



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila



TWENTIETH CONGRESS
First Regular Session

House Bill No. **7622**

Introduced by **Representative KATRINA REIKO CHUA - TAI**
1st District, Zamboanga City

AN ACT
PROVIDING FOR EXPANDED PATERNITY LEAVE BENEFITS, AMENDING
REPUBLIC ACT NO. 8187, OTHERWISE KNOWN AS THE “PATERNITY LEAVE ACT
OF 1996”

EXPLANATORY NOTE

The earliest days of a child’s life are vital for development and family well-being. A father’s presence, no matter his marital status or how he becomes a parent, is essential to a child’s emotional, moral, and social growth. Strong paternal involvement benefits children. It fosters secure attachments and strengthens the family unit.

Current law gives fathers only seven days of paternity leave. This is not enough time to support the mother, bond with the child, or fulfill parental duties.

This bill proposes to double paternity leave to fourteen (14) days for all fathers. It applies regardless of marital status or how they become parents. Qualifying events include natural childbirth, legal adoption, and lawful scientific or medical procedures such as medically-assisted conception or surrogacy, conducted humanely. This expansion addresses the realities of modern families. It promotes equity, compassion, and inclusivity.

Qualifying fathers under this Act are determined by relevant Philippine laws: Republic Act No. 8972 (Solo Parents’ Welfare Act of 2000), which defines solo parents as individuals who are left alone with the responsibility of parenthood and outlines the rights and benefits granted to them; and Republic Act No. 11642 (Domestic Administrative Adoption and Alternative Child Care Act of 2022), formerly RA 8552, which sets the procedures and requirements for adoption and alternative child care. Applicable civil laws also recognize legal parenthood established through medically-assisted methods.

Allowing fathers to be present during the earliest stages of parenthood affirms the State’s commitment to family, child welfare, and social justice. This Act recognizes that a father’s role is defined by love, responsibility, and active participation. It is not determined solely by marital status.

The need for this legislation is clear. A progressive, humane, and equitable society shares responsibility for nurturing children and recognizes fathers as essential partners in building resilient families.

IN VIEW OF THE FOREGOING, immediate passage of this bill is earnestly sought.

A handwritten signature in black ink, appearing to read 'Katrina', with a stylized flourish extending from the end.

KATRINA REIKO CHUA - TAI



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1 AN ACT
2 PROVIDING FOR EXPANDED PATERNITY LEAVE BENEFITS, AMENDING
3 REPUBLIC ACT NO. 8187, OTHERWISE KNOWN AS THE "PATERNITY
4 LEAVE ACT OF 1996"

5 *Be it enacted by the Senate and House of Representatives of the Philippines in*
6 *Congress assembled:*

7 SECTION 1. *Short Title.* - This Act shall be known as the Expanded Paternity
8 Leave Act.

9 SECTION 2. *Declaration of Policy.* - It is the solemn policy of the State to uphold
10 the sanctity of the family as the cornerstone of a just and humane society. The State
11 recognizes that fathers, whether married, unmarried, adoptive, or solo, play a crucial role
12 in nurturing, guiding, and protecting their children. The State further acknowledges that
13 the early postnatal period is critical to the emotional, psychological, and physical well-
14 being of both the child and the mother or primary caregiver. Fathers must not be relegated
15 to the periphery of this sacred responsibility. In pursuit of a compassionate, equitable, and
16 progressive society, the State shall ensure that all fathers are afforded the opportunity and
17 institutional support to actively participate in the care and upbringing of their children.

18 SECTION 3. Section 2 of Republic Act No. 8187, otherwise known as the
19 Paternity Leave Act of 1996, is hereby amended to read as follows:

20 "SECTION 2. Notwithstanding any law, rules and regulations to the contrary,
21 every ~~married~~ male employee in the private and public sectors shall be entitled to
22 a paternity leave of ~~seven (7)~~ **FOURTEEN DAYS OF PATERNITY LEAVE**
23 with full pay **FOR EACH EVENT OF NATURAL CHILDBIRTH, LEGAL**
24 **PROCEDURES, OR LAWFUL SCIENTIFIC OR MEDICAL**
25 **PROCEDURES** for ~~the up to first four (4) deliveries of the legitimate spouse~~
26 ~~with whom he is cohabiting~~ **OCCURRENCES.**

1 **QUALIFYING FATHERS UNDER THIS ACT INCLUDE: MARRIED**
2 **FATHERS WHO ARE COHABITING WITH THEIR LEGITIMATE SPOUSE;**
3 **UNMARRIED FATHERS WHO HAVE OBTAINED LEGAL RECOGNITION**
4 **OF PATERNITY; ADOPTIVE FATHERS UPON THE LEGAL COMPLETION**
5 **OF ADOPTION PROCEEDINGS IN ACCORDANCE WITH REPUBLIC ACT**
6 **NO. 11642, FORMERLY RA 8552 (DOMESTIC ADOPTION ACT OF 1998);**
7 **SOLO FATHERS AS DEFINED UNDER REPUBLIC ACT NO. 8972 (SOLO**
8 **PARENTS' WELFARE ACT OF 2000) WHO ARE THE PRIMARY**
9 **CAREGIVERS OF THE CHILD; AND FATHERS WHO HAVE BECOME**
10 **PARENTS THROUGH HUMANE SCIENTIFIC OR MEDICAL PROCEDURES**
11 **IN ACCORDANCE WITH EXISTING LAWS AND LEGAL RECOGNITION.**

12 The male employee applying for paternity leave ~~shall notify his employer of the~~
13 ~~pregnancy of his legitimate spouse and the expected date of such delivery~~ **MAY**
14 **AVAIL OF BEFORE, DURING, OR AFTER THE NATURAL OR SCIENTIFIC**
15 **OR MEDICAL PROCEDURES, AND AFTER A LEGAL PROCEDURE, AT**
16 **THE DISCRETION OF THE FATHER, IN RECOGNITION OF THE**
17 **INDISPENSABLE SUPPORT HE PROVIDES TO THE CHILD AND TO THE**
18 **MOTHER OR AS THE PRIMARY CAREGIVER. THIS LEAVE IS GRANTED**
19 **NOT MERELY AS A STATUTORY BENEFIT BUT AS A RECOGNITION OF**
20 **THE FATHER'S MORAL, EMOTIONAL, AND SOCIETAL OBLIGATION TO**
21 **HIS CHILD."**

22 **SECTION 4.** Section 3 of Republic Act No. 8187, otherwise known as the Paternity
23 Leave Act of 1996, is hereby amended to read as follows:

24 "SECTION 3. Definition of Term. – For purposes of this Act, Paternity Leave refers to
25 the benefits granted to a ~~married~~ male employee **WHO MET THE QUALIFYING**
26 **CRITERIA SET FORTH IN SECTION 3 OF THIS ACT**, allowing him not to
27 report for work for ~~seven (7)~~ **FOURTEEN (14)** days but continues to earn the
28 compensation therefor, ~~on the condition that his spouse has delivered a child or~~
29 ~~suffered a miscarriage~~ **WITHOUT DISCRIMINATION AS TO MARITAL**
30 **STATUS. MEANS OF PARENTHOOD. NATURE OF EMPLOYMENT, OR**
31 **SOCIO-ECONOMIC BACKGROUND** for purposes of enabling him to effectively
32 lend support to his wife in her period of recovery and/or in the nursing of the newly-
33 born child."

34 **SECTION 5 *Non-Diminution of Benefits.*** - Nothing herein shall be construed to
35 reduce, diminish, or replace any benefits more favorable to the employee under existing laws,
36 collective bargaining agreements, or company policies.

37 **SECTION 6. *Implementing Rules and Regulations.*** - Within ninety (90) days from
38 the effectivity of this Act, The Department of Labor and Employment (DOLE), in coordination
39 with the Civil Service Commission (CSC) and the Social Security System (SSS), shall
40 promulgate the necessary rules and regulations to implement the provisions of this Act.

41 **SECTION 7. *Separability Clause.*** - If any provision of this Act is declared
42 unconstitutional, the remainder shall continue to be in full force and effect.

43 **SECTION 8. *Repealing Clause.*** - All laws inconsistent with this Act are hereby
44 amended or repealed accordingly.

45 **SECTION 9. *Effectivity.*** - This Act shall take effect fifteen (15) days after its
46 publication in the Official Gazette or in a newspaper of general circulation.

47 **Approved,**