

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

FIFTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 3517

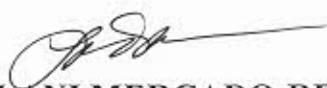
Introduced by HONORABLE LANI MERCADO-REVILLA

EXPLANATORY NOTE

When Republic Act 8187 was enacted, the primary consideration of the framers of this law is to enable the husband to effectively render support, care and assistance to the wife in her period of recovery and/or in the nursing of the newly born child.

However, RA 8187 limits the entitlement of this law to the first four deliveries of the wife. This bill seeks to amend the existing law by repealing said provision and thus, allowing the husband to avail of the said benefit in all the deliveries of the wife. This is in recognition to the vital role of the husband in assisting the wife during her post-delivery condition. Moreover, it is just logical that if there are more children the couple begot, the wife needs more the helping hand of the husband to take care and look out to the other children.

Approval of this bill is earnestly recommended.


REP. LANI MERCADO-REVILLA
2nd District, Cavite

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Introduced by **HONORABLE LANI MERCADO-REVILLA**

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 effected 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,