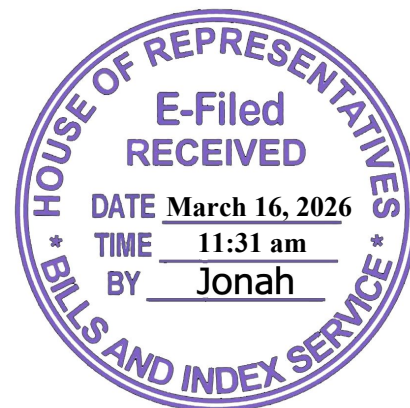




Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 8511



Introduced by **REPRESENTATIVE CHEENO MIGUEL D. ALMARIO**

EXPLANATORY NOTE

The role of a father in the immediate postpartum period is crucial for the well-being of both the mother and the newborn. Postpartum period¹ refers to the period after delivery when the maternal physiological and anatomical changes return to non-pregnant state, which can last up to 6 weeks to 6 months. During this period, the presence of the father is not just a passive supporting role, but an active intervention for the recovery of the mother and the care of the newborn.

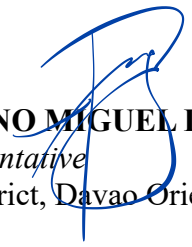
While there are legislative reforms that rightfully expanded maternity leave to at least 105 days, the paternity leave remains at seven (7) days. It is interesting to note that when Republic Act No. 8187 was passed in 1996, childrearing was viewed as a primary maternal duty. At present, our understanding of the family dynamic has shifted toward a model of active co-parenting, where fathers are expected to be direct caregivers from day one.

The current 7-day leave is disproportionate to the actual responsibilities of a modern father. As such, this bill seeks to expand the scope of paternity leave in two ways: (1) by removing the qualifying circumstance of being married, and (2) by extending the period of the leave from the seven (7) days to fifteen (15) days.

Through this bill, we are not just adapting with the evolving societal norms; we are moving towards the path of excellent childrearing and maternal care practices in the country. This also ensures that the burden of recovery and the joy of early parenthood are shared, which fosters a stronger foundation for Filipino families.

¹ Chauhan, Gaurav, and Prasanna Tadi. "Physiology, Postpartum Changes." StatPearls, StatPearls Publishing, 14 Nov. 2022, www.ncbi.nlm.nih.gov/books/NBK555904/.

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



CHEENO MIGUEL D. ALMARIO
Representative
2nd District, Davao Oriental



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 8511

Introduced by **REPRESENTATIVE CHEENO MIGUEL D. ALMARIO**

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

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

Section 1. Section 2 of the Republic Act No. 8187 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, **REGARDLESS OF EMPLOYMENT OR CIVIL STATUS**, shall be entitled to a paternity leave of [seven (7) days] **FIFTEEN (15) WORKING DAYS** with full pay for the first four (4) deliveries of the spouse **OR PARTNER** with whom he is **EXCLUSIVELY** cohabiting. The male employee applying for paternity leave shall notify his employer of the pregnancy of his legitimate spouse **OR HIS PARTNER** and the expected date of such delivery.

For purposes of this Act, delivery shall include childbirth, ~~[or any]~~ miscarriage, **OR EMERGENCY TERMINATION OF PREGNANCY**.

Section 2. Section 3 of Republic Act No. 8187 is further amended to read as follows:

Section 3. Definition of Term. – For purpose of this Act, Paternity Leave refers to the benefits granted to a [married] male employee, regardless of **EMPLOYMENT OR CIVIL STATUS**, allowing him not to report for work for ~~[seven (7) days]~~ **FIFTEEN (15) WORKING DAYS** but continues to earn the compensation therefor,

on the condition that his spouse **OR HIS PARTNER** has delivered a child [ø], suffered a miscarriage, **OR EMERGENCY TERMINATION OF PREGNANCY** for purposes of enabling him to effectively lend support to his wife **OR HIS PARTNER**, in her period of recovery and/or in the nursing of the newly-born child.

Section 3. Separability Clause – If any provision of this Act is declared invalid or unconstitutional, the other provisions not affected by such declaration shall remain in full force and effect.

Section 4. Repealing Clause – All laws, executive orders, decrees, rules and regulations, or any part thereof inconsistent with the provision of this Act are deemed repealed or modified accordingly.

Section 5. Effectivity – This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in two (2) newspapers of general circulation.

Approved,