Misamis University
Ozamiz City, Philippines 7200
Human Resource Department
E-mail Address: hrd@mu.edu.ph
CERTIFIED: ISO 21001:2018 Educational Organizations Management System by DNV
ACCREDITED: Philippine Association of Colleges and Universities Commission on Accreditation (PACUCOA)

Misamis University Supports Shared Childcare Through Paternity Leave

5.6.9 - Does your university as a body have a paternity policy that support women's participation by ensuring that non-gestational parents can participate in childcare duties?

Misamis University provides paternity leave through compliance with Republic Act No. 8187, or the Paternity Leave Act of 1996. Under the law and its implementing rules for the private sector, eligible married male employees receive seven working days of leave with full pay for the first four deliveries of their lawful spouse with whom they are cohabiting. The law includes childbirth and miscarriage within its coverage.

This provision enables eligible fathers to support their spouses during recovery and participate in early childcare. Within the scope of its eligibility requirements, paternity leave offers practical support for sharing family responsibilities. It is relevant to Sustainable Development Goal 5 because shared caregiving can help address responsibilities that affect women's participation in employment and professional development.

The opportunity for fathers to take leave recognizes their role in caring for a newborn and supporting the mother. Their involvement can help families manage daily care needs during the transition following childbirth. Although a short period of leave cannot address every caregiving challenge, it provides time for eligible employees to contribute directly to family care.

Effective implementation requires employees to understand the benefit and the procedures for accessing it. The Human Resource Department can support this process by clearly explaining eligibility, documentation, and leave arrangements. Coordination with supervisors can also help employees use their entitlement while ensuring continuity of university operations.

Misamis University's paternity leave provision establishes a concrete form of support for shared childcare among eligible employees. Encouraging its appropriate use and reviewing employees' experiences can strengthen its contribution to a workplace that recognizes both professional and family responsibilities.

Section 6. Philippine Health Insurance Corporation (PHILHEALTH)

Membership in PhilHealth is compulsory for all employees of the University. Employees and their dependents are entitled to hospitalization benefits given to all members of Philhealth.

Section 7. Maternity Leave

All female employees who have been a member of the Social Security System (SSS) for at least three (3) months are entitled to a maternity leave of one hundred five (105) days for both normal and caesarian delivery provided that SSS is notified through the Human Resource Department. Maternity benefit is equivalent to 100 percent of her average salary credit, computed based on the formula of the Social Security System (SSS).

A member employee is entitled to this benefit for four (4) completed deliveries, including miscarriages and unintentional abortions.

Section 8. Paternity Leave

Paternity leave refers to the benefits granted to a married male employee allowing him seven (7) days leave on the condition that his wife has delivered a child or suffered a miscarriage.

Every married male employee shall be entitled to paternity leave for the first four (4) deliveries of his lawful spouse. The employee applying for paternity leave shall notify his immediate head and the Human Resource Department of the pregnancy of his lawful spouse and the expected date of delivery. The employee may avail of the benefit before or during the delivery.

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Administrative Handbook

Misamis University

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IMNO NG PAMANTASAN

Mahal naming pamantasan

Puti at gintong silahis

Lunduyan ng kalinangan

Tanglaw ng bayang Misamis

Imulat ang sambayanan

Umunlad sa karunungan

Ang layunin mong marangal

Pamantasan naming mahal.