



“UCU Promotes Work-Life Balance by Fully Supporting Maternity and Paternity Leave Benefits for Employees”

Urdaneta City, Philippines — In alignment with the provisions of the Republic Acts (RA) #11210 and #8187, Urdaneta City University (UCU) is proud to announce its full support for maternity and paternity leave benefits for its staff and faculty. The university, through its Human Capital Management Office (HCMO), ensures that its employees are well-informed about their rights under these laws and that they are able to take full advantage of these benefits.

UCU’s Commitment to Family-Friendly Policies

The university’s commitment to supporting its faculty and staff extends beyond the professional realm to foster a balanced work-life environment. With the implementation of RA #11210, or the “105-Day Expanded Maternity Leave Law,” and RA #8187, or the “Paternity Leave Act of 1996,” UCU is enhancing its human resource policies to ensure that its employees are well-supported during the crucial stages of family life.

Dr. Joey Barroga, Head of UCU’s Human Capital Management Office, explained, “We recognize the importance of family and the well-being of our employees, which is why we are dedicated to ensuring that our staff can take time off to focus on their families during such important moments. Our policy not only complies with the law but also promotes a healthier and more supportive work environment for all.”

Key Provisions of Maternity and Paternity Leave Benefits

Under RA #11210, female employees of UCU are entitled to a 105-day maternity leave with full pay, which can be extended for an additional 60 days without pay in case of complications. The law also provides for the option to transfer the unused portion of the leave to the father if the mother has opted to return to work early.

On the other hand, RA #8187 grants male employees of UCU paternity leave of seven days with full pay in the event of their wife’s childbirth or miscarriage. This leave allows fathers to be present for the birth of their child and to support their partners during the postpartum period.

The Human Capital Management Office is responsible for informing all employees of their rights and assisting them in availing of the leave benefits in accordance with the guidelines set by the government. HCMO staff are available to guide employees through the process of applying for maternity and paternity leave and ensure that all documents are properly submitted.

Promoting a Supportive Workplace for Families

The university’s support for maternity and paternity leave is part of its broader efforts to promote a family-friendly workplace. By implementing these benefits, UCU not only complies with national laws but also creates an environment where faculty and staff feel valued and supported in their roles as parents.

“We are committed to being a family-oriented institution that acknowledges the importance of work-life balance,” said Ms. Elha “Supporting our employees during their most significant family milestones fosters loyalty and satisfaction, creating a more productive and engaged workforce.”





Looking Ahead

UCU's implementation of maternity and paternity leave policies underscores its commitment to the welfare of its employees, ensuring that they are able to enjoy their rights without fear of discrimination or job loss. The university continues to monitor developments in labor laws and is committed to adapting its policies to provide the best support to its community.


With a focus on strengthening employee benefits, UCU aims to further enhance its policies, helping to build a supportive and nurturing workplace that prioritizes the health, happiness, and well-being of its faculty and staff.

SENATE
OFFICE OF THE SECRETARY

FOURTEENTH CONGRESS of the)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)

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SENATE

RECEIVED BY: 

S.B. No. 2425

Introduced by **HON. RAMON BONG REVILLA, JR.**

AN ACT

AMENDING SECTION 2 OF REPUBLIC ACT NO. 8187, OTHERWISE KNOWN AS THE "PATERNITY LEAVE ACT OF 1996"

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

SECTION 1. Section 2 of Republic Act No. 8187, otherwise known as the Paternity Leave Act of 1996 is hereby amended to read as follows:

"Section 2. Notwithstanding any law, rules and regulations to the contrary, every married male employee in the private and public sectors shall be entitled to a paternity leave of seven (7) days with full pay for the [first four (4) deliveries] **DELIVERY** of the legitimate spouse with whom he is cohabiting. The male employee applying for paternity leave shall notify his employer of the pregnancy of his legitimate spouse and the expected date of such delivery.

For purposes, of this Act, delivery shall include childbirth or any miscarriage.





**IMPLEMENTING RULES AND REGULATIONS OF REPUBLIC ACT NO. 11210
(AN ACT INCREASING THE MATERNITY LEAVE PERIOD TO ONE HUNDRED FIVE (105) DAYS FOR FEMALE WORKERS WITH AN OPTION TO EXTEND FOR AN ADDITIONAL THIRTY (30) DAYS WITHOUT PAY, AND GRANTING AN ADDITIONAL FIFTEEN (15) DAYS FOR SOLO MOTHERS, AND FOR OTHER PURPOSES)**

Pursuant to Section 19 of Republic Act No. 11210 or An Act Increasing the Maternity Leave Period to One Hundred Five (105) Days for Female Workers with an Option to Extend for an Additional Thirty (30) Days Without Pay, and Granting an Additional Fifteen (15) Days for Solo Mothers, and for Other Purposes, the following implementing rules and regulations are hereby issued:

**RULE I
GENERAL PROVISIONS**

Section 1. Title. – These rules and regulations shall be known as the “Implementing Rules and Regulations of the 105-Day Expanded Maternity Leave Law”.

Section 2. Declaration of Policy. – It is the declared policy of the State under Article XIII, Section 14 of the 1987 Constitution to protect and promote the rights and welfare of working women, taking into account their maternal functions, and to provide an enabling environment in which their full potential can be achieved.

Article II, State Policies, Section 12 of the 1987 Constitution provides that the State recognizes the sanctity of family life and shall protect and strengthen the family as the basic autonomous social institution and that it shall equally protect the life of the mother and the life of the unborn from conception. Moreover, Sections 17 and 22 of Republic Act No. 9710, otherwise known as “The Magna Carta of Women”, provides for women’s rights to health and decent work.

To achieve these, and in recognition of women’s maternal function as a social responsibility, the State shall institutionalize a mechanism to expand the maternity leave period of women workers. This will provide them with ample transition time to regain health and overall wellness as well as to assume maternal roles before resuming paid work. The Act and this Rules are consistent with local and international legal instruments that protect and promote the rights of women.

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