

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

22 JUL 18 P 6:21

RECEIVED BY: _____

SENATE

S.B. No. 753

Introduced by: **Senator Raffy T. Tulfo**

**AN ACT EXPANDING THE SCOPE OF AND PROVIDING FOR EXTENDED
PATERNITY LEAVE, AMENDING FOR THE PURPOSE REPUBLIC ACT NO.
8187, AND FOR OTHER PURPOSES**

EXPLANATORY NOTE

Fathers are parents too. Under our existing laws, paternity leave is only 7 days while maternity leave is at least 105 days. Further, paternity leave is limited to married fathers, thereby effectively depriving fathers in common-law relationships of opportunity to avail such benefit.

In the Philippines, it is recognized that "live-in" or common-law relationships are common. To take into account such reality, this bill seeks to provide paternity leaves for male employees in common-law relationships to enable them to effectively lend support to their partners during the period of recovery and/or in the nursing of their newborn child. This will encourage joint parental responsibility for the rearing of a newborn in accordance with the State policy of gender equality.

Moreover, the current 7-day paternity is grossly disproportionate to the recognized parental obligation of fathers in rearing their newborn children. Thus, this bill provides for longer paternity leave of 30 days to increase the early interaction between fathers and their newborn. Further, the longer paternity leave will allow fathers to take care, not only of their newborn, but also of their partners.

In view of the foregoing, the urgent passing of this bill is earnestly sought.


Raffy T. Tulfo
Senator

'22 JUL 18 P 6 :21

SENATE

S.B. No. 753

RECEIVED BY: _____



Introduced by: **Senator Raffy T. Tulfo**

**AN ACT EXPANDING THE SCOPE OF AND PROVIDING FOR EXTENDED
PATERNITY LEAVE, AMENDING FOR THE PURPOSE REPUBLIC ACT NO.
8187, AND FOR OTHER PURPOSES**

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

- 1 **SECTION 1.** Section 2 of Republic Act No. 8187 is hereby amended to read as follows:
- 2
- 3 Section 4. **PATERNITY LEAVE.** Notwithstanding any law, rules, and
- 4 regulations to the contrary, every [~~married~~] male employee in the private
- 5 and public sectors, **REGARDLESS OF EMPLOYMENT STATUS**, shall be
- 6 entitled to a paternity leave of [~~seven-(7)-days~~] **THIRTY (30) WORKING**
- 7 **DAYS** with full pay for the first four (4) deliveries of [the legitimate spouse]
- 8 **HIS PARTNER** with whom he is cohabiting. The male employee applying
- 9 for paternity leave shall notify his employer of the pregnancy of his
- 10 [~~legitimate spouse~~] **PARTNER** and the expected date of such delivery.
- 11
- 12 For purposes, of this Act, delivery shall include childbirth, **ABORTION**, or
- 13 any miscarriage.
- 14
- 15 **SECTION 2.** Section 3 of Republic Act No. 8187 is hereby deleted.
- 16
- 17 **SECTION 3. Separability Clause.** - If, for any reason, any provision of this Act is
- 18 declared to be unconstitutional or invalid, the other sections or provisions hereof which
- 19 are not affected thereby shall continue to be in full force or effect.
- 20
- 21 **SECTION 4. Repealing Clause.** - All laws; decrees, orders, rules and regulations or
- 22 parts thereof which are inconsistent with or contrary to the provisions of this Act are
- 23 hereby repealed, amended, or modified accordingly.
- 24
- 25 **SECTION 5. Effectivity.** - This Act shall take effect fifteen (15) days after its complete
- 26 publication in the Official Gazette or in a national newspaper of general circulation.

Approved,