

29 January 2018

**HONORABLE JOEL VILLANUEVA**  
Chairperson  
Committee on Labor, Employment  
and Human Resources Development  
Senate of the Philippines  
Pasay City

Dear **Chairperson Villanueva**:

The Department of Social Welfare and Development (DSWD) expresses its support on the bills granting additional leave privileges to employees to enable them to provide adequate care to their children and safeguard their reproductive health needs. We believe that these leaves would further enhance the productivity of our workers.

To contribute to the bills' enhancement, may we recommend the following:

1. On Senate Bill Nos. 360 and 1064 (Parental Care Leave Act)
  - a. Consolidate these two (2) bills into one.
  - b. On SBN 360:
    - On Section 3.b.ii., harmonize the provisions with the Supreme Court's Administrative Matter No. 03-02-05 on the Rule on Guardianship of Minors and Republic Act No. 10165 (Foster Care Act of 2012) for licensed foster parents.
    - On Section 3.c., adopt the definition of "Children" from Republic Act No. 7610 or Special Protection of Children Against Abuse, Exploitation and Discrimination Act.
    - On Section 6, the Department of Labor and Employment (DOLE) and the Civil Service Commission (CSC) should lead the drafting of the Implementing Rules and Regulations of this Act.
  - c. On SBN 1064, further study the number of leave credits that will be granted since these are not the only leave benefits that can be availed of by the employees.

2. On Senate Bill Nos. 963, 1209 and 1063 (Paternity Leave Act)

- a. Consolidate these three (3) bills into one.
- b. We support the proposals to cover male employees in common law relationships as well as all deliveries. It should be noted that some women have a hard time conceiving and carrying their babies to full term. By the time they become successful, say in the 5<sup>th</sup> or 6<sup>th</sup> pregnancy, their common law partners/spouses can no longer avail of paternity benefits.
- c. Paternity Leave Entitlement should also be patterned after Maternity Leave Entitlement. We suggest that a male employee in the public or private sector who has rendered at least one (1) year of service shall be entitled to a paternity leave of thirty (30) days leave with full pay. Those who rendered less than one (1) year of service shall be entitled to thirty (30) days leave with half pay.

3. On Senate Bill No. 1614 (Service Incentive Leave of Employees)

- a. Expand the coverage of the Service Incentive Leave.
- b. Provide the computation of the yearly Service Incentive Leave.
- c. Include procedures in the payment of unused Service Incentive Leave as well as imposition of sanctions to employers who would refuse to comply with the provisions of this Act.

Thank you.

Very truly yours,



**EMMANUEL A. LEYCO**

Officer-In-Charge

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