


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SEVENTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. **718**

HOUSE OF REPRESENTATIVES	
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Introduced by Congressman Alfredo D. Vargas III

EXPLANATORY NOTE

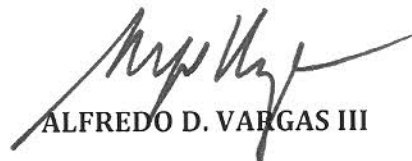
To ensure the development of a nation, the State must strengthen the values and morale of the most basic unit of the society: the Filipino family.

Republic Act No. 8187, otherwise known as the "Paternity Leave Act of 1996" was enacted by Congress in recognition of the husband's role in providing care for his wife before, during, and after the birth of their child. However, the law is limited because the granting of paternity leave is only up to the first four deliveries of the wife.

Studies show that fathers who take paternity leave are more likely to take an active role in child-care tasks. Furthermore, the early father-child interaction has longer-term benefits for a child's learning abilities. To ensure that every Filipino family reaps all these benefits, the Paternity Leave Act needs to be amended immediately.

This bill seeks to expand the coverage of the Paternity Leave Act to allow the husband to avail of said benefit in all the deliveries of his wife.

In view of the foregoing, the passage of this bill is urged.


ALFREDO D. VARGAS III

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HOUSE BILL NO. _____

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AN ACT
STRENGTHENING REPUBLIC ACT NO. 8187, OTHERWISE KNOWN AS "THE PATERNITY LEAVE ACT OF 1996", AMENDING ITS TITLE AND SECTION 2 THEREFORE

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

SECTION 1. The title of Republic Act. No. 8187, otherwise known as "The Paternity Leave Act of 1996", is hereby amended to read as follows:

"REPUBLIC ACT NO. 8187"

AN ACT GRANTING PATERNITY LEAVE OF SEVEN (7) DAYS WITH FULL PAY TO ALL MARRIED MALE EMPLOYEES IN THE PRIVATE AND PUBLIC SECTORS FOR THE [FIRST FOUR (4) DELIVERIES] **DELIVERY** OF THE LEGITIMATE SPOUSE WITH WHOM HE IS COHABITING AND FOR OTHER PURPOSES.

SECTION 2. Section 2 of the same law is hereby further amended to read as follows:

"Section 2. Notwithstanding any law, rules and regulations to the contrary, every married male employee in the private and public sectors shall be entitled to a paternity leave of seven (7) days with full pay for the [first four (4) deliveries] **DELIVERY** of the legitimate spouse with whom he is cohabiting. The male employee applying for paternity leave shall notify his employer of the pregnancy of his legitimate spouse and the expected date of such delivery".

For purposes, of this Act, delivery shall include childbirth or any miscarriage.

SECTION 3. *Separability Clause.* – If for any reason any section or provision of this Act is declared unconstitutional, other provisions hereof which are not effected thereby shall continue to be in full force and effect.

SECTION 4. *Repealing Clause.* –Any laws, decrees, or rules and regulations which are inconsistent with or contrary to the provisions of this Act are hereby amended or repealed.

SECTION 5. *Effectivity.*- This Act shall take effect upon its publication in at least two (2) newspapers of general circulation.

Approved,