



Metric 5.6

Saint Louis University

Women's Progress Measures



5 GENDER
EQUALITY





Indicator 5.6.3

Saint Louis University

Maternity and paternity policies

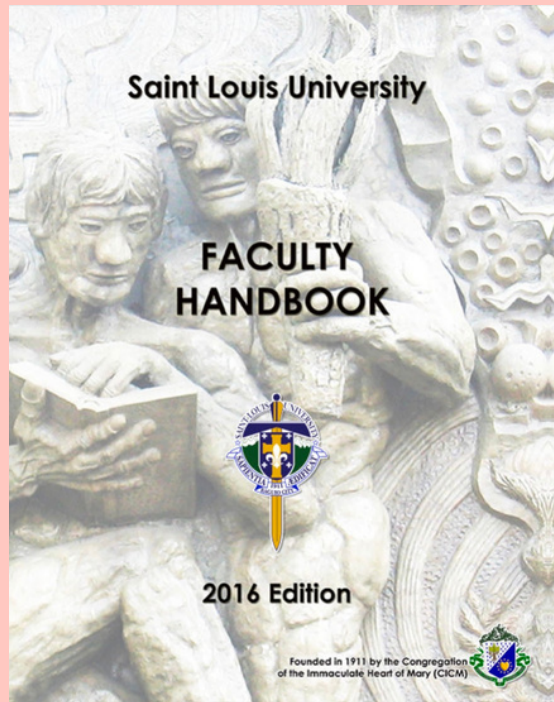


5 GENDER
EQUALITY



Policy of Non-discrimination Against Women

Maternity and Paternity Policies



Section 5.6. Government-Mandated and Other Benefits

The University provides all other benefits and privileges as embodied in government regulations and issuances, such as Thirteenth (13th) Month Pay, Service Incentive Leave, *Maternity and Paternity* leaves, SSS/MEDICARE/ECC coverage (Social Security Act of 1997), PhilHealth Coverage (as mandated by the National Health Insurance Act of 1995), among others.

A faculty member is entitled to several benefits as incorporated in latest Collective Bargaining Agreement (CBA). Such benefits, among others, are longevity pay, welfare fund (or death benefit), University Foundation Anniversary gift, hospitalization discount, group accident insurance, de minimis benefits in the form of rice subsidy, additional Christmas bonus (14th month pay), and clothing allowance.