Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
First Regular Session
1636

HOUSE BILL NO. ___

Introduced by CONGRESSMAN ALFRED VARGAS

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.\(^1\) 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.

\[\text{ALFRED VARGAS}\]

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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 FROM 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,*