

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**SEVENTEENTH CONGRESS**  
First Regular Session  
**HOUSE BILL NO. 5353**



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Introduced by **CONGRESSMAN ALFRED VARGAS**

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**EXPLANATORY NOTE**

In the thrust of developing a strong and proud nation, the State must reinforce the values and spirit of the most basic unit of the Filipino society: the family.

Acknowledging the vital role of the husband in providing care for his wife before, during, and after the birth of their Child, the Republic Act No. 8187 or the Paternity Leave Act of 1996 was enacted. However, the law is still inadequate in addressing the necessities of the Filipino Family.

Studies show that fathers who take paternity leave are more likely to take on active roles in child-care tasks, therefore establishing strong relationships with their children and active involvement in their lives.<sup>1</sup> Furthermore, sufficient early-child interaction has long term benefits for the child's cognitive development. Companies also benefit in providing their employees with a paternity leave policy as such policies help companies in attracting the best and the brightest people to their human resource.

This bill seeks to provide paternity leave to all married employees, regardless of the nature of their employment, and lengthen the leave period to 15 days. The bill also gives father-employees an option to extend his leave for 15 days more without pay. The paternity leave shall not be deducted from the employee's annual leave credits.

In line of the foregoing, the immediate approval of this bill is sought.

  
**ALFRED VARGAS**

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<sup>1</sup> Behson, S. (2013). "Paternity Leave is Good for Kids, Too!" The Huffington Post. [http://www.huffingtonpost.com/scott-behson-phd/paternity-leave-is-good-for-kids-too\_b\_4151986.html] Retrieved March 9, 2017.

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**AN ACT**  
**AMENDING SECTION 2 OF REPUBLIC ACT NO. 8187 OTHERWISE KNOWN AS THE**  
**PATERNITY LEAVE ACT OF 1996, AND FOR OTHER PURPOSES**

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

SECTION 1. Section 2 Republic Act No. 8187, otherwise known as the "Paternity Leave Act of 1996", is hereby amended to read as follows:

SECTION 2. Notwithstanding any law, rules and regulations to the contrary, every married male employees in the private and public sectors REGARDLESS OF THE NATURE OF EMPLOYMENT, WHETHER REGULAR, PERMANENT, CONTRACTUAL, TEMPORARY OR CASUAL shall be entitled to a paternity leave of {seven (7)} days FIFTEEN (15) days with full pay for the first four (4) deliveries of the legitimate spouse with whom he is cohabiting AND SAID LEAVE SHALL NOT BE DEDUCTED FROM HIS ANNUAL LEAVE CREDITS. HE SHALL ALSO HAVE THE OPTION TO EXTEND HIS PATERNITY LEAVE UP TO THIRTY (30) DAYS OF WHICH THE LAST FIFTEEN (15) DAYS ARE UNPAID AND WILL LIKEWISE NOT BE DEDUCTED FORM HIS ANNUAL LEAVE CREDITS. The male employee applying for paternity leave shall notify his employer of the pregnancy of his legitimate spouse and the expected date of delivery.

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

Sec. 2. *Implementation.* The Department of Labor and Employment, in consultation with all relevant government agencies, shall issue implementing rules and regulations within ninety (90) days from effectivity hereof, and such other rules and regulations as may be necessary to carry out the purpose of this Act.

Sec. 3. *Separability Clause.* If any portion or provision of this Act is declared void and unconstitutional, the remaining portions or provisions hereof shall not be affected by such declaration.

Sec. 4. *Repealing Clause.* All laws, decrees, orders, rules and regulations, other issuances, or parts thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

Sec. 5. *Effectivity Clause.* - This Act shall take effect fifteen (15) days after its publication in at least two (2) newspapers of general circulation.

*Approved,*