

SEVENTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )



'16 AUG -1 P1:58

SENATE  
S.B. No. 963

RECEIVED BY:

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Introduced by Senator Francis N. Pangilinan

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**AN ACT AMENDING SECTIONS 2 AND 3 OF REPUBLIC ACT NO. 8187,  
OTHERWISE KNOWN AS "THE PATERNITY LEAVE ACT OF 1996"**

**EXPLANATORY NOTE**

Section 1, Article XV of the Philippine Constitution recognizes the "Filipino family as the foundation of the nation" and mandates the State to "strengthen its solidarity and actively promote its total development."

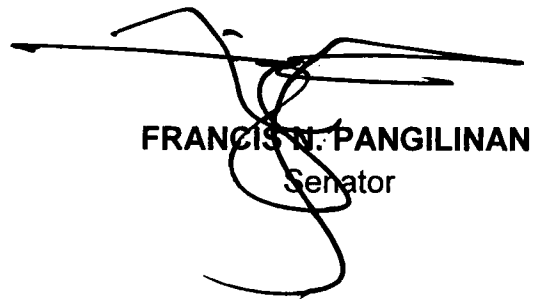
*Republic Act No. 8187* or the "*Paternity Leave Act*" was enacted in 1996 to allow a husband to effectively render support, care, and assistance to the wife in her period of recovery and/or nursing of the newly born child. Said law was promulgated in line with the State's in Article II, Sec. 12 of the Constitution, which states, thus:

*"The State recognizes the sanctity of family life and shall protect and strengthen the family as a basic autonomous social institution. It shall equally protect the life of the mother and the life of the unborn from conception. The natural and primary right and duty of parents in the rearing of the youth for civic efficiency and the development of moral character shall receive the support of the Government."*

Seventy-nine (79) countries worldwide have enacted laws on paternity leave and seventy (70) of said countries require a paid leave. The need for a paternity leave has drawn various studies worldwide including, "The Economist" (2015), which succinctly states that fathers who take paternity leave are more likely to take an active role in child care tasks; early interaction between father and child has longer-term positive impact on the child's learning abilities; and paternity leave is beneficial to women's careers as child care responsibilities are shared between the father and the mother.

This bill, therefore, proposes to extend the current allowable paternity leave period of seven (7) days to thirty (30) days for all married male employees in the public and private sectors and to provide them additional unpaid leave benefits not only for the first four (4) deliveries but for all deliveries of their legitimate spouse. Lengthening the paternity leave period and removing the cap in the number of deliveries would give the husband ample time to help in child care and rearing responsibilities and assist in his wife's recovery.

The approval of this measure is earnestly sought.



**FRANCIS N. PANGILINAN**  
Senator

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OTHERWISE KNOWN AS "THE PATERNITY LEAVE ACT OF 1996"**

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

1       **SECTION 1.** Section 2 of Republic Act No. 8187, otherwise known as "The Paternity  
2 Leave Act of 1996", is hereby amended to read as follows:

3               "SECTION 2. Notwithstanding any law, rules and regulations to the contrary,  
4 every married male employee in the private and public sectors shall be entitled to  
5 a paternity leave of [seven (7)] **THIRTY (30)** days with full pay for [the first four  
6 (4) deliveries] **ALL DELIVERIES** of the legitimate spouse with whom he is  
7 cohabiting. The male employee applying for paternity leave shall notify his  
8 employer of the pregnancy of his legitimate spouse and the expected date of  
9 such delivery."

10               For purposes, of this Act, delivery shall include childbirth or any miscarriage."

11       **SEC. 2.** Section 3, of the same act, is hereby amended to read as follows:

12               "SECTION 3. Definition of Term. - For purposes of this Act, Paternity Leave  
13 refers to the benefits granted to a married male employee allowing him not to  
14 report for work for [seven (7)] **THIRTY (30)** days but continues to earn the  
15 compensation therefor, on the condition that his spouse has delivered a child or

1           suffered a miscarriage for purposes of enabling him to effectively lend support to  
2           his wife in her period of recovery and/or in the nursing of the newly-born child."

3           **SEC. 3. *Repealing Clause.*** – All laws, decrees, orders, proclamation, rules and  
4 regulations or parts thereof inconsistent with the provisions of this Act are hereby  
5 repealed, amended, or modified accordingly.

6           **SEC. 4. *Effectivity Clause.*** – This Act shall take effect fifteen days (15) days  
7 after its publication in the Official Gazette or in at least two (2) newspapers of general  
8 circulation.

Approved,