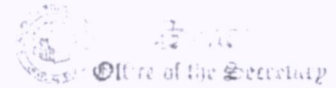


SENATE

S. No. 666



'19 JUL 22 P 2 :12

Introduced by SENATOR RAMON BONG REVILLA, JR.

**AN ACT
PROVIDING PRENATAL LEAVE BENEFITS FOR FEMALE EMPLOYEES**

EXPLANATORY NOTE

Prenatal care, which may also be referred to as antenatal care, is the health care given to a pregnant woman and to the developing fetus until the time of delivery. The purpose of prenatal care is to:

- Establish a baseline for vital signs and current health status;
- Identify women at risk for pregnancy-related complications;
- Minimize pregnancy-related complications through prevention techniques, anticipatory action, and intervention as soon as a complication is recognized;
- Offer education to the women about possible lifestyle and work-related dangers to her and the developing fetus;
- Provide routine evaluation of the growth and development of the fetus;
- Educate the pregnant woman about normal and abnormal conditions in pregnancy;
- Teach the woman to recognize the signs of impending labor;
- Assist in connecting the pregnant women to childbirth- and/or parenting-education classes. (*www.encyclopedia.com*)

Proper prenatal care is essential in preventing low birth weight which can result to various health and learning problems with children including language delays, attention disorders, and severe neurological problems.

According to the World Health Organization (WHO), "pregnancy-related deaths and diseases remain unacceptably high. In 2015, an estimated 303,000 women died from pregnancy-related causes, 2.7 million babies died during the first 28 days of life and 2.6 million babies were stillborn. While substantial progress has been made over the past two decades, increased access to, and use of, higher-quality health care during pregnancy and childbirth can prevent many of these deaths and diseases, as well as improve women and adolescent girls' experience of pregnancy and childbirth. Globally, however, only 64% of women receive antenatal care four or more times throughout their pregnancy."

In 2016, the World Health Organization (WHO) issued new guidelines on antenatal care for a positive pregnancy experience. Among others, it recommended to increase the number of contacts or consultation and check-up of a pregnant woman with a health care provider from four (4) to eight (8). This is proven to reduce prenatal mortality and improve women's experience of care. According to its study, eight or more contacts can reduce prenatal deaths by up to 8 per 1000 births as compared to only 4.

The recent passage of Republic Act No. 11210, otherwise known as the "105-Day Expanded Maternity Leave Law" is indeed a commendable feat in the government's effort to improve women's welfare. While the said law allows female workers to avail of maternity leave before the actual period of delivery, it, however, requires that the leave be availed of in a continuous and uninterrupted manner. Therefore, there is a need for a law that will allow female workers to undergo prenatal or antenatal care at least once a month during the entire period of pregnancy.

This measure proposes to grant prenatal leave benefits to all female workers both in the private and public sector. By giving them such benefits with pay, they will no longer worry about deduction in leave credits, loss of income due to absence from work, or even the apprehension of seeking permission of their superiors to go on leave.

It has long-term benefits not only to the personal health of the mothers and their babies, but also to the wellbeing of our nation. Through this measure, we can envision healthier and more productive future citizens.

In this light, the immediate passage of this bill is highly recommended.


RAMON BONG REVILLA, JR.

SENATE



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RECEIVED

**AN ACT
PROVIDING PRENATAL LEAVE BENEFITS FOR FEMALE EMPLOYEES**

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

1 Section 1. In addition to other benefits under the law, women who are
2 employed in the private sector or in public service shall be entitled to a one (1) day
3 paid prenatal leave every month from filing of notice of such pregnancy until delivery,
4 abortion or miscarriage, subject to the following conditions:

- 5
6 a) The employee is currently employed in the private sector or the
7 government, as the case may be, and shall have paid at least three (3)
8 monthly Social Security System (SSS) or Government Service Insurance
9 System (GSIS) contributions, as the case may be, in the twelve month
10 period preceding the childbirth, abortion or miscarriage;
11
12 b) The employee shall have notified the employer, or the head or chief of
13 the bureau or office, of the pregnancy and the probable date of
14 childbirth, as the case may be, which notice shall be transmitted to SSS
15 or GSIS in accordance with the rules and regulations it may provide;
16
17 c) The employee shall present a medical certificate to the employer within
18 five (5) days from the pre-natal appointment; and,
19
20 d) The pre-natal leave benefit shall not be cumulative.

21
22 **Sec. 2. *Implementation.*** – The Civil Service Commission (CSC), Department of
23 Labor and Employment (DOLE), SSS and the GSIS, in coordination with all relevant

1 government offices, shall jointly promulgate and issue the necessary implementing
2 rules and regulations for this Act within sixty (60) days after the effectivity of the
3 same.

4
5 *Sec. 3. Separability Clause.* – If any part, section or provision of this Act is held
6 invalid or unconstitutional, other provisions not affected thereby shall remain in full
7 force and effect.

8
9 *Sec. 4. Repealing Clause.* – All laws, decrees, orders, rules and regulations or
10 parts thereof inconsistent with this Act are hereby repealed or amended accordingly.

11
12 *Sec. 5. Effectivity.* – This Act shall take effect fifteen (15) days after its
13 complete publication in at least two (2) newspapers of general circulation.

14
15
16 *Approved,*