

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SEVENTEENTH CONGRESS
First Regular Session

House Bill No. **2956**

HOUSE OF REPRESENTATIVES	
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Introduced by Representative GLORIA MACAPAGAL ARROYO

AN ACT
STRENGTHENING REPUBLIC ACT NO. 8187, OTHERWISE KNOWN AS "THE
PATERNITY LEAVE ACT OF 1996", AMENDING ITS TITLE AND SECTION 2
THEREFORE


EXPLANATORY NOTE

Recognizing the much-needed support, care and assistance of a husband to the wife especially before, during and after childbirth; during her period of recovery; and in the nursing of the newly-born child, Congress saw the need in enacting Republic Act No. 8187 or the "Paternity Leave Act of 1996."

Despite the genuine intent of the law, it is quite limited since the granting of paternity leave is only up to the first four deliveries of the wife. This bill seeks to strengthen the existing law by amending this particular provision which will now allow the husband to avail of said benefits in all deliveries of the wife.

With the passage of this bill, the husband will be in a better position to give support to this wife before, during and after her delivery and give the husband more time to take care of the other children in his wife's absence.

In view of the foregoing, the immediate approval of this bill is earnestly recommended.


GLORIA MACAPAGAL ARROYO
2nd District, Pampanga

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

SECTION 1. The title of Republic Act No. 8187, otherwise known as "The Paternity leave Act of 1996", is hereby amended to read as follows:

"REPUBLIC ACT NO. 8187

AN ACT GRANTING PATERNITY LEAVE OF SEVEN (7) DAYS WITH FULL PAY TO ALL MARRIED MALE EMPLOYEES IN THE PRIVATE AND PUBLIC SECTORS FOR THE [FIRST FOUR (4) DELIVERIES] **DELIVERY** OF THE LEGITIMATE SPOUSE WITH WHOM HE IS COHABITING AND FOR OTHER PURPOSES"

SECTION 2. Section 2 of the same law is hereby further 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 of seven (7) days with full pay for the [first four (4) deliveries] **DELIVERY** of the legitimate spouse with whom he is cohabiting. The male employee applying for 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.

SECTION 3. *Separability Clause* - If for reason any section or provision of this Act is declared unconstitutional, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

SECTION 4. *Repealing Clause*. - Any laws, decrees, or rule and regulations which are inconsistent with or contrary to the provision of this Act are hereby amended or repealed.

SECTION 5. *Effectivity Clause*. - This Act shall take effect upon its publication in at least two (2) national newspaper of general circulation.

Approved,