

SIXTEENTH CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
Second Regular Session)



SENATE
S. B. NO. **2392**

'14 SEP -8 P 6 :01

RECEIVED BY: *J*

Introduced by Senator Maria Lourdes Nancy S. Binay

AN ACT AMENDING SECTION 2 OF REPUBLIC ACT NO. 8187, OTHERWISE
KNOWN AS THE PATERNITY LEAVE ACT OF 1996, AND FOR OTHER PURPOSES

EXPLANATORY NOTE

Republic Act No. 8187, otherwise known as the "Paternity Leaven Act of 1996", grants seven (7) days of paid leave benefit to married male employees for the first four (4) deliveries or miscarriage, as the case may be, of their legitimate wife.

Paternity leave benefits have been denied on the basis of the non-regular or non-permanent employment status of male parents. However, there is nothing under the law which limits the paternity leave benefit to certain classes of employees.

This bill therefore seeks to clarify Section 2 of the Paternity Leave Benefit Act of 1996 by stating that the paternity leave benefit shall be available to all types of employees – regular, permanent, temporary, contractual, or probationary.

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


MARIA LOURDES NANCY S. BINAY
Senator

'14 SEP -8 P 6 :01

SENATE
S. B. NO. 2392

RECEIVED BY: *Y*

Introduced by Senator Maria Lourdes Nancy S. Binay

1 AN ACT AMENDING SECTION 2 OF REPUBLIC ACT NO. 8187, OTHERWISE
2 KNOWN AS THE PATERNITY LEAVE ACT OF 1996, AND FOR OTHER PURPOSES
3

4 *Be it enacted by the Senate and House of Representatives of the Philippines in Congress*
5 *assembled:*
6

7 SECTION 1. Section 2 of Republic Act No. 8187, otherwise known as the "Paternity Leave
8 Act of 1996", is hereby amended to read as follows:
9

10 "SECTION 2. Notwithstanding any law, rules and regulations to the contrary, every
11 married male employee in the private and public sectors REGARDLESS OF THE
12 NATURE OF EMPLOYMENT, WHETHER REGULAR, PERMANENT,
13 CONTRACTUAL, TEMPORARY OR CASUAL shall be entitled to a paternity leave
14 of seven (7) days with full pay for the first four (4) deliveries of the legitimate spouse
15 with whom he is cohabiting. The male employee applying for paternity leave shall
16 notify his employer of the pregnancy of his legitimate spouse and the expected date of
17 such delivery.
18

19 For purposes, of this Act, delivery shall include childbirth or any miscarriage."
20

21 SECTION 2. *Implementation.* The Department of Labor and Employment, in consultation
22 with all relevant government agencies, shall issue implementing rules and regulations within
23 ninety (90) days from effectivity hereof, and such other rules and regulations as may be
24 necessary to carry out the purpose of this Act.
25

26 SECTION 3. *Separability Clause.* If any portion or provision of this Act is declared void and
27 unconstitutional, the remaining portions or provisions hereof shall not be affected by such
28 declaration.
29

30 SECTION 4. *Repealing Clause.* All laws, decrees, orders, rules and regulations, other
31 issuances, or parts thereof inconsistent with the provisions of this Act are hereby repealed or
32 modified accordingly.
33

34 SECTION 5. *Effectivity Clause.* This Act shall take effect fifteen (15) days after its complete
35 publication in at least two (2) national newspapers of general circulation.
36

37 Approved,