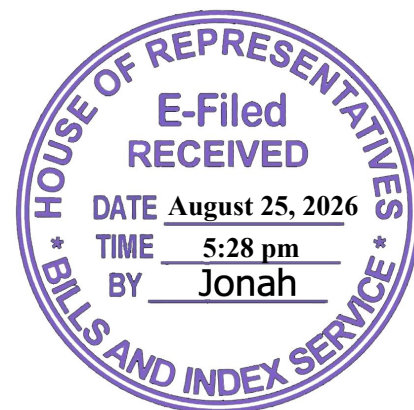


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
Second Regular Session

House Bill No. **10965**



Introduced by **Representative JEFFREY SORIANO**

EXPLANATORY NOTE

This bill seeks to expand the coverage and duration of paternity leave from seven (7) to thirty (30) working days. It amends Republic Act (RA) No. 8187, otherwise known as the "*Paternity Leave Act of 1996*", extends the eligibility to all male employees regardless of marital status, and recognizes partners in cohabiting arrangements.

Despite the enactment of RA No. 8187, the existing seven-day leave period is often insufficient for fathers and their partners to provide meaningful support during childbirth and postpartum recovery. Many fathers are compelled to immediately return to work despite the physical, emotional, and financial demands faced by mothers and newborn children during the crucial early stages of recovery and caregiving.

According to the United Nations Children's Fund (UNICEF), fathers who actively participate in early caregiving help reduce maternal stress and improve child well-being¹. Likewise, the International Labour Organization (ILO) emphasized that paternity leave policies promote gender equality in caregiving responsibilities and create more family-supportive workplaces².

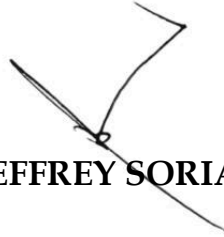
This proposed measure provides a more responsive, inclusive, and progressive paternity leave policy that promotes shared parenting responsibilities and supports the welfare of Filipino families. It recognizes the important role of fathers and partners in ensuring a safe, healthy, and supportive environment for both mother and child.

¹United Nations Children's Fund (UNICEF) (2019). *Are the World's Richest Countries Family Friendly? Policy in the OECD and EU*. UNICEF. Accessed on 18 May 2026.

²International Labour Organization (2022). *Care at Work: Investing in Care Leave and Services for a More Gender Equal World of Work*. International Labour Organization. Accessed on 18 May 2026.

Strengthening paternity leave is not merely a labor measure but a social investment in healthier families and more equitable parenting. It is the imperative duty of the State to adopt policies that uphold gender equality, shared responsibility, and family well-being.

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

A handwritten signature in black ink, appearing to read 'JEFFREY SORIANO', is written over the printed name. The signature is stylized with a large, sweeping 'J' and 'S'.

HON. JEFFREY SORIANO

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

TWENTIETH CONGRESS
Second Regular Session

House Bill No. **10965**

Introduced by **Representative JEFFREY SORIANO**

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 4. **PATERNITY LEAVE.** - Notwithstanding any law, rules, and regulations to the contrary, every [married] male employee in the private and public sectors, **REGARDLESS OF EMPLOYMENT 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 cohabiting. 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, **EMERGENCY TERMINATION OF PREGNANCY**, or any miscarriage."

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,