

MATERNITY & PATERNITY LEAVE DATA

GENDER AND DEVELOPMENT ADVOCACIES OFFICE



The University grants maternity and paternity leaves to male and female employees in accordance with existing rules and regulations. It has issued OUP Memorandum Order No. 336-a s. 2021 reiterating the implementation of the new rules on said leaves in view of the passage of Republic Act No. 11210 or the 105-day Expanded Maternity Leave Law and CSC Memorandum Circular No. 5, s. 2021.

This University policy is non-discriminatory since it is granted to female employees regardless of civil status, employment status, length of service and legitimacy of the child. Male employees are likewise entitled to paternity leave in accordance with existing guidelines.

For FY 2022, ten (10) female employees were granted maternity leave; while six (6) male employees were granted paternity leave. This constitutes 100 percent of the male and female employees who availed of and were granted maternity and paternity leave.