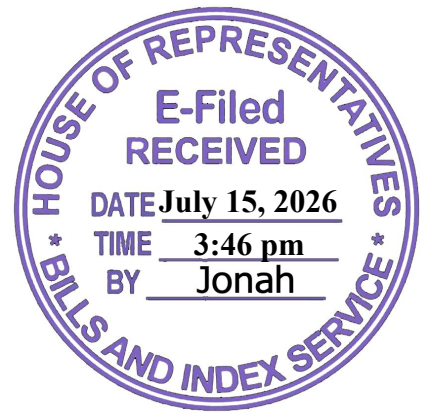


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

House Bill No. **10083**



Introduced by **Representative ERIC G. YAP**

EXPLANATORY NOTE

This bill seeks to increase the duration of paternity leaves from seven (7) to thirty (30) working days. It expands Republic Act (RA) No. 8187, otherwise known as the "*Paternity Leave Act of 1996*" to extend its coverage to all male employees regardless of civil or employment status, and recognizes partners in exclusive cohabiting relationships who have no legal impediment to marry.

Paternal involvement during the postnatal period improves family well-being, strengthens child development, supports maternal health, advances gender equality in the home and the workplace, and promotes shared parental responsibility. Despite the enactment of RA No. 8187, the existing seven (7)-day paternity leave is such an insufficient time for fathers to provide the support that their partners' needs.

This proposed measure also recognizes that many Filipino families are formed outside marriage but deserve equal support during childbirth. Thus, it extends the paternity leave benefits to soon-to-be fathers in exclusive cohabiting relationships. It also includes miscarries and emergency pregnancy termination among the circumstances covered by the paternity leave.

Expanding paternity leave affirms the State's commitment to protect the basic unit of society, promote the welfare of parents and their children, and encourage shared parental responsibility. It ensures that the law keeps pace with evolving family structures while providing fathers with meaningful opportunities to participate in the care and upbringing of their children.

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


HON. ERIC G. YAP

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
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House Bill No. **10083**

Introduced by **Representative ERIC G. YAP**

AN ACT
EXPANDING THE SCOPE OF AND PROVIDING FOR EXTENDED
PATERNITY LEAVE, AMENDING FOR THE PURPOSE REPUBLIC ACT
NO. 8187, OTHERWISE KNOWN AS THE "PATERNITY LEAVE ACT OF
1996", AND FOR OTHER PURPOSES

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 1996*", is hereby amended to read as follows:

"Section 2. **PATERNITY LEAVE.** - 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] **THIRTY (30) WORKING DAYS** with full pay for the first four (4) deliveries of [the legitimate spouse] **HIS PARTNER** with whom he is **EXCLUSIVELY** cohabiting **WITHOUT THE BENEFIT OF MARRIAGE; PROVIDED, THAT THE MALE EMPLOYEE AND HIS PARTNER HAVE NO LEGAL IMPEDIMENT TO MARRY EACH OTHER.** The male employee applying for paternity leave shall notify his employer of the pregnancy of his [legitimate spouse] **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.**"

SEC. 2. Section 3 of the same Act is hereby removed.

SEC. 3. *Separability Clause.* – If any portion or provision of this Act is declared invalid or unconstitutional, other provisions hereof shall remain in full force and effect.

SEC. 4. *Repealing Clause.* – All laws, presidential decrees, executive orders, rules and regulations which are inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SEC. 5. *Effectivity.* – This Act shall take effect fifteen days (15) after its publication in the Official Gazette or in a national newspaper of general circulation.

Approved,