

**[ REPUBLIC ACT NO. 7322, March 30, 1992 ]**

**AN ACT INCREASING MATERNITY BENEFITS IN FAVOR OF  
WOMEN WORKERS IN THE PRIVATE SECTOR, AMENDING FOR  
THE PURPOSE SECTION 14-A OF REPUBLIC ACT NO. 1161, AS  
AMENDED, AND FOR OTHER PURPOSES**

*Be it enacted by the Senate and House of Representatives of the Philippines in  
Congress assembled:*

SECTION 1. Section 14-A of Republic Act No. 1161, as amended, is further amended  
to read as follows:

"SEC. 14-A. Maternity Leave Benefit. - A covered female employee who has paid at least three monthly maternity contributions in the twelve-month period preceding the semester of her childbirth, abortion or miscarriage and who is currently employed shall be paid a daily maternity benefit equivalent to one hundred percent (100%) of her present basic salary, allowances and other benefits or the cash equivalents of such benefits for sixty (60) days subject to the following conditions:

"(a) That the employee shall have notified her employer of her pregnancy and the probable date of her childbirth which notice shall be transmitted to the SSS in accordance with the rules and regulations it may provide;

"(b) That the payment shall be advanced by the employer in two equal installments within thirty (30) days from the filing of the maternity leave application;

"(c) That in case of caesarian delivery, the employee shall be paid the daily maternity benefit for seventy-eight (78) days;

"(d) That payment of daily maternity benefits shall be a bar to the recovery of sickness benefits provided by this Act for the same compensable period of sixty (60) days for the same childbirth, abortion, or miscarriage;

"(e) That the maternity benefits provided under this Section shall be paid only for the first four deliveries after March 13, 1973;

"(f) That the SSS shall immediately reimburse the employer of one hundred percent (100%) of the amount of maternity benefits advanced to the employee by the employer upon receipt of satisfactory proof of such payment and legality thereof; and