

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SIXTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 545



Introduced by **HONORABLE LANI MERCADO-REVILLA**

EXPLANATORY NOTE

The Constitution, Article II, Section 12 states:

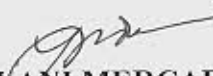
"SEC. 12. The State recognizes the sanctity of family life and shall protect and strengthen the family as a basic autonomous social institution. It shall equally protect the life of the mother and the life of the unborn from conception. The natural and primary right and duty of parents in the rearing of the youth for civic efficiency and the development of moral character shall receive the support of the Government."

In 1996, Republic Act No. 8187 otherwise known as the "Paternity Leave Act of 1996" was promulgated wherein a seven-day paternity leave with full pay was granted to all married male employees in the private and public sectors. However, the law limits the entitlement of the married male employees to the first four deliveries of his legal spouse.

This bill aims to amend Section 2 of R.A. No. 8187 to enable the husband to avail of the paternity leave in all the deliveries of the wife. This is in recognition of the vital role of the husband in assisting the wife during her post-delivery condition so that he can effectively render support, care and assistance to his wife while she is recuperating and/or nursing the newly born child.

Moreover, the bill seeks to strengthen the bond between the spouses and the children because the more children the spouses begot, the more the wife needs the helping hand of the husband to take care of her, the newly born and the other children that they have.

Approval of this bill is earnestly recommended.


REP. LANI MERCADO-REVILLA
2nd District, Cavite

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SIXTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 545

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,