

**Good News**  
**Department of Labor and Employment**  
**Bureau of Working Conditions**  
**28 March 2019**

## **ISCTWG FOR THE DRAFTING OF EML IRR, CONSTITUTED AND CONVENED**

An Inter-Agency Steering Committee and Technical Working Group (ISCTWG) was constituted pursuant to the issuance of Republic Act No. 11210 otherwise known as *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 (105-Day Maternity Leave Law)*.

Section 19 of the 105-Day Maternity Leave Law provides that “the CSC, the DOLE, and the SSS shall issue the necessary rules and regulations for the effective implementation of [it] within sixty (60) days from the effectivity of the same.”

As early as 04 March 2019, concerned agencies have convened to discuss the joint drafting of implementing rules and regulations (IRR) for the new law. As a result thereof, a Joint Administrative Order was issued to constitute an ISCTWG composed of the DOLE – Office of the Undersecretary for Labor Relations, Special Concerns and Regional Operations as focal Chairperson, DOLE – Office of the Assistant Secretary for Labor Relations, Special Concerns and Regional Operations as alternate Chairperson, and Civil Service Commission (CSC) and Social Security Systems (SSS) as Co-Chairpersons.

The ISCTWG formally convened on 18 March 2019 and presented therefrom its respective position on the requirements of the new law. As guest spokesperson for women, the Philippine Commission on Women was invited to comment and share its insights on the proposals of the body. While on 20 March 2019, a small group meeting was organized in recognition of the need to conduct consultation with the Philippine Obstetrical and Gynecological Society as represented by Dr. Margarita Jara.

The proposed IRR for the 105-Day Expanded Maternity Leave Law was set to be presented tomorrow, 29 March 2019, to the National Tripartite Executive Committee. Prior to the above presentation, the ISCTWG once again convened on 22 March 2019 to further review and refine the proposed IRR while the SSS presented the same to its own committee on 27 March 2019 for their further input and comment.

The 105-Day Expanded Maternity Leave was signed by President Rodrigo Roa Duterte on 20 February 2019 and published in Manila Bulletin on 23 February 2019. The law shall take effect after fifteen (15) days from its publication.

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