



SEVENTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )

'17 MAR 13 P3:53

SENATE

RECEIVED BY: 

SENATE BILL NO. 1387

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INTRODUCED BY SENATOR JOSEPH VICTOR G. EJERCITO

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#### AN ACT

GRANTING A SPECIAL LEAVE OF ABSENCE OF FIFTEEN (15) DAYS A YEAR WITH FULL PAY TO ALL LEGITIMATE SPOUSES OF OVERSEAS WORKERS IN THE PRIVATE AND PUBLIC SECTORS, AND FOR OTHER PURPOSES

#### EXPLANATORY NOTE

Overseas Filipino Workers (OFWs) contribute greatly to the nation building. This year alone, OFWs remitted billions of dollars to the country to the much-needed foreign currency into the economy. This bright spot, however, has its own drawbacks. OFWs reap the fruits of their labor earning money from foreign countries, but they suffer in silence the tremendous solitude and isolation in distant lands, away from the comfort and love of their families and friends.

Families of OFWs also carry the same burden. They bear the pain of separation from loved ones, who have to travel thousand miles to earn a living. As a result, many OFW families are dysfunctional.

An Overseas Filipino Worker's spouse necessarily plays the role of both father and mother back home. Like a single parent, said spouse alone will have to attend to the needs of their family. The demands of the double role played by the OFW spouse are so heavy that they often do not have time to carry out or complete their tasks.

The bill aims to give every legitimate spouse-employee of an OFW in the private and public sectors an additional special leave credit of fifteen (15) days a year with full pay, subject to certain expectations.

The passage of this bill is earnestly sought.

A handwritten signature in black ink, appearing to read "J. V. Ejercito", with a stylized flourish at the end.

JOSEPH VICTOR G. EJERCITO



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DAYS A YEAR WITH FULL PAY TO ALL LEGITIMATE SPOUSES  
OF OVERSEAS WORKERS IN THE PRIVATE AND PUBLIC  
SECTORS, 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 "Special Leave  
2 for Overseas Workers' Spouses Act of 2017".  
3

4 SECTION 2. Notwithstanding any law, rules and regulations to the  
5 contrary, every legitimate spouse-employee of an overseas worker in the  
6 private and public sectors shall be entitled to an overseas worker's  
7 spouse leave of fifteen (15) days a year with full pay.  
8

9 Employees availing this leave privilege shall submit to their  
10 employer the following:  
11

- 12 1. Name of spouse;
- 13 2. Copy of their Marriage Contract;
- 14 3. Information as to the nature and place of work of the overseas  
15 worker concerned;
- 16 4. Copy of the overseas worker's passport.  
17

18 SEC 3. *Definition of Terms.* - For purposes of this Act, the following terms  
19 shall have the meaning as indicated hereunder:  
20

21 1. "Employee" refers to any person who performs services for another  
22 and receives compensation therefor, provided an employer-employee  
23 relationship exists between them;  
24

25 2. "Overseas worker" refers to a person who is engaged in a



1 remunerated activity in a state of which he or she is not a legal  
2 resident;

3  
4 3. "*Special Overseas Worker's Spouse Leave*" refers to the leave benefits  
5 with pay for a period of fifteen (15) days a year granted to an  
6 employee who is a legitimate spouse of an overseas worker.

7  
8 4. "*Spouse*" refers to the legitimate wife or husband; one who is  
9 legally married to the overseas worker concerned.

10  
11 **SEC 4. *Disqualifications.*** - The following employees shall not be allowed  
12 to avail of this leave;

13  
14 1. Those who are absent from work without official leave;

15  
16 2. Those who are on vacation, sick, forced or study leave, or those  
17 who have already availed of other forms of leave allowed by law;

18  
19 3. Those whose services are necessary to prevent loss of life or  
20 damage to property, brought about by serious accidents, fires,  
21 floods, typhoons, earthquake, epidemic or other disasters.

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23  
24 **SEC 5. *Tax Credit; Income Tax Deduction for Employers in Non-Government***  
25 ***Institutions.*** - Employers in non-government institutions granting this  
26 leave benefit shall be accorded income tax deduction from its gross  
27 income for each taxable year, based on the actual cost paid by the  
28 employer in granting this leave benefit to its qualified employees.

29  
30 For purpose of claiming tax credits, private establishments are  
31 required to keep separate records of their employees who avail of this  
32 leave benefit.

33  
34  
35 **SEC 6.** The Secretary of Labor and Employment and the Chairman of the  
36 Civil Service Commission shall, within thirty (30) days from the  
37 effectivity of this Act, issue such rules and regulations necessary for the  
38 proper implementation of the provisions of this law.

39  
40 **SEC 7.** Any person, corporation, trust, firm, partnership, association or  
41 entity found violating this Act or the rules and regulations promulgated  
42 thereunder shall be punished by a fine not exceeding Twenty five  
43 thousand pesos (P25,000.00) or imprisonment of not less than thirty (30)  
44 days nor more than six (6) months.

1 If the violation is committed by a corporation, trust or firm,  
2 partnership, association or any other entity, the penalty of imprisonment  
3 shall be imposed on the entity's responsible officers, including, but not  
4 limited to, the president, vice-president, chief executive officer, general  
5 manager, managing director or partner directly responsible therefor.  
6

7 **SEC 8. *Non-diminution Clause.*** - Nothing in this Act shall be construed to  
8 reduce any existing benefits of any form granted under existing laws,  
9 decrees, executive orders, or any contract, agreement or policy between  
10 employer and employee.  
11

12 **SEC 9. *Repealing Clause.*** - All laws, ordinances, rules regulations,  
13 issuances or parts thereof which are inconsistent with this Act are hereby  
14 repealed or modified accordingly.  
15

16 **SEC 10. *Effectivity.*** - This Act shall take effect fifteen (15) days from its  
17 publication in the Official Gazette or in at least two (2) newspapers of  
18 national circulation.  
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20 Approved,  
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