumulative
23 and non-convertible to cash.

1
2 Employers shall not require medical certification unless the employee avails of
3 more than two (2) consecutive days of menstrual leave.
4

5 **SEC. 5. *Non-Diminution of Benefits.*** Nothing in this Act shall be construed
6 to reduce any existing benefits of any form granted under existing laws, decrees,
7 executive, orders, or any contract, agreement or policy between employer and
8 employee.
9

10 **SEC. 6. *Non-Discrimination for availment of menstrual leave.*** No
11 employee shall be subjected to any discrimination, harassment, retaliation, or adverse
12 action for availing of menstrual leave.
13

14 **SEC. 7. *Security of Tenure.*** Any female employee who avails of the
15 menstrual leave benefits provided under this Act shall be entitled to security of tenure.
16 The availment of such benefit shall not constitute a just or authorized cause for
17 termination of employment, non-renewal of contract, demotion, reduction of wages
18 or benefits, or any form of discrimination, retaliation, or adverse employment action.
19

20 **SEC. 8. *Penalty.*** Any person, corporation, trust, firm, partnership, association
21 or entity found violating this Act or the rules and regulations promulgated thereunder
22 shall be punished by a fine not exceeding Two Hundred Thousand Pesos (PHP
23 200,000.00).
24

25 The proceeds of fines collected under this Act shall be remitted to a special
26 fund dedicated to programs advancing women's health, promoting workplace equity,
27 and strengthening labor rights education.
28

29 **SEC. 9. *Implementing Rules and Regulations.*** The Department of Labor
30 and Employment, Civil Service Commission, Department of Health, Philippine
31 Commission on Women in consultation with women's health advocates and
32 organizations, civil society organizations and other relevant stakeholders shall within
33 thirty (30) days from the effectivity of this Act, issue such rules and regulations
34 necessary for the proper implementation of the provisions of this Act.
35

36 **SEC. 10. *Separability Clause.*** - If, for any reason, any part or provision of
37 this Act is held unconstitutional or invalid, the remaining parts or provisions not
38 affected will continue in full force and effect.
39

40 **SEC. 11. *Repealing Clause.*** - All laws, decrees, executive orders,
41 proclamations, rules and regulations, and other issuances, or parts thereof,

1 inconsistent with the provisions of this Act, are hereby repealed, amended, or modified
2 accordingly.

3
4 **SEC. 12. *Effectivity.*** - This Act takes effect fifteen (15) days after its
5 publication in at least two (2) newspapers of general circulation.

Approved,