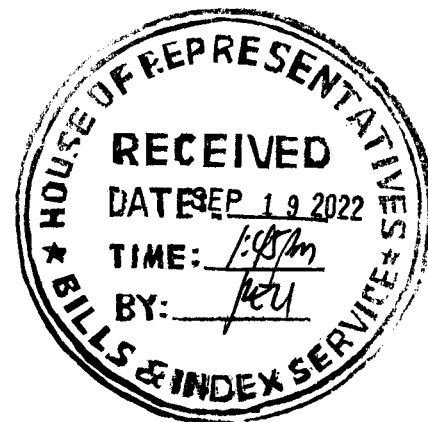




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

19th Congress
First Regular Session

House Bill No. **4956**

INTRODUCED BY: HON. DORIS E. MANQUIZ

EXPLANATORY NOTE

The benefit of parental leaves (maternity or paternity) in our labor laws has been considered to be among the best labor legislations we have enacted in Congress. It is beyond dispute how important leave benefits can be with respect to mothers and/or fathers who need to balance their duties as parents and as employees.

At present, Republic Act No. 8187, or the "Paternity Leave Act of 1996" provides that married male employees, both in the private and public sectors are entitled to a paternity leave from work for only seven (7) days with full pay. Further, the law limits the benefits of paternity leave to only the first four (4) deliveries of the legitimate spouse with whom the married male employee is cohabiting. It must be recognized that there are no sufficient bases for these limitations and are, in fact, prohibitive and oppressive.

This bill emphasizes the important role of men as husband and father. He must take care, not only of the birth of his children but, of his wife during post-delivery condition. Studies show that fathers who take paternity leave are more likely to take on active roles in child-care tasks, therefore establishing strong relationships with their children and active involvement in their lives.

In view of the foregoing, the immediate passage of this bill is earnestly sought.

DW
HON. DORIS E. MANQUIZ
2nd District of Zambales



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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 male employee in the private and public sectors shall be entitled to a paternity leave of **thirty (30) days** with full pay for **all deliveries** of the legitimate or common law wife with whom he is cohabiting. The male employee applying for paternity leave shall notify his employer of the pregnancy of his legitimate or common law wife and the expected date of such delivery.

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

SECTION 5. *Separability Clause.* - If any part or section of this Act is declared unconstitutional for any reason whatsoever, such declaration shall not in any way affect the other parts or sections of this Act.

SECTION 6. *Repealing Clause.* - All other laws or parts of laws inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SECTION 6. *Effectivity.* - This Act take effect from fifteen (15) days after approval and publication in two (2) newspapers of general circulation in the Philippines.

Approved,