HOUSE BILL NO. 4257

Introduced by Honorable Carol Jayne B. Lopez

EXPLANATORY NOTE

Child-bearing is undoubtedly a female-dominated territory. But child-rearing, even in its earliest stages, may be, or must be, actively participated in by the fathers. Even the State has recognized that both parents have the duty to rear and care for their children. Our welfare laws and rules have also provided that mothers are entitled to longer maternity leaves after childbirth or miscarriage. But fathers, under Republic Act No. 8187 or the Paternity Leave Act of 1996, were granted compensable leave of a mere seven (7) working days. The law maintains that seven days is sufficient to enable him to effectively lend support to his wife in her period of recovery and/or in the nursing of the newly-born child.

It is however the intent and import of this Bill to amend the Paternity Leave Act of 1996 by extending the paternity leave from seven to ten working days. It is submitted that a longer period of compensable leave granted to fathers would enable them to take part more aggressively and enthusiastically in the caring and rearing of his wife and newborn child.

It is thus sought that the attached bill be approved.

CAROL JAYNE B. LOPEZ
Party-list, YACAP

REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES

FIFTEENTH CONGRESS
1ST Regular Session

HOUSE BILL No. 4257

Introduced by Honorable Carol Jayne B. Lopez

AN ACT AMENDING 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 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 ten (10) days with full pay for the first four (4) deliveries 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. Section 3 of the same law is hereby further amended, to read as follows:

> *"SECTION 3. Definition of Term. - For purposes of this Act, Paternity Leave refers to the benefits granted to a married male employee allowing him not to report for work for ten (10) days but continues to earn the compensation therefor, on the condition that his spouse has delivered a child or suffered a miscarriage for purposes of enabling him to effectively lend support to his wife in her period of recovery and/or in the nursing of the newly-born child."*

Section 3. Repealing Clause. All Acts or parts of Acts, executive orders and their implementing rules inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

Section 4. Separability Clause. If any provision of this Act is declared invalid, the remainder of this Act or any provisions not affected thereby shall remain in force and in effect.

Section 5. This Act shall take effect upon its approval.