

A Triumph for Women: Bringing to Light the Expanded Maternity Leave Law

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While the 1987 Constitution recognizes the role of women in nation-building and even further states that the government must ensure that there is equality between women and men, it has taken the Philippines nearly 27 years to pass a law increasing the maternity leave period for female workers in conformity with international standards.

Upon the enactment of Republic Act No. 11210, the paid maternity leave for women has been expanded to 105 days for women workers in both the public and private sectors. Previously, under Republic Act No. 7322, women were entitled to a mere 60-day maternity leave period in case of normal delivery.

In this Article, the Author discusses the implications of the expanded maternity leave given to female workers and why this is a fundamental step toward equality that marks a herculean victory for women and their families.