

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

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. **9904**



Introduced by Representative LEILA M. DE LIMA

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

Article XIII, Section 14 of the 1987 Constitution provides that, “[t]he State shall protect working women by providing safe and healthful working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation.” Republic Act No. 11210, otherwise known as the “105-Day Expanded Maternity Leave Law,” is among the landmark laws affirming the State’s commitment to strengthen the protection of working mothers and their children.

Republic Act No. 11210 significantly expanded the maternity benefits among Filipino working mothers. The law provides them with ample time to recover their health and overall well-being, while allowing them to focus on childcare before returning to work. However, the existing law fails to cover women working in the informal economy who are non-members of the Social Security System (SSS).

According to 2021 data from the Philippine Legislators’ Committee on Population and Development (PLCPD), “more than 70% of Filipino workers were informally employed, with women disproportionately represented in this sector.”¹ They include “street vendors, domestic helpers, and micro-entrepreneurs,” among others, who often don’t have access to fair wages, benefits, and job security, including SSS membership.²

¹ Philippine Legislators’ Committee on Population and Development. (07 March 2025). Lifting the women who lift us: Accelerating action for Filipino women in all sectors. Retrieved from <https://www.plcpd.org.ph/lifting-the-women-who-lift-us-accelerating-action-for-filipino-women-in-all-sectors/>.

² Ibid.

This bill seeks to expand the coverage of maternity benefits to women workers in the informal economy by providing a one-time direct maternity cash benefit per delivery equivalent to the prevailing daily minimum wage rate in the mother's region of residence multiplied by forty-four (44) days. The cash benefit distribution will be administered by the Department of Social Work and Development (DSWD). This bill therefore, seeks to further strengthen the State's Constitutional mandate to ensure that the rights to health and decent working conditions of all working women in the country are upheld and promoted.

In the 20th Congress, similar bills were filed by Representatives Brian Yamsuan, Ferdinand Martin Romualdez, Yedda Romualdez, Andrew Romualdez, Dadah Ismula, Jose Manuel Diokno, Percival Cendaña, and Kaka Bag-ao in the House of Representatives, and Senator Risa Hontiveros in the Senate. This bill fully adopts Senator Hontiveros's Senate Bill No. 1597.

Early approval of this measure is earnestly sought.



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

1 SECTION. 1. *Short Title.* – This Act shall be known as the “Maternity Benefit
2 for Women in the Informal Economy Act.”
3

4 SEC. 2. *Declaration of Policy.* – It is the declared policy of the State to protect
5 the rights and welfare of women workers in the informal economy, to ensure optimal
6 maternal health consistent with the Sustainable Development Goals, and to encourage
7 and support the practice of breastfeeding in furtherance of its obligation to ensure the
8 survival and development of Filipino children.
9

10 SEC. 3. *Maternity Benefit for Women Workers in the Informal Economy.* –
11 Section 11 of Republic Act No. 11210 is hereby deleted and replaced with a new
12 Section 11, which will read as follows:
13

14 **SECTION 11. MATERNITY BENEFITS FOR FEMALE WORKERS WHO ARE**
15 **NON-MEMBERS OF THE SSS. – FEMALE WORKERS WHO ARE NEITHER**
16 **VOLUNTARY NOR REGULAR MEMBERS OF THE SSS SHALL RECEIVE,**
17 **THROUGH THE DEPARTMENT OF SOCIAL WELFARE AND**
18 **DEVELOPMENT (DSWD), A ONE-TIME DIRECT MATERNITY CASH**
19 **BENEFIT PER DELIVERY EQUIVALENT TO THE PREVAILING DAILY**
20 **MINIMUM WAGE RATE IN HER REGION OF RESIDENCE MULTIPLIED BY**
21 **FORTY FOUR (44) DAYS.**
22

23 SEC. 4. *Funding Source*. – The amounts necessary to fund this maternity
24 benefit shall be taken from revenues from excise taxes on sweetened beverages,
25 alcohol, tobacco products, heated tobacco products, and vapor products, which may
26 be augmented under the General Appropriations Act (GAA).
27

28 SEC. 5. *Separability Clause*. – If any section or provision of this Act is declared
29 invalid or unconstitutional, the sections or provisions not affected thereby shall
30 continue to be in full force and effect.
31

32 SEC. 6. *Repealing Clause*. – All laws, presidential decrees, executive and
33 administrative orders, letters of instruction, rules and regulations, or parts thereof
34 inconsistent with the provisions of this Act are hereby repealed, modified, or amended
35 accordingly.
36

37 SEC. 7. *Effectivity*. – This Act shall take effect fifteen (15) days following its
38 publication in the Official Gazette or in two (2) newspapers of general circulation in the
39 Philippines.

Approved,