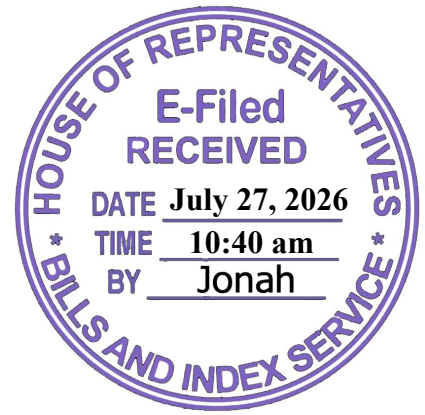


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. **10232**



Introduced by **Rep. MANUEL “WOWO” L. FORTES, JR.**

EXPLANATORY NOTE

The role of fathers in Filipino families continues to evolve beyond the traditional concept of being solely providers for the household. Today, fathers play an increasingly active role in caregiving, child development, and providing emotional and physical support to their spouses and children, particularly during the critical period following childbirth.

Republic Act No. 8187, otherwise known as the “Paternity Leave Act of 1993,” recognized the importance of allowing fathers to support their spouses and bond with their newborn children by granting paternity leave benefits. However, the current period provided under the law remains limited and may no longer be sufficient to address the realities and responsibilities of modern parenthood.

The early days following childbirth require shared responsibility between parents. Providing fathers with additional time to care for their spouses, assist in childcare, and adjust to their new family responsibilities promotes stronger family relationships, improves the well-being of mothers and children, and encourages a more equitable distribution of caregiving duties within the household.

Therefore, this bill seeks to expand the existing paternity leave benefits by increasing the number of leave days granted to fathers and allowing greater support during childbirth, miscarriage, and other pregnancy-related circumstances. By strengthening paternity leave protections, this bill recognizes the essential role of fathers in nurturing their families and promoting a healthier work-life balance.

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


ATTY. MANUEL “WOWO” L. FORTES, JR.
Representative
Second District, Province of Sorsogon

Twentieth Congress of the
Republic of the Philippines
Second Regular Session

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

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. **10232**

Introduced by **Rep. MANUEL “WOWO” L. FORTES, JR.**

**AN ACT PROVIDING FOR EXPANDED PATERNITY LEAVE BENEFITS,
AMENDING REPUBLIC ACT 8187, OTHERWISE KNOWN AS THE “PATERNITY
LEAVE ACT OF 1996”**

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

SEC. 1. The title of Republic Act 8187, otherwise known as *The Paternity Leave Act of 1996* is hereby amended to read as follows:

AN ACT GRANTING PATERNITY LEAVE OF **[SEVEN (7) DAYS]
TWENTY (20) WORKING DAYS** WITH FULL PAY TO **[MARRIED]**
MALE EMPLOYEES IN THE PRIVATE AND PUBLIC SECTORS FOR
**[THE FIRST FOUR (4) DELIVERIES] IN EVERY INSTANCE OF
DELIVERY** OF THE LEGITIMATE SPOUSE WITH WHOM HE IS
COHABITING **OR THE WOMAN WITH WHOM HE IS EXCLUSIVELY
COHABITING WITHOUT THE BENEFIT OF MARRIAGE** AND FOR
OTHER PURPOSES

SEC. 2. Section 2 of the same law is hereby further amended to read as follows:

Section 2. **PATERNITY LEAVE** – Notwithstanding any law, rules and regulations to the contrary, every **[married]** male employee, **REGARDLESS OF EMPLOYMENT OR CIVIL STATUS, MARRIED OR IN A COMMON-LAW RELATIONSHIP**, in the private and public sectors shall be entitled to a paternity leave of **[seven (7)] TWENTY (20) WORKING** days with full pay for **[the first four (4) deliveries] IN EVERY INSTANCE OF DELIVERY** of the legitimate spouse with whom he is cohabiting **OR THE WOMAN WITH WHOM HE IS EXCLUSIVELY COHABITING WITHOUT THE BENEFIT OF MARRIAGE WITH AN OPTION TO EXTEND FOR AN ADDITIONAL TEN (10) DAYS WITHOUT PAY**. The male employee applying for paternity leave shall notify his employer of the pregnancy of his legitimate spouse **OR THE**

WOMAN 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, OR EMERGENCY TERMINATION OF PREGNANCY.**

SEC. 3. 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, MARRIED OR IN A COMMON-LAW RELATIONSHIP**, allowing him not to report for work for **[seven (7) days] TWENTY (20) WORKING DAYS** but continues to earn the compensation therefor, on the condition that his spouse **OR THE WOMAN WITH WHOM HE IS EXCLUSIVELY COHABITING WITHOUT THE BENEFIT OF MARRIAGE** has delivered a child, or suffered a miscarriage **OR EMERGENCY TERMINATION OF PREGNANCY**, for purposes of enabling him to effectively lend support to his wife in her period of recovery and/or nursing of the newly-born child.

SEC. 4. *Non-Diminution of Benefits.* – Nothing herein shall be construed to reduce, diminish, or replace any benefits more favorable to the employee under existing laws, collective bargaining agreements, or company policies.

SEC. 5. *Implementing Rules and Regulations.* – Within thirty (30) days from the effectivity of this Act, the Department of Labor and Employment (DOLE), in coordination with the Civil Service Commission (CSC) and the Department of Health (DOH), shall promulgate the necessary rules and regulations to implement the provisions of this Act.

SEC. 6. *Separability Clause.* – If any provision of this Act is declared unconstitutional, the remainder shall not be affected and shall continue to be in full force and effect.

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

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

Approved,