

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 OF THE LEGITIMATE  
SPOUSE WITH WHOM HE IS COHABITING AND FOR  
OTHER PURPOSES

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

SECTION 1. *Short Title.* – This Act shall be known as the  
"Paternity Leave Act of 1996."

SEC. 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)  
days with full pay for the first four (4) 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. 3. *Definition of Term.* – For purpose 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) 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.

SEC. 4. The Secretary of Labor and Employment, the  
Chairman of the Civil Service Commission and the Secretary of

Health shall, within thirty (30) days from the effectivity of this Act, issue such rules and regulations necessary for the proper implementation of the provisions hereof.

SEC. 5. Any person, corporation, trust, firm, partnership, association or entity found violating this Act or the rules and regulations promulgated thereunder shall be punished by a fine not exceeding Twenty-five thousand pesos (P25,000) or imprisonment of not less than thirty (30) days nor more than six (6) months.

If the violation is committed by a corporation, trust or firm, partnership, association or any other entity, the penalty of imprisonment shall be imposed on the entity's responsible officers, including, but not limited to, the president, vice-president, chief executive officer, general manager, managing director or partner directly responsible therefor.

SEC. 6. *Nondiminution Clause.* – Nothing in this Act shall be construed to reduce any existing benefits of any form granted under existing laws, decrees, executive orders, or any contract, agreement or policy between employer and employee.

SEC. 7. *Repealing Clause.* – All laws, ordinances, rules, regulations, issuances, or parts thereof which are inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 8. *Effectivity.* – This Act shall take effect fifteen (15) days from its publication in the *Official Gazette* or in at least two (2) newspapers of national circulation.

Approved, June 11, 1996.