

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. **9469**



Introduced by **HON. BRIAN RAYMUND S. YAMSUAN**

**AN ACT EXPANDING PATERNITY LEAVE BENEFITS, AMENDING FOR THIS
PURPOSE REPUBLIC ACT NO. 8187 OR THE PATERNITY LEAVE ACT OF 1996**

EXPLANATORY NOTE

In recent years, the traditional roles and responsibilities of fathers and mothers around the world have shifted. Fathers are no longer seen solely as providers and breadwinners of the families, but as vital partners in child-rearing, while mothers have increased their participation in the workforce. In the Philippines, this shift has been seen in households where fathers have assumed the primary parenting roles while mothers migrate for work.¹

Despite these changing dynamics and shifts in traditional gender roles, our legal framework has not yet fully adopted. This can be seen in Republic Act No. 8187 or the Paternity Leave Act of 1996, enacted 30 years ago, containing provisions that no longer reflect modern situations. Under this law, married male employees are granted seven days of paternity leave for the first four deliveries of the legitimate spouse with whom he is cohabiting. This excludes fathers who are not married, but wish to support their partners who have given birth, particularly those in common-law relationships or long-term cohabitation. The law also limits paternity leaves to the first four deliveries, unduly limiting support for larger families.

Further, the current number of days of paternity leave does not provide sufficient time to meaningfully support the mother and newborn during the critical first month. The Philippines also lags behind some of its Asian neighbors. For instance, Myanmar and

¹ Gutierrez, J. (2024). The experiences of left-behind fathers: Breaking the traditional Filipino paternal roles in parenting, *The Journal of Society and Media*, Vol. 8(1) 64-81. DOI:10.26740/jsm.v8n1.p64-81.

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BRIAN RAYMUND S. YAMSUAN
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² Paternity leave in ASEAN. The ASEAN Post. Available at <https://theaseanpost.com/article/paternity-leave-asean>; Expanding paternity leave in Southeast Asia. East Asia Forum. Available at <https://eastasiaforum.org/2019/06/14/expanding-paternity-leave-in-southeast-asia/>.

³ Singapore Ministry of Manpower. Available at <https://www.mom.gov.sg/employment-practices/leave/paternity-leave>; Singapore Ministry of Social and Family Development. Available at <https://www.msf.gov.sg/media-room/article/amendments-to-child-development-co-savings-act-enhanced-paternity-leave-and-new-shared-parental-leave-scheme-from-1-april-2025-to-strengthen-support-for-working-parents>

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AN ACT EXPANDING PATERNITY LEAVE BENEFITS, AMENDING FOR THIS PURPOSE REPUBLIC ACT NO. 8187 OR 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 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)]~~ **FIFTEEN (15)** days with full pay for ~~[the first four (4) deliveries]~~ **EVERY INSTANCE OF DELIVERY BY** ~~[of]~~ the legitimate spouse with whom he is cohabiting **OR PARTNER WITH WHOM HE IS EXCLUSIVELY COHABITING WITHOUT THE BENEFIT OF MARRIAGE**. The male employee applying for paternity leave shall notify his employer of the pregnancy of his legitimate spouse **OR THE PARTNER WITH WHOM HE IS EXCLUSIVELY COHABITING WITHOUT THE BENEFIT OF MARRIAGE** and the expected date of such delivery.

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

SEC. 2. Repealing Clause. — Any law, presidential decree or issuance, executive order, letter of instruction, administrative order, rule or regulation contrary to or inconsistent with the provisions of this Act is hereby repealed, modified, or amended accordingly.

SEC. 3. Effectivity. — This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,