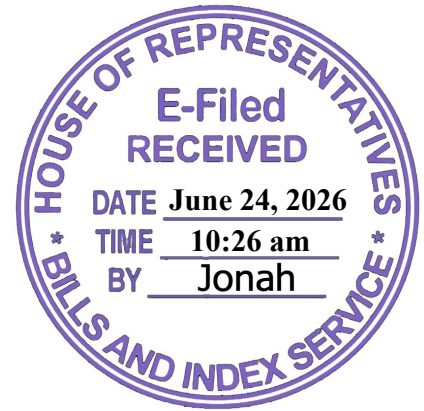


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. 9932



Introduced by: **REP. SALVADOR A. PLEYTO, SR.**

EXPLANATORY NOTE

Republic Act No. 8187, otherwise known as the "Paternity Leave Act of 1996," was enacted nearly three decades ago to recognize the vital role of fathers in providing support to their spouses during the period of recovery and the care of their newborns. It granted a modest seven (7) days of paid leave, restricted strictly to married male employees and limited only to the first four (4) deliveries.

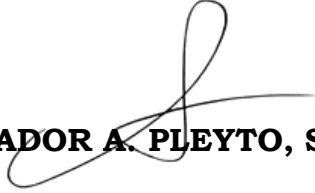
Since then, our understanding of shared parental responsibilities has evolved significantly. The enactment of Republic Act No. 11210, or the "105-Day Expanded Maternity Leave Law," highlighted the state's commitment to maternal and child health, but it also underscored the wide disparity in parental leave allocations. While a mother may voluntarily transfer up to seven (7) days of her leave to the father, the standalone benefit allocated directly to fathers remains structurally insufficient at just one week.

Early infant care and the postpartum recovery of a mother require active, sustained partnership. Studies consistently demonstrate that increased paternal involvement during the neonatal stage leads to better developmental outcomes for the child, reduces the incidence of postpartum depression in mothers, and fosters stronger family units.

Furthermore, our laws must adapt to the shifting realities of Filipino households by expanding protections to cover long-term cohabiting partners without the benefit of marriage, ensuring that no child or father is penalized based on civil status.

This Bill seeks to amend Republic Act No. 8187 by increasing the paid paternity leave to fifteen (15) working days, removing the four-delivery cap, and extending eligibility to common-law spouses. By investing in our fathers, we strengthen the foundational core of our society—the Filipino family.

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



SALVADOR A. PLEYTO, SR.

Republic of the Philippines
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HOUSE BILL NO. 9932

Introduced by: **REP. SALVADOR A. PLEYTO, SR.**

AN ACT
RECOGNIZING THE INTERTWINED ROLE OF PARENTS IN CHILD-REARING
BY EXPANDING THE PATERNITY LEAVE BENEFITS, AMENDING FOR THE
PURPOSE REPUBLIC ACT NO. 8187, OTHERWISE KNOWN AS THE
"PATERNITY LEAVE ACT OF 1996"

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

SECTION 1. *Short Title.* – This Act shall be known as the "Expanded Paternity Leave Act."

SEC. 2. *Section 2 of Republic Act No. 8187 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, 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] ALL DELIVERIES of the legitimate spouse with whom he is cohabiting, OR THE PARTNER WITH WHOM HE IS EXCLUSIVELY COHABITING IN A COMMON-LAW RELATIONSHIP WITH NO LEGAL IMPEDIMENT TO MARRY; PROVIDED, THAT IN THE CASE OF COMMON-LAW RELATIONSHIPS, THE EMPLOYEE AND HIS PARTNER HAVE BEEN LIVING TOGETHER AS HUSBAND AND WIFE FOR AT LEAST ONE (1) YEAR PRIOR TO THE DELIVERY.

The male employee applying for paternity leave shall notify his employer of the pregnancy of his legitimate spouse OR COMMON-LAW PARTNER and the expected date of such delivery. For purposes of this Act, delivery shall include childbirth, [or any] miscarriage, OR ABORTION."

SEC. 3. *Section 3 of the same Act is hereby amended to read as follows:*

"SEC. 3. Definition of Term. – For purpose of this Act, Paternity Leave refers to the benefits granted to a [married] male employee allowing him not to report for work for [seven (7) days] FIFTEEN (15) WORKING DAYS but continues to earn the compensation therefor, consisting of basic salary and all allowances, on the condition that his spouse OR COMMON-LAW PARTNER has delivered a child, [or] suffered a miscarriage, OR AN ABORTION for purposes of enabling him to effectively lend support to his [wife] PARTNER in her period of recovery and/or in the nursing and care of the newly-born child."

SEC. 4. *Implementing Rules and Regulations (IRR).* — Within thirty (30) days from the effectivity of this Act, the Secretary of Labor and Employment, the Chairperson of the Civil Service Commission, and the Secretary of Health, in consultation with relevant stakeholders, shall review and amend the existing rules and regulations necessary for the proper implementation of the provisions of this Act.

SEC. 5. *Penal Provision.* — Section 5 of the same Act is hereby amended to increase the fine from Twenty-five thousand pesos (P25,000) to ONE HUNDRED THOUSAND PESOS (P100,000) or imprisonment of not less than thirty (30) days nor more than six (6) months, at the discretion of the court.

SEC. 6. *Non-Diminution Clause.* — Nothing in this Act shall be construed to reduce, diminish, or eliminate any existing paternity leave benefits of any form granted under existing laws, decrees, executive orders, or any contract, collective bargaining agreement, or policy between employer and employee.

SEC. 7. *Separability Clause.* – If any portion or provision of this Act is declared invalid or unconstitutional, the remaining parts or provisions not affected thereby shall remain in full force and effect.

SEC. 8. *Repealing Clause.* – All laws, decrees, executive orders, presidential issuances, and other administrative rules and regulations or parts thereof which are inconsistent with this Act are hereby repealed, amended, or modified accordingly.

SEC. 9. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,