

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
First Regular Session

House Bill No. 4430



Introduced by Hon. MARVIN C. RILLO
Representative, Fourth District, Quezon City

EXPLANATORY NOTE

Under the Constitution, the State recognizes the Filipino family as the foundation of the nation and is, thus, mandated to actively promote its total development.

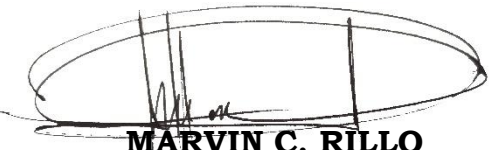
As such, under Republic Act No. 11210, otherwise known as the Expanded Maternity Leave Act, Filipino mothers are granted with an increased maternity leave period of 105 days with pay, with an additional 15 days of leave with pay for solo mothers; and an option to extend such leave for an additional 30 days without pay, for female workers.

This Act also allows the mother to allocate up to seven (7) days of such maternity leave benefit to the child's father, without discrimination as to his marital status with the child's mother.

Thus, a father of a child who is legally married to and cohabiting with the mother, may enjoy seven (7) days paternity leave, under Republic Act No. 8187, or the Paternity Leave Act of 1996, and an additional seven (7) days paternity leave under R.A. No. 11210. Meanwhile, an unmarried father, may only enjoy up to seven (7) days of allocated paternity leave.

Accordingly, this measure acknowledges the support and presence necessarily required from fathers during childbirth, taking care of their spouses or partners during postpartum confinement, and child-rearing; and, thus, pushes to amend R.A. No. 8187 by increasing the granted paternity leave with pay from seven (7) days to 30 days and expanding the coverage to benefit not only fathers who are legally married to and cohabiting with the mother, but also to unmarried fathers who cohabit with the mother without legal impediment to marry.

On behalf of the people of the Fourth District of Quezon City, the approval of this Bill is earnestly sought.



MARVIN C. RILLO
Representative
4th District, Quezon City

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Introduced by REPRESENTATIVE MARVIN C. RILLO

**“AN ACT EXPANDING THE SCOPE OF AND PROVIDING FOR
EXTENDED PATERNITY LEAVE, AMENDING FOR THE
PURPOSE REPUBLIC ACT NO. 8187, AND FOR OTHER
PURPOSES”**

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

SECTION 1. *Section 2 of Republic Act No. 8187* is hereby amended to read
as follows:

“Section 2. Paternity Leave. Notwithstanding any law,
rules, and regulations to the contrary, every [~~married~~] male
employee in the private and public sectors, **REGARDLESS OF
EMPLOYMENT STATUS**, shall be entitled to a paternity leave of
[~~seven (7)~~] THIRTY (30) **WORKING** days with full pay for the first
four (4) deliveries of [~~the legitimate spouse~~] **HIS PARTNER** with
whom he is cohabiting. The male employee applying for paternity
leave shall notify his employer of the pregnancy of his [~~legitimate
spouse~~] **PARTNER** and the expected date of such delivery.

For purposes, of this Act, delivery shall include childbirth, or
any miscarriage.

SEC. 2. *Section 3 of Republic Act No. 8187* is hereby amended to read as
follow:

“Section 3. DEFINITION OF TERM. - For purposes of this
Act, Paternity Leave refers to the benefits granted to a [~~married~~]
male employee, **REGARDLESS OF EMPLOYMENT STATUS**,
allowing him not to report for work for [~~seven (7)~~] THIRTY (30)
WORKING days but continues to earn the compensation therefor,
on the condition that his **PARTNER WITH WHOM HE IS
CONHABITING** 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 nursing of the newly-born child.”

SEC. 3. *Separability Clause.* - If, for any reason, any part, section or provision of this Act is held invalid or unconstitutional, the remaining provisions not affected thereby shall continue to be in full force and effect.

SEC. 4. *Repealing Clause.* - All laws, presidential decrees, executive orders, rules and regulations, or parts thereof which are inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SEC. 5. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved.

A handwritten signature in dark ink, appearing to read 'MARVIN C. RILLO', is written over a faint, horizontal oval-shaped stamp or watermark.

MARVIN C. RILLO

Representative

4th District, Quezon City