

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SIXTEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. 5554



Introduced by **HONORABLE EDCCEL "GREX" B. LAGMAN**

EXPLANATORY NOTE

When a mother gives birth to her child, she is doubly faced with the arduous challenge to nurture her newborn while she recuperates from post delivery. The first month after childbirth is almost an impossible time for both mother and child. It is at this stage that every mother is at risk of postpartum depression due to her hormones going haywire during the very crucial time of providing 24/7 care to a still fragile baby.

The physical presence of the husband during the first month is paramount in the swift recovery of her wife and is medically proven to reduce her postpartum depression. Every husband's support and care for his wife will make baby nurturing for both parents more manageable.

Moreover, a father's care is as important to every newborn as the mother's nurturing. During the first weeks of a baby's life, the family bond is formed and intensified daily as the baby recognizes her primary caregivers. A father also feels a great desire to hold his little one as much as his wish to provide financially for his family's needs.

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."

Consistent with the above provision in the Constitution, Republic Act No. 8187 otherwise known as the "Paternity Leave Act of 1996" was promulgated to grant a paid seven-day paternity leave to all married male employees in the private and public sectors.

As such, this bill seeks to amend Section 2 of R.A. No. 8187 to extend the allowed paid leave benefits of all married male employees from seven (7) days to fifteen (15) days and to grant the additional fifteen (15) days of unpaid leave in order to lengthen the time spent of every man with his wife and newborn after delivery.

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


EDCEL "GREX" B. LAGMAN

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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 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 be 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 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 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 fifteen (15) days following its publication in at least two (2) national newspapers of general circulation.

Approved,