

IRR of Expanded Maternity Leave Law Signed



The Implementing Rules and Regulations (IRR) of the 105-Day Expanded Maternity Leave Law was signed on May 1, 2019 as part of the Labor Day celebration in San Fernando, Pampanga.

DOLE Secretary Silvestre Bello III, Civil Service Commission (CSC) Chairperson Alicia dela Rosa Bala and Social Security System President Aurora Ignacio led the signing of the IRR.

“The Expanded Maternity Law ensures the health of the lady workers,” Secretary Bello said.

Under the IRR, all mothers from both the public and private sector, including those in the informal economy, will have 105 days of paid maternity leave regardless of the mode of delivery, civil status, legitimacy of the child, and employment status. Of the 105 days, seven (7) days may be transferred to the father of the child. Solo working mothers would also get an additional 15 days for a total of 120 days of paid maternity leave. The law also allows working mothers to extend their leave for another 30 days but without pay.

The IRR was developed by a Technical Working Group composed of the following DOLE Offices: Office of Assistant Secretary for Legislative Liaison, International and Media Affairs, Bureau of Working Conditions (BWC), Institute for Labor Studies (ILS), Legal Service (LS), Bureau of Local Employment (BLE), Bureau of Labor Relations

(BLR), Bureau of Workers with Special Concerns (BWSC), DOLE Legislative Liaison Office (DLLO), and Employees' Compensation Commission (ECC). The Civil Service Commission (CSC), Social Security System (SSS), and PhilHealth also took part in the drafting of the IRR. DOLE Undersecretary Ana Dione spearheaded the drafting of the IRR as head of the TWG.

The IRR shall be effective fifteen (15) days after its publication.

END/Kim Margarette B. Martinez