



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

20th Congress
First Regular Session

HOUSE BILL NO. 5845



INTRODUCED BY REP. DORIS E. MANQUIZ

EXPLANATORY NOTE

The protection of the family and the promotion of its welfare are among the primary mandates of the State. Article XV, Section 1 of the 1987 Philippine Constitution declares that the Filipino family is the foundation of the nation and shall be strengthened by the State. Article XIII, Section 3 further mandates the State to afford full protection to labor and to promote equal work opportunities for all.

One of the most progressive labor policies of Congress has been the enactment of Republic Act No. 8187, or the "Paternity Leave Act of 1996," which granted married male employees seven (7) days of paternity leave with full pay for the first four deliveries of their legitimate spouse. However, while the intention of this law was to promote family well-being and gender equality, its current limitations are no longer reflective of contemporary social and labor realities.

This bill seeks to amend Republic Act No. 8187 by extending paternity leave from seven (7) to fifteen (15) days with full pay, removing the four-delivery limit, and including fathers in common-law relationships. The current restrictions are discriminatory and inadequate, preventing unmarried fathers from benefiting and limiting paternal involvement in postnatal care. Aligning with international labor standards and International Labor Organization (ILO) conventions on shared parental responsibility, this proposal complements the Expanded Maternity Leave Act (RA 11210) and the Magna Carta of Women (RA 9710), reinforcing the State's commitment to gender equality and family welfare.

This bill aims to promote shared parental responsibility, support maternal recovery, strengthen family bonds, and align national and international labor standards

In view of the foregoing, the immediate passage of this bill is earnestly sought to uphold the constitutional mandate of protecting the family, promoting labor welfare, and advancing gender equality.


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 is hereby amended to read as
follows:

"Section 2. Paternity Leave Benefits. — 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
fifteen (15) working days with full pay for **all delivery** 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 delivery.

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

Employers shall not discriminate in the grant of paternity leave on
the basis of the number of childbirths or the marital status of the
employee, provided that the applicant establishes proof of
cohabitation and paternity."

SECTION 2. Implementing Rules and Regulations (IRR). - The Department of
Labor and Employment (DOLE) and the Civil Service Commission (CSC), in
coordination with the Social Security System (SSS) and the Government Service
Insurance System (GSIS), shall promulgate the necessary implementing rules
and regulations within ninety (90) days from the effectivity of this Act.

SECTION 3. Separability Clause. - If any part or provision of this Act is declared
unconstitutional or invalid, the remaining provisions shall not be affected thereby
and shall remain in full force and effect.

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51 **SECTION 4. Repealing Clause.** - All laws, presidential decrees, executive
52 orders, rules, and regulations inconsistent with the provisions of this Act are
53 hereby repealed or modified accordingly.

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55 **SECTION 5. Effectivity Clause.** - This Act shall take effect fifteen (15) days after
56 its complete publication in the Official Gazette or in at least two (2) newspapers
57 of general circulation in the Philippines.

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59 *Approved.*