SAINT LOUIS UNIVERSITY

Baguio City, Philippines

# Metric 5.6 Women's progress measures




5 GENDER EQUALITY

Times Higher Education
Sustainability
Impact Ratings

**AY 2025-2026**

SAINT LOUIS UNIVERSITY

Baguio City, Philippines

# Indicator 5.6.3 Maternity policy

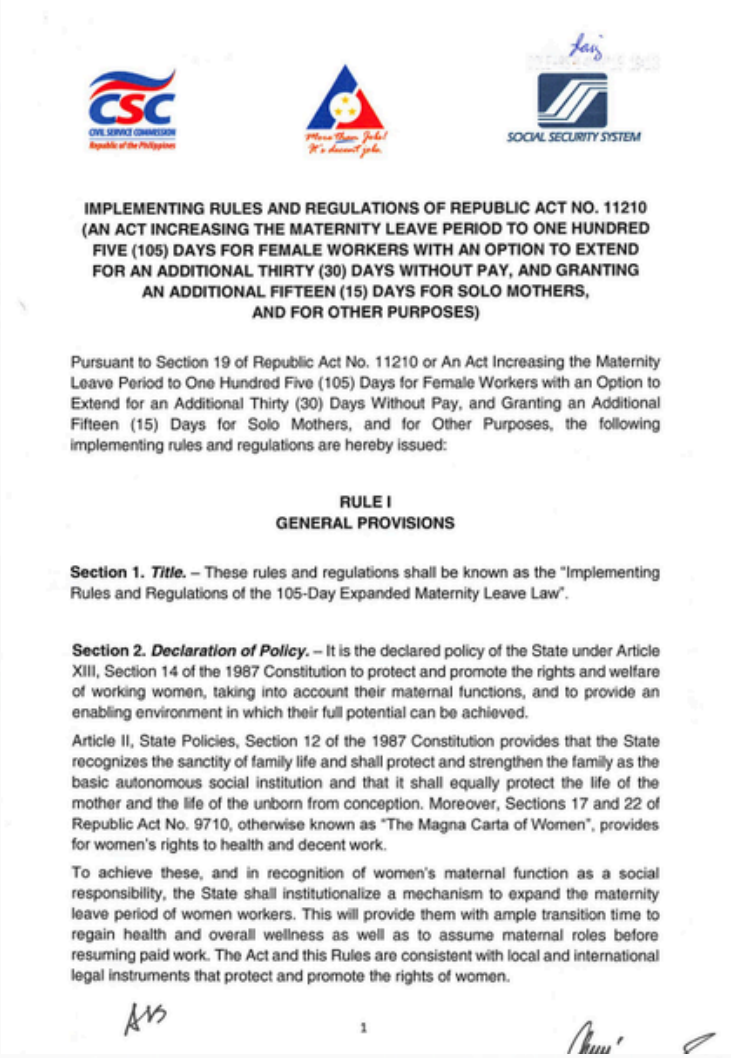


5 GENDER EQUALITY

Times Higher Education Sustainability Impact Ratings

AY 2025-2026

# Upholding family welfare: SLU implements mandated maternity policies.



IMPLEMENTING RULES AND REGULATIONS OF REPUBLIC ACT NO. 11210
(AN ACT INCREASING THE MATERNITY LEAVE PERIOD TO ONE HUNDRED FIVE (105) DAYS FOR FEMALE WORKERS WITH AN OPTION TO EXTEND FOR AN ADDITIONAL THIRTY (30) DAYS WITHOUT PAY, AND GRANTING AN ADDITIONAL FIFTEEN (15) DAYS FOR SOLO MOTHERS, AND FOR OTHER PURPOSES)

Pursuant to Section 19 of Republic Act No. 11210 or An Act Increasing the Maternity Leave Period to One Hundred Five (105) Days for Female Workers with an Option to Extend for an Additional Thirty (30) Days Without Pay, and Granting an Additional Fifteen (15) Days for Solo Mothers, and for Other Purposes, the following implementing rules and regulations are hereby issued:

RULE I
GENERAL PROVISIONS

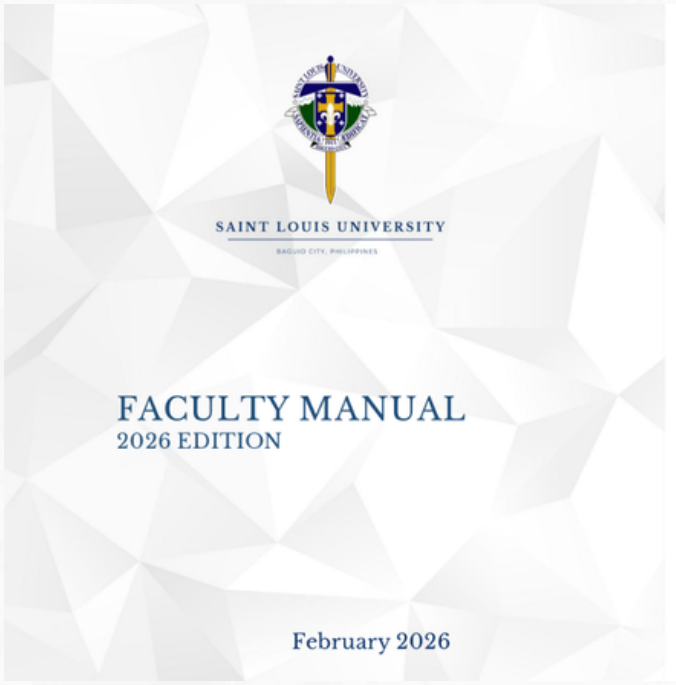
**Section 1. *Title.*** – These rules and regulations shall be known as the "Implementing Rules and Regulations of the 105-Day Expanded Maternity Leave Law".

**Section 2. *Declaration of Policy.*** – It is the declared policy of the State under Article XIII, Section 14 of the 1987 Constitution to protect and promote the rights and welfare of working women, taking into account their maternal functions, and to provide an enabling environment in which their full potential can be achieved.

Article II, State Policies, Section 12 of the 1987 Constitution provides that the State recognizes the sanctity of family life and shall protect and strengthen the family as the basic autonomous social institution and that it shall equally protect the life of the mother and the life of the unborn from conception. Moreover, Sections 17 and 22 of Republic Act No. 9710, otherwise known as "The Magna Carta of Women", provides for women's rights to health and decent work.

To achieve these, and in recognition of women's maternal function as a social responsibility, the State shall institutionalize a mechanism to expand the maternity leave period of women workers. This will provide them with ample transition time to regain health and overall wellness as well as to assume maternal roles before resuming paid work. The Act and this Rules are consistent with local and international legal instruments that protect and promote the rights of women.

1



SAINT LOUIS UNIVERSITY
BAGUIO CITY, PHILIPPINES

FACULTY MANUAL
2026 EDITION

February 2026

Maternity and Paternity Leave - Maternity Leave: Female faculty members are entitled to 105 days of paid maternity leave (additional 15 days for solo parents) or 60 days in cases of miscarriage or emergency termination. The mother may transfer up to 7 days of her leave to the child's father or an alternate caregiver, which shall be deducted from her total entitlement.

Paternity Leave: Male faculty members are entitled to 7 days of paid paternity leave for the first four deliveries of their legitimate spouse. If granted the allocated leave from the mother, the father may receive up to 14 days of paid leave in total.

Saint Louis University recognizes maternity protection as a fundamental human right. Thus, the university ensures that all female employees—those teaching, non-teaching, and hospital personnel—are granted maternity benefits in full compliance with RA 11210. This policy guarantees that all female employees are offered support during pregnancy and childbirth.

Female employees likewise enjoy benefits and privileges such as SSS/MEDICARE/ECC coverage (Social Security Act of 1997) and PhilHealth Coverage (as mandated by the National Health Insurance Act of 1995).

This policy drives full economic and employment participation for women.

Sources:
https://www.dole.gov.ph/php_assets/uploads/2019/05/IMPLEMENTING-RULES-AND-REGULATIONS-OF-REPUBLIC-ACT-NO.-11210.pdf;
Faculty Manual 2026

SDG5 : Gender Equality



*The SLU SDG Report 2026*