

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 10063



Introduced by: Kababaihan Kabalikatan para sa Kapakanan at Kaunlaran ng Bayan (4K) Party-list
Representative Iris Marie D. Montes

AN ACT
AN ACT EXPANDING PATERNITY LEAVE BENEFITS FOR PRIVATE AND PUBLIC
SECTOR EMPLOYEES, AMENDING FOR THE PURPOSE REPUBLIC ACT NO.
8187, AND FOR OTHER PURPOSES

EXPLANATORY NOTE

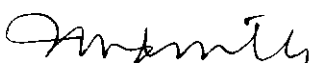
The postpartum period is one of the most physically vulnerable and emotionally taxing phases in a woman's life. Following childbirth, mothers face profound physiological recovery and sleep deprivation, yet social structures have historically placed the entire burden of immediate childcare on them. This unequal distribution of care work compromises maternal health, increases the risk of postpartum depression, and forces women to absorb a steep career penalty.

True maternal welfare requires ensuring a mother does not heal alone. By expanding paid paternity leave to thirty (30) days, this Bill guarantees a mother a present, active co-caregiver when she needs it most. The continuous presence of the father during the first critical month alleviates maternal stress, accelerates physical recovery, and safeguards her mental health.

Furthermore, this measure prioritizes the fundamental right of the newborn child to early paternal bonding, which is proven to enhance long-term cognitive and emotional development. To ensure no child is left vulnerable, the bill modernizes eligibility by de-linking the benefit from marital status, extending protection to all infants regardless of their parents' legal standing.

Finally, this legislation treats parental leave as a sacred privilege dedicated entirely to the protection of the mother and infant. To prevent misuse, the bill introduces a strict safeguard: any father who avails of this leave but willfully fails to provide active domestic and emotional care shall be held criminally liable for abuse under Republic Act No. 9262 (Anti-Violence Against Women and Their Children Act of 2004).

This Bill is an essential step toward a society that genuinely protects maternal health, values women's labor, and secures the well-being of the next generation.


IRIS MARIE D. MONTES
Kababaihan Kabalikatan para sa Kapakanan
at Kaunlaran ng Bayan (4K) Party-list

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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. Declaration of Policy. – It is the policy of the State to protect and strengthen the family as a basic autonomous social institution. Towards this end, the State shall promote shared responsibility of parenting, and the physical and psychological well-being of the mother and the newborn child by expanding paternal care privileges in both the public and private sectors.

SEC. 3. Section 2 of 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 SHALL BE ENTITLED TO A PATERNITY LEAVE OF ~~{SEVEN (7)}~~ **THIRTY (30)** DAYS WITH FULL PAY FOR ~~{THE FIRST FOUR (4) DELIVERIES}~~ **ALL DELIVERIES** OF THE LEGITIMATE SPOUSE WITH WHOM HE IS COHABITING **OR THE WOMAN WITH WHOM HE IS EXCLUSIVELY COHABITATING WITHOUT THE BENEFIT OF MARRIAGE.** 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."

SEC. 4. Section 3 of Republic Act No. 8187 is hereby 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 STATUS, MARRIED OR IN A COMMON-LAW RELATIONSHIP,** allowing him not to report for work for ~~{SEVEN (7)}~~ **THIRTY (30)** DAYS but continues to earn the compensation therefor, on the condition that his spouse **OR THE WOMAN WITH WHOM HE IS EXCLUSIVELY COHABITATING WITHOUT THE BENEFIT OF MARRIAGE** has delivered a child or suffered a miscarriage for purposes of enabling him to effectively lend

support to his wife in her period of recovery and/or in the nursing of the newly-born child."

SEC. 5. Penalty Clause. – Any male employee who avails of the thirty (30) days expanded paternity leave but willfully fails, neglects, or refuses to provide active care, domestic assistance, or emotional support to his partner and newborn child during the period of the leave, or uses the leave period for purposes unrelated to child and maternal care, shall be deemed to have committed an act of Economic or Psychological Abuse under Section 5 of Republic Act No. 9262, otherwise known as the "Anti-Violence Against Women and Their Children Act of 2004."

Upon a finding of liability, the offender shall suffer the penalties prescribed under Section 6 of Republic Act No. 9262, without prejudice to administrative sanctions, termination of employment for cause, and the full recovery of the paid leave wages by the employer or the SSS.

SEC. 6. Separability Clause. – If any section. or provision of this Act is held unconstitutional or invalid, the remaining sections or provisions not affected thereby shall continue to be in full force and effect.

SEC. 7. Repealing Clause. – All laws, decrees, executive orders, rules and regulations, issuance or parts thereof inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 8. Effectivity. – This Act shall take effect fifteen (15) days after publication in the Official Gazette or newspaper of general circulation.

Approved,