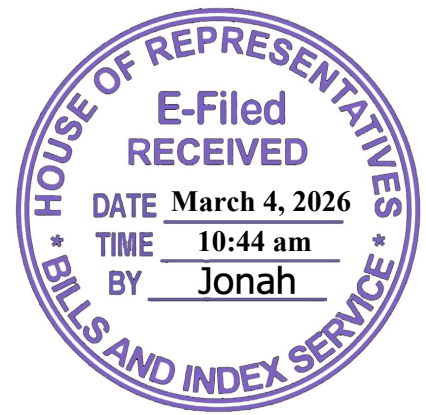


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 8271



Introduced by **HON. JORGE DANIEL S. BOCOBO**

EXPLANATORY NOTE

“Behold, children are a heritage from the Lord, the fruit of the womb a reward.”

- *Psalms 127:3*

Society is evolving, and the traditional perception of the father’s role as solely the breadwinner of the family is gradually shifting. This shift benefits not only the fathers themselves, but also the mothers, their children, and society as a whole.

The influence of gendered norms and hegemonic masculinity perceptions are ingrained in the current leave entitlement and workplace cultures. While fathers are entitled to take leave, the leave is significantly insufficient to allow them to forge a meaningful bond with a newborn or adapt to the change in routine brought about by the birth of their child. Furthermore, workplace cultures fail to recognise the responsibilities that come with fatherhood and provide insufficient support for fathers.¹

With these considerations in mind, this bill proposes to expand our existing paternity leave law by increasing the number of days for entitlement for paternity leave and removing the limit for availment. The bill is rooted in supporting the diverse roles that fathers play in the lives of their wife and children, the recognition of the importance of fatherhood, its positive impact on families, and its contribution towards a more progressive society.

The proposed bill recognizes that fathers, both as a parent and a husband, no longer conform to the traditional gender roles and expectations of traditional society and, at present, should also be provided with a meaningful opportunity to bond with his newborn child, as well as to take care of his wife.

The proposed extension will encourage and allow fathers to take a more active role in parenting and will help cultivate a shared responsibility between the spouses. This will provide the emotional support that mothers need during difficult and challenging times and will also help distribute caregiving tasks more equitably as the mother regains her strength in her first few weeks after giving birth or after a miscarriage.

By expanding the current paternity leave law, we embrace the enhanced role of fathers to their families and we acknowledge the importance of nurturing family relationships by supporting

¹ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10138670/>

the overall well-being of both parents and their children. With its enactment, we will reshape traditional fathering roles by removing the structural and cultural barriers faced by fathers.

Hence, the approval of this Bill is earnestly requested.


JORGE DANIEL S. BOCOBO

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TWENTIETH CONGRESS
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HOUSE BILL NO. 8271

Introduced by **HON. JORGE DANIEL S. BOCOBO**

**AN ACT FURTHER PROMOTING AND VALUING THE ROLE OF LEGITIMATE
HUSBANDS AND FATHERS DURING THE EARLY DAYS OF THEIR CHILD'S BIRTH,
AMENDING, FOR THIS PURPOSE, SECTION 2 OF REPUBLIC ACT NO. 8187,
OTHERWISE KNOWN AS THE PATERNITY LEAVE ACT OF 1993**

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 1993, is hereby amended to read as follows:

SEC. 2. Notwithstanding any law, rules and regulations to the contrary, every married male employee in the private and public sectors shall be entitled to a paternity leave of [~~seven (7)~~] **TWENTY (20)** days with full pay [~~for the first four (4)~~] **IN EVERY INSTANCE OF** deliveries of the legitimate spouse with whom he is cohabiting **WITH AN OPTION TO EXTEND FOR AN ADDITIONAL TEN (10) DAYS WITHOUT PAY.** The male employee applying for paternity leave shall notify his employer of the pregnancy of his legitimate spouse and the expected date of such delivery.

For purposes of this Act, delivery shall include childbirth, [~~or any~~] miscarriage, **OR EMERGENCY TERMINATION OF PREGNANCY: PROVIDED, THAT IN CASES OF MISCARRIAGE OR EMERGENCY TERMINATION OF PREGNANCY, A PATERNITY LEAVE OF TEN (10) DAYS WITH FULL PAY SHALL BE GRANTED.**

SECTION 2. Rule-Making Authority.— The Secretary of Labor and Employment, the Chairman of the Civil Service Commission, and the Secretary of Health shall, within thirty (30) days from the effectivity of this Act, issue such rules and regulations necessary for the proper implementation of the provisions hereof.

SECTION 3. Repealing Clause.— All laws, decrees, executive orders, rules and regulations inconsistent with any provision of this Act are hereby repealed, modified, superseded, or amended accordingly.

SECTION 4. Separability Clause.— If any provision of this Act or the application of such provision to any person or circumstance is held invalid for any reason, the remainder of this Act or the application of such provision to other persons or circumstances shall not be affected thereby.

SECTION 5. Effectivity.— This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in at least two (2) national newspapers of general circulation, whichever comes earlier.

Approved,