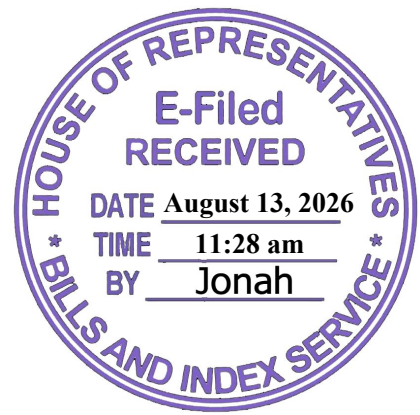


TWENTIETH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)

HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 10771



Introduced by Rep. CARMELO G. LAZATIN, JR.

AN ACT

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

EXPLANATORY NOTE

Article XIII, Section 14 of the 1987 Philippine Constitution provides that the 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.

As of 2023, the labor force participation rate of women in the Philippines was at 53.4% which was lower than the 74.7% recorded for men.¹ Despite this, it cannot be overlooked that women still significantly contribute to the growth of the Philippine economy. The participation of women in the workforce also promotes workplace diversity, employee retention, and organizational development.

However, women may experience health-related setbacks, including menstrual pain and other menstrual-related medical conditions, which may affect their ability to perform their work. In a study conducted in July and August 2022, involving 1,800 Spanish women, 72.6% reported experiencing menstrual pain, 45.9% required medication, and 34.3% reported that they had been unable to attend work activities or had requested sick leave because of menstrual-related discomfort.²

¹ Fact Sheet on Filipino Women and Men, October 2023. Available at <https://pcw.gov.ph/assets/files/2025/12/2023-Fact-Sheet-on-Filipino-Women-and-Men.pdf>

² The effect of menstrual pain and symptoms on activities of daily living and on work absenteeism: A cross-sectional study. Available at https://www.researchgate.net/publication/373470835_The_effect_of_menstrual_pain_and_symptoms_on_activities_of_daily_living_and_on_work_absenteeism_A_cross-sectional_study

This proposed legislation seeks to grant female employees a maximum of three (3) days menstrual leave per month. The leave shall be non-cumulative, non-convertible to cash, and shall not be used as ground for demotion or termination, reduction of benefits, or non-renewal of contract.

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


CARMELO G. LAZATIN, JR.



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

TWENTIETH CONGRESS OF THE)
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AN ACT
GRANTING MENSTRUAL LEAVE TO FEMALE EMPLOYEES, PROVIDING
BENEFITS THEREFOR, AND FOR OTHER PURPOSES

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 “Menstrual Leave Act.”

2
3 *Section 2. Declaration of Policies.* – It is the policy of the State to protect working women by
4 providing safe and healthful working conditions, taking into account their maternal functions, and
5 such facilities and opportunities that will enhance their welfare and enable them to realize their
6 full potential in the service of the nation.

7
8 To this end, the State recognizes that women undergo the physiological process known as
9 the menstrual cycle, which may cause discomfort and affect their productivity at work.
10 Accordingly, the State shall grant menstrual leave to female employees to enable them to rest and
11 recover from the discomforts and health conditions associated with menstruation.

12
13 *Section 3. Coverage.* – This Act shall cover all female employees in the public and private sectors,
14 regardless of their employment status, who are experiencing menstruation or menstrual-cycle-
15 related pain, discomfort, or health conditions that require rest, recovery, or medical attention.

16
17 For purposes of this Act, eligibility shall be determined by the female employee’s actual
18 experience of menstruation or menstrual-cycle-related symptoms. Accordingly, a female

1 employee shall not be entitled to menstrual leave for a period during which she is not experiencing
2 menstruation or any menstrual-cycle-related condition, including during pregnancy or after
3 established menopause, without prejudice to any other leave or benefit available under existing
4 law.

5 Nothing in this Section shall be construed to affect any maternity leave, sick leave, special
6 leave, or other benefit to which an employee may be entitled under existing law, rules and
7 regulations, contract, collective bargaining agreement, or employer policy.

8
9 *Section 4. Menstrual Leave Benefits.* – Female employees in the public and private sectors shall
10 be entitled to a maximum of three (3) days of menstrual leave with pay every month to allow them
11 to recover from the discomforts of health conditions associated with menstruation. Such leave shall
12 be non-cumulative and non-convertible to cash.

13
14 *Section 5. Non-Discrimination.* – Any female employee who avails herself of menstrual leave
15 shall not be subjected to any form of discrimination, harassment or retaliation in the workplace.

16
17 *Section 6. Non-Diminution of Benefits.* – Nothing in this Act shall be construed as diminishing or
18 reducing any existing laws, decrees, executive orders, or any contract, agreement, or policy
19 between the employer and the employee.

20
21 *Section 7. Security of Tenure.* – The availment of the benefits under this Act shall not subject any
22 female worker in the public or private sector, to demotion or termination.

23
24 However, a transfer to a parallel position or reassignment from one organizational unit to another
25 may be allowed for a legitimate and non-discriminatory reason, provided that it is not motivated
26 by the employee's availment of menstrual leave and does not involve any reduction in rank, status,
27 or salary or otherwise amount to constructive dismissal.

28
29 *Section 8. Implementing Rules and Regulations.* – Within ninety (90) days from the effectivity of
30 this Act, the Department of Labor and Employment, the Civil Service Commission, and the
31 Department of Health, in coordination with the relevant government agencies and stakeholders,
32 shall promulgate the implementing rules and regulations to effectively carry out the provisions of
33 this Act.

34
35 *Section 9. Separability Clause.* – If any provision of this Act is declared unconstitutional or
36 invalid, the other provisions not affected thereby shall remain in full force and effect.

37
38 *Section 10. Repealing Clause.* – All laws, decrees, orders, rules and regulations, or parts therefor,
39 which are inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

1 *Section 10. Effectivity Clause.* This Act shall take effect fifteen (15) days after its publication in
2 the Official Gazette or in a newspaper of general circulation.

3

4 Approved,