Misamis University
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Human Resource Department
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CERTIFIED: ISO 21001:2018 Educational Organizations Management System by DNV
ACCREDITED: Philippine Association of Colleges and Universities Commission on Accreditation (PACUCOA)

Misamis University Supports Women's Participation Through Maternity Leave

5.6.3 - Does your university as a body have a maternity policy that support women's participation

Misamis University recognizes the importance of supporting women as they fulfill their professional and maternal responsibilities. The University provides maternity leave for female employees in accordance with Republic Act No. 11210, or the 105-Day Expanded Maternity Leave Law. For live childbirth, the law provides 105 days of maternity leave, subject to applicable provisions. This policy supports women's continued participation in employment while recognizing their need for time for childbirth, recovery, and newborn care.

In relation to Sustainable Development Goal 5, maternity leave is a practical form of support for women in the workplace. It recognizes that pregnancy and childbirth require institutional arrangements that allow employees to attend to maternal responsibilities while maintaining their connection to their professional roles. For female faculty and staff, access to maternity leave can help make continued employment more manageable during this important life transition.

The policy's significance extends beyond the number of leave days provided. Its effectiveness also depends on employees understanding their benefits and having clear guidance on the application process. The Human Resource Department can support implementation by communicating requirements, explaining applicable entitlements, and coordinating leave arrangements with the concerned offices.

Work planning during an employee's absence and appropriate coordination before her return can further support continuity of university operations. These arrangements should promote a respectful workplace where employees can access maternity benefits without discriminatory treatment or unnecessary barriers.

Misamis University's provision of maternity leave establishes a concrete measure supporting women's participation in the workforce. Clear communication, consistent implementation, and regular review can strengthen this support and help ensure that motherhood and professional advancement remain compatible within university employment.

Section 6. Philippine Health Insurance Corporation (PHILHEALTH)

Membership in PhilHealth is compulsory for all employees of the University. Employees and their dependents are entitled to hospitalization benefits given to all members of Philhealth.

Section 7. Maternity Leave

All female employees who have been a member of the Social Security System (SSS) for at least three (3) months are entitled to a maternity leave of one hundred five (105) days for both normal and caesarian delivery provided that SSS is notified through the Human Resource Department. Maternity benefit is equivalent to 100 percent of her average salary credit, computed based on the formula of the Social Security System (SSS).

A member employee is entitled to this benefit for four (4) completed deliveries, including miscarriages and unintentional abortions.

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Administrative Handbook

Misamis University

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IMNO NG PAMANTASAN

Mahal naming pamantasan

Puti at gintong silahis

Lunduyan ng kalinangan

Tanglaw ng bayang Misamis

Imulat ang sambayanan

Umunlad sa karunungan

Ang layunin mong marangal

Pamantasan naming mahal.