



Pangasinan State University

Lingayen, Pangasinan

Primer on the Paternity Leave Act of 1996 (R.A. 8187):

*A Commitment to Gender Equality and Shared
Parental Responsibility (SDG 5)*

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In collaboration with:
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Tagline: *Promoting Equal Roles, Empowered Families*

Rationale

The University upholds the principles of Gender Equality (SDG 5) by fostering an inclusive and family-supportive workplace.

This Primer provides information on the Paternity Leave Act of 1996 (Republic Act 8187) and its implementation in the University. It aims to promote awareness among male employees of their rights and responsibilities in supporting their spouse and child during childbirth or miscarriage, thereby reinforcing shared parental roles and work-life balance..

Legal Basis

Republic Act No. 8187 – “Paternity Leave Act of 1996” An Act granting paternity leave of seven (7) days with full pay to all married male employees for the first four (4) deliveries of the legitimate spouse with whom they are cohabiting, and for other purposes.

Definition of Paternity Leave

Paternity Leave refers to the benefit granted to a married male employee allowing him to take seven (7) days off work with full pay when his legitimate spouse gives birth or suffers a miscarriage. The leave enables him to support his wife during her recovery and assist in caring for their newborn child.

Objectives of the Policy

- To promote shared parental responsibility between husband and wife.
- To support women's postnatal recovery and well-being.
- To advance gender equality in the workplace under SDG 5.
- To ensure that male employees are aware of and can avail their lawful benefits.

Coverage and Entitlement

- Applies to all married male employees (permanent, temporary, or contractual).
- Covers the first four (4) deliveries or miscarriages of the legitimate spouse with whom the employee is cohabiting.
- Entitled to seven (7) days of leave with full pay.

Conditions and Requirements

- The employee must notify the HR Office of his spouse's pregnancy and expected date of delivery.

Supporting documents:

- Marriage Certificate
- Medical Certificate of delivery or miscarriage
- Approved leave form
- Leave may be availed before, during, or immediately after childbirth/miscarriage.

Implementation in PSU.

The University, through the Human Resource Management and Development Office (HRMDO) and the Gender and Development Office (GAD), ensures that all eligible male employees are informed of their paternity leave benefits. The policy is part of the University's GAD initiatives under SDG 5 to foster inclusive and family-friendly work environments.

Penalties for Non-Compliance

Violations of this law may result in a fine of up to ₱25,000 or imprisonment of 30 days to 6 months, as stipulated under Section 5 of R.A. 8187. For organizations, responsible officers may be held liable.

Monitoring and Reporting

HRMO shall maintain a record of paternity leave availment. GAD Office includes paternity leave implementation in the GAD Accomplishment Report and SDG 5 monitoring. Reports contribute to tracking gender-responsive policies and work-life balance indicators.