



Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City, Metro Manila



**EIGHTEENTH CONGRESS**  
**First Regular Session**  
House Bill No. **0523**

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Introduced by **DIWA Party-list Representative Hon. Michael Edgar Y. Aglipay**

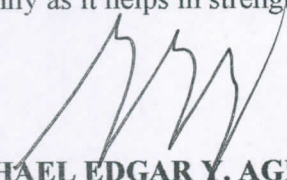
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**EXPLANATORY NOTE**

The benefit of parental leaves (maternity or paternity) in our labor laws has been considered to be among the best labor legislations we have enacted in Congress. It is beyond dispute how important leave benefits can be with respect to mothers or fathers who need to balance their duties as parents and as employees.

At present, Republic Act No. 8187 or the "Paternity Leave Act of 1996" provides that married male employees, both in the private and public sectors are entitled to a paternity leave from work for seven (7) days with full pay. However, the law limits the benefits of paternity leave to only the first four (4) deliveries of the legitimate spouse with whom the married male employee is cohabiting. I find that there is no sufficient basis to include this limitation. Furthermore, this bill recognizes the important role a father plays in taking care of not only his newly born child, but also his wife during her post-delivery condition.

This bill, a re-filing of House Bill No. 676 of DIWA Party-list filed during the 17<sup>th</sup> Congress, aims to improve the bond within the family as it helps in strengthening of the bond between spouses, and their children.



**MICHAEL EDGAR Y. AGLIPAY**  
Representative, DIWA Party-list



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**AN ACT AMENDING SECTION 2 OF REPUBLIC ACT NO. 8187,  
OTHERWISE KNOWN AS THE "PATERNITY LEAVE  
ACT OF 1996"**

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

**SECTION 1.** Section 2 of 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 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 2. Separability Clause.** –If for any reason any section or provision of this Act is declared unconstitutional, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

**SECTION 3. 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 4. Effectivity Clause.** – This Act shall take effect upon its publication in at least two (2) national newspapers of general circulation.

Approved,