

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

Senate  
Office of the Secretary

13 JUL 22 1986

SENATE

Senate Bill No. 980

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INTRODUCED BY SEN. JINGGOY EJERCITO ESTRADA


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**EXPLANATORY NOTE**

This piece of legislation seeks to uphold Section 18 of Article II of the 1987 Constitution which states that "that the State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare." Additionally, the State is also mandated to promote the right to health of the people and instill health consciousness among them.

Reproductive diseases are prevalent in women. By reason of the fragile physical structure and maternal functions of women, the Constitution, specifically Section 14 of Article XIII, gives special concern to working women and expressly mandates the State to protect them by providing safe and healthful conditions, taking into account their maternal functions.

And to effectively carry out the intent and spirit of the above-mentioned state policies, particularly in the alleviation and protection of the welfare of women workers both in government and private sectors there is a need to approve this bill.

  
JINGGOY EJERCITO ESTRADA  
Senator

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**AN ACT**  
**GRANTING A ONE (1) MONTH NON-CUMULATIVE LEAVE WITH PAY TO**  
**WOMEN WORKERS WHO UNDERGO MAJOR SURGICAL INTERNAL**  
**OPERATIONS ON THEIR REPRODUCTIVE ORGANS**

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

**SECTION 1.** Women workers in government and private sectors undergo major internal surgical operations on their reproductive organs such as, but not limited to, partial or complete hysterectomy shall be granted a one-month leave of absence with pay.

**SEC. 2.** Such leave shall not be deducted from their sick or vacation leave credits but should be treated as a special leave similar to maternity leave.

**SEC. 3.** The leave benefits provided under this Act shall be cumulative.

**SEC. 4.** The Department of Labor and Employment and the Department of Health shall promulgate the necessary rules and regulations for the effective implementation of this Act.

**SEC. 5.** This Act shall take effect fifteen (15) days after its complete publication in two (2) newspapers of general circulation in the Philippines.

*Approved,*