SAINT LOUIS UNIVERSITY

Baguio City, Philippines

# Metric 5.6 Women's progress measures




5 GENDER EQUALITY

Times Higher Education
Sustainability
Impact Ratings

**AY 2025-2026**

SAINT LOUIS UNIVERSITY

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# Indicator 5.6.9 Paternity policy



5 GENDER EQUALITY

Times Higher Education Sustainability Impact Ratings

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# SLU Paternity Leave Policy Supports Shared Childcare

SLU supports gender equality by ensuring that non-gestational parents can take an active role in childcare. Guided by Republic Act No. 8187, Paternity Leave Act of 1996, the university grants paternity leave to married male employees whose legitimate spouse is pregnant or has undergone delivery or miscarriage, giving them time to care for their spouse and/or newborn child.

This arrangement allows childcare duties to be shared between parents, which helps women return to their work and studies with greater confidence and equal opportunity to participate in the workplace and in the university community.



**Republic Act 8187: Paternity Leave Act of 1996**

AN ACT GRANTING PATERNITY LEAVE OF SEVEN (7) DAYS WITH FULL PAY TO ALL MARRIED 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

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

SECTION 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.

SECTION 3. Definition of Term. – For purposes 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.

SECTION 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.

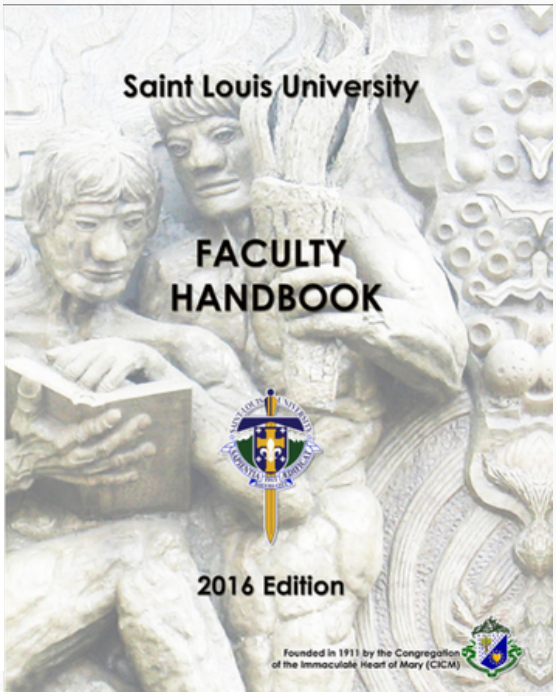
SECTION 5. Any person, corporation, trust, firm, partnership, association or entity found violating this Act or the rules and regulations promulgated thereunder shall be punished by a fine not exceeding Twenty-five thousand pesos (P25,000) or imprisonment of not less than thirty (30)days nor more than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

SECTION 6. Non-diminution 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.

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– All laws, ordinances, rules, regulations, issuances, or parts thereof which are inconsistent with this Act are hereby repealed or modified accordingly.

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




**Section 5.6. Government-Mandated and Other Benefits**

The University provides all other benefits and privileges as embodied in government regulations and issuances, such as Thirteenth (13th) Month Pay, Service Incentive Leave, Maternity and Paternity leaves, SSS/MEDICARE/ECC coverage (Social Security Act of 1997), PhilHealth Coverage (as mandated by the National Health Insurance Act of 1995), among others.

A faculty member is entitled to several benefits as incorporated in latest Collective Bargaining Agreement (CBA). Such benefits, among others, are longevity pay, welfare fund (or death benefit), University Foundation Anniversary gift, hospitalization discount, group accident insurance, *de minimis* benefits in the form of rice subsidy, additional Christmas bonus (14th month pay), and clothing allowance.

Sources: https://pcw.gov.ph/republic-act-8187-paternity-leave-act-of-1996/
SLU Faculty Handbook



*The SLU SDG Report 2026*