



REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF LABOR AND EMPLOYMENT
EMPLOYEES' COMPENSATION COMMISSION
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CIRCULAR No. 04-009

**SIMULTANEOUS GRANTING OF SPECIAL LEAVE BENEFITS AND EC
DISABILITY BENEFITS**

In accordance with R.A. No. 9710 otherwise known as "*The Magna Carta for Women*" and Art. 173 of P.D. No. 626, as amended, and as supplemental to EC Board Resolution No. 13-03-06 ("*Policy on the Simultaneous Granting of Sick-Leave Benefits and EC Disability Benefits in the Private Sector*"), dated March 11, 2013, the following advisory is hereby issued.

1. The Commission guarantees that in the event that their gynecological disorders were found to be work-connected, all qualified women employees in the private and in the public sector can still avail of EC disability benefits in addition to Special Leave Benefits under R.A. No. 9710.
2. For purposes of granting of EC disability benefits due to gynecological disorders, the concerned woman employee must prove that her working conditions caused or contributed to the manifestation of the said disorder.

For guidance of all concerned.

Done in the City of Makati on this 15th day of July, 2014


STELLA Z. BANAWIS
Executive Director