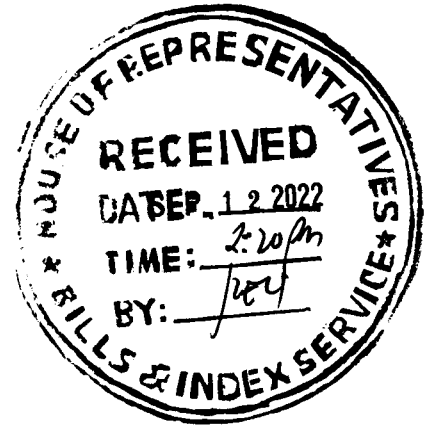




Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

NINETEENTH CONGRESS
First Regular Session

HOUSE BILL No. 4670



Introduced by **HONORABLE ERNESTO "ERNIX" M. DIONISIO, JR.**

EXPLANATORY NOTE

Under the present law, Paternity Leave of seven (7) days is granted to a married male employee if his wife with whom he is cohabiting gives birth. The law allows the father a 7 day leave and allows him not to report for work but continues to earn compensation for such days¹.

On the other hand, female workers, regardless of the legitimacy of her child, shall be granted one hundred five (105) days of maternity leave with full pay and an option to extend for an additional thirty (30) days without pay².

The difference between the paid leave for mothers and fathers is quite significant. It cannot be denied that mothers require more leave after giving birth than the father but the role of the father after the birth of his child is also important.

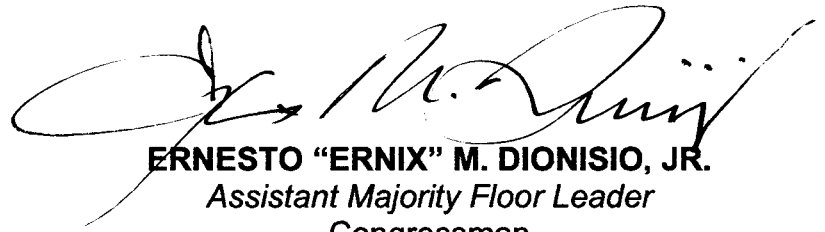
This bill aims to amend the provision of law with regard to paternity leave. After giving birth, the 7-day paternity leave is not sufficient in order for the father to fully assist and give aid to his wife in taking care of their new born child.

Further, this bill also seeks to amend the requirement provided for by law, which requires that the father in order to avail paternity leave should be married. A father should be able to take paternity leave to help take care of his child regardless if he is married or not the mother of the child. There is a great disproportion with regard to paternity and maternity leave. This bill aims not to equalize paternity and maternity leave but rather it seeks to somehow give fathers more opportunity and time to give aid to his wife and child after birth. The bill aims to somehow equalize a rather too disproportionate rule.

For this reason, immediate approval of this bill is necessary.

¹ Section 2, R.A. No. 8187.

² Section 3, R.A. No. 11210.

A large, stylized handwritten signature in black ink, appearing to read 'Ernesto M. Dionisio, Jr.', is positioned above the printed text.

ERNESTO "ERNIX" M. DIONISIO, JR.
Assistant Majority Floor Leader

Congressman
First Congressional District of Manila



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

NINETEENTH CONGRESS
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HOUSE BILL No. 4670

introduced by HONORABLE ERNESTO "ERNIX" M. DIONISIO, JR.

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 the House of Representatives of the Philippines in Congress assembled:

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

Section 4. PATERNITY LEAVE. Notwithstanding any law, rules, and regulations to the contrary, every [mamed] male employee in the private and public sectors, REGARDLESS OF EMPLOYMENT STATUS, shall be entitled to a paternity leave of [seven (7) days] **FOURTEEN (14) 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, ABORTION, or any miscarriage.

SECTION 2. Section 3 of Republic Act No. 8187 is hereby deleted.

SECTION 3. Separability Clause. - If for any reason, any provision of this Act is declared to be unconstitutional or invalid, the other sections or provisions hereof which are not affected thereby shall continue to be in full force or effect.

SECTION 4. Repealing Clause. - All laws; decrees, orders, rules, and regulations or parts thereof which are inconsistent with or contrary to the provisions of this Act are hereby repealed, amended, or modified accordingly.

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