

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SIXTEENTH CONGRESS
First Regular Session

House Bill No. 2875



Introduced by Representatives
DIOSDADO MACAPAGAL ARROYO and GLORIA MACAPAGAL ARROYO

AN ACT
STRENGTHENING REPUBLIC ACT NO. 8187, OTHERWISE KNOWN AS "THE
PATERNITY LEAVE ACT OF 1996", AMENDING ITS TITLE AND SECTION 2
THEREFORE

EXPLANATORY NOTE

Recognizing the much-needed support, care and assistance of a husband to the wife especially before, during and after childbirth; during her period of recovery; and in the nursing of the newly-born child, Congress saw the need in enacting Republic Act No. 8187 or the "Paternity Leave Act of 1996."

Despite the genuine intent of the law, it is quite limited since the granting of paternity leave is only up to the first four deliveries of the wife. This bill seeks to strengthen the existing law by amending this particular provision which will now allow the husband to avail of said benefit in all the deliveries of the wife.

With the passage of this bill, the husband will be in a better position to give support to his wife before, during and after her delivery and give the husband more time to take care of the other children in his wife's absence.

In view of the foregoing, the immediate approval of this bill is earnestly recommended.


DIOSDADO MACAPAGAL ARROYO
Second District, Camarines Sur


GLORIA MACAPAGAL ARROYO
Second District, Pampanga

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

SECTION 1. The title of Republic Act No. 8187, otherwise known as "The
Paternity Leave Act of 1996", is hereby amended to read as follow:

"REPUBLIC ACT NO. 8187

AN ACT GRANTING PATERNITY LEAVE OF SEVEN (7) DAYS
WITH FULL PAY TO ALL MARRIED MALE EMPLOYEES IN THE
PRIVATE AND PUBLIC SECTORS FOR THE [FIRST FOUR (4)
DELIVERIES] **DELIVERY** OF THE LEGITIMATE SPOUSE WITH WHOM
HE IS COHABITING AND FOR OTHER PURPOSES"

SECTION 2. Section 2 of the same law is hereby further 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 3. *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 4. *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 5. *Effectivity Clause*. – This Act shall take effect upon its publication in at least two (2) national newspapers of general circulation.

Approved,