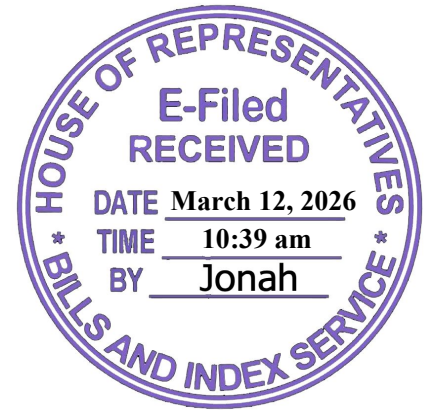


TWENTIETH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)

HOUSE OF REPRESENTATIVES
HOUSE BILL No. 8485



INTRODUCED BY HON. RICARDO S. CRUZ, JR.

EXPLANATORY NOTE

The first days following the birth of a child are among the most critical for both the newborn and the mother. This period demands not only medical attention but also emotional support, shared responsibility, and the active presence of both parents. Fathers play a vital role in helping mothers recover, managing household responsibilities, and ensuring that the child receives proper care and attention during this delicate stage of life.

Extending paternity leave acknowledges that fathers are not merely providers but equal partners in caregiving. Allowing them more time at home enables stronger bonding with their child, meaningful support for the mother's recovery, and the creation of a healthier family environment. It reduces stress, promotes balanced parenting, and strengthens relationships within the household.

Across the world, many societies have already expanded paternity leave to reflect modern values of family life and gender equality. Longer leave for fathers encourages shared parenting responsibilities, supports child development, and fosters stronger family ties. It also signals that we value fatherhood and recognize the importance of both parents in raising children.

This measure is not simply about granting additional leave days. It is about supporting families, promoting equal caregiving, and ensuring that Filipino children grow up in nurturing homes from the very beginning of life. By extending paternity leave, we invest in stronger marriages, healthier households, and a workforce that feels supported in balancing family and career. Ultimately, this is a step toward building a society that values not only economic productivity but also the well-being of families -- the very foundation of our nation.

Hence, approval of this bill is earnestly sought.


RICARDO S. CRUZ, JR.

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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:

Section 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 deliveriesY** 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 CASE OF MISCARRIAGE OR EMERGENCY**

**TERMINATION OF PREGNANCY, A PATERNITY LEAVE OF TEN
(10) DAYS WITH FULL PAY SHALL BE GRANTED.**

Sec. 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 thereof.

Sec. 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.

Sec. 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 the other persons or circumstances shall not be affected thereby.

Sec. 5. *Effectivity*. – This Act shall take effect after fifteen (15) days following its complete publication in the Official Gazette or in at least two (2) national newspaper of general circulation, whichever comes first.

Approved,