

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Constitution Hills, Quezon City

**SEVENTEENTH CONGRESS**  
*First Regular Session*

**HOUSE BILL NO. 3401**

HOUSE OF REPRESENTATIVES	
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*Introduced by: Representative JOHNNY T. PIMENTEL*

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#### **EXPLANATORY NOTE**

The Philippines has heralded itself as a beacon of social justice and labor rights. Its Constitution embodies the spirit and principles of a just society affording full protection to labor and promoting full employment opportunities for all.

Among the advancements of labor within the Philippines was manifested in the enactment of Republic Act 8187 or the Paternity Leave Act in 1996. It granted paternity leave to all married male employees in the private and public sectors, regardless of their employment status. This has allowed the husband to lend support to his wife during the period of recovery and the nursing of the newborn child.

The law allows paternity leave for seven (7) days with full pay, applicable to the first four (4) deliveries of the husband-employee's lawful wife with whom he is cohabiting.

This Bill seeks to lengthen the duration of paternity leave to fifteen (15) days. The said extension intends to give the father a better opportunity in rendering support and affection to both his wife and newly born child. It would also help in the speedy recovery of the wife from the delivery of the child.

The approval of this Bill is earnestly sought.

  
**REP. JOHNNY T. PIMENTEL**

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**AN ACT**

**AN INCREASING THE PATERNITY LEAVE FROM SEVEN (7)  
DAYS TO FIFTEEN (15) DAYS, AMENDING FOR THIS  
PURPOSE SECTIONS 2 AND 3 OF REPUBLIC ACT NO. 8187,  
OTHERWISE KNOWN AS "THE PATERNITY LEAVE ACT OF  
1996"**

*Be it enacted by the Senate and the 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. 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)] **FIFTEEN (15)** days with full pay for [the first four (4) deliveries] **ALL DELIVERIES** of the legitimate spouse with whom he is cohabiting. 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. 2.** Section 3, of the same act, is hereby amended to read as follows:

"SECTION 3. *Definition of Term.* - For purposes of this Act, Paternity Leave refers to the benefits granted to a married male employee allowing him not to report for work for [seven (7)] **FIFTEEN (15)** days but continues to earn the compensation therefor, on the condition that his spouse 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. **PROVIDED THAT, SAID LEAVE SHALL BE AVAILED OF NOT LATER THAN ONE HUNDRED TWENTY (120) DAYS AFTER THE DATE OF THE CHILD'S DELIVERY"**

**Sec. 3. Repealing Clause.** - All laws, executive orders and issuances, or any part thereof, which are inconsistent herewith are hereby repealed or amended accordingly.

**Sec. 4. Effectivity Clause.** - This Act shall take effect upon its publication in the Official Gazette or in at least one newspaper of general circulation.

*Approved,*