



LEAGUE OF CITIES OF THE PHILIPPINES

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URL: <http://www.lcp.org.ph>

August 1, 2018

Honorable Pia S. Cayetano

District Representative

Taguig City-Pateros 2nd District

Room 406 Ramon V. Mitra Building

House of Representatives

Batasan Complex, Quezon City

Dear Congresswoman Cayetano,

Thank you for soliciting our inputs on House Bill 4113 otherwise known as *100-Day Maternity Leave Law*. We are pleased to forward a copy of LCP Official Position Paper fully supporting the bill. It has been approved during our 64th National Executive Board Meeting held at Royce Hotel in Clarkfield Pampanga on 24 April 2018.

The League of Cities of the Philippines fully supports House Bill No. 4113, otherwise known as *100-Day Maternity Leave Law* as it seeks to grant female workers, both in the government and private sectors, one hundred (100) days maternity leave with full pay. It further allows an extended maternity leave for thirty (30) days without pay.

The League maintains that maternal function is a social responsibility and hence should be treated with utmost importance. The passage of the bill will keep the country at par with international standards on maternity protection. It will also strengthen the reputation of the country as a trailblazer on gender equality. Most importantly, the League is optimistic that the improved health and wellness of Filipino women and children consequent to the legislative measure will outweigh its projected costs. Given that half of the working age population in the country are women (see Table 1), the bill has the potential to ensure the welfare of a substantial portion of the labor force, particularly women in their prime child-bearing years.

Table 1: Philippine Population, By Sex and By Age Group: 2010 and 2015

Age Group	2010 (Actual)				2015 (Projected)			
	Both Sexes	Male (%)	Female (%)	Males Per 100 Females	Both Sexes	Male (%)	Female (%)	Males Per 100 Females
Philippines	92,097,978	50.4	49.6	101.8	101,562,300	50.4	49.6	101.8
Under 5	10,231,648	51.7	48.3	107.1	11,327,300	51.4	48.6	105.8
5-9	10,317,657	51.7	48.3	106.9	10,671,000	51.1	48.9	104.5
10-14	10,168,219	51.4	48.6	105.9	10,283,900	51.6	48.4	106.8
15-19	9,676,359	50.8	49.2	103.2	10,136,900	51.4	48.6	105.8
20-24	8,370,398	50.5	49.5	102.2	9,643,400	50.9	49.1	103.5
25-29	7,390,062	50.3	49.7	101.3	8,332,500	50.7	49.3	102.8
30-34	6,744,028	50.7	49.3	102.8	7,342,000	50.4	49.6	101.7



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35-39	5,990,108	50.7	49.3	102.9	6,685,300	50.7	49.3	103.0
40-44	5,450,679	50.7	49.3	102.7	5,916,400	50.7	49.3	102.7
45-49	4,664,537	50.5	49.5	101.9	5,351,200	50.5	49.5	102.1
50-54	3,883,630	50.1	49.9	100.4	4,530,000	50.1	49.9	100.6
55-59	2,980,350	49.4	50.6	97.4	3,703,100	49.4	50.6	97.8
60-64	2,224,105	47.7	52.3	91.3	2,765,500	48.3	51.7	93.4
65-69	1,495,115	45.4	54.6	83.2	1,978,400	46.1	53.9	85.5
70-74	1,140,951	43.1	56.9	75.7	1,249,200	43.1	56.9	75.8
75-79	705,977	40.5	59.5	68.0	870,200	40.2	59.8	67.1
80 above	664,155	35.6	64.4	55.4	776,000	35.8	64.2	55.7

Sources: 2015 Philippine Statistical Yearbook.

Note: For 2015, numbers used were projections from the 2015 Philippine Statistical Yearbook which classified those aged 80 and above only in one group.

The benefits of the bill extend to the family in furtherance with the policy of the state to promote the welfare of the same. Considering that the first few months after childbirth is a crucial moment to the welfare of a child, the League supports legislative measures that enable women to fully participate in providing care for her child during such period without worry to its financial implications on the household.

To ensure that the bill will realize its ultimate objective i.e. a conducive environment for career women to balance work with family life, we believe that safeguards must be set in place. Therefore, we suggest that the same be harmonized and explicitly linked with existing laws such as *Republic Act 6725 or the Act Strengthening the Prohibition of Discrimination Against Women with Respect to Terms and Conditions of their Employment*. In the long run, H.B. 4113 can be seen as a disincentive in hiring women as the number of days without productivity can be considered as additional cost for employers. Some companies or organizations might not be able to afford three to five months of paid employee absences.

We hope you find merit in our suggestion.

Thank you and may you continue to advocate for women's welfare.

Very truly yours,

Atty. Shereen Gail C. Yu-Pamintuan
Executive Director