

FIFTEENTH CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
First Regular Session)

OFFICE OF THE CLERK
10 JUL 21 58:29

SENATE
S. No. 1683

RECEIVED BY *[Signature]*

Introduced by Senator Miriam Defensor Santiago

EXPLANATORY NOTE

The Constitution, Article 15, Section 1 provides “The State recognizes the Filipino family as the foundation of the nation. Accordingly, it shall strengthen its solidarity and actively promote its total development.”

The Department of Labor and Employment (DOLE) has, for a long time now, already shifted from “family planning” to the more popularly accepted and holistic concept of “family welfare”. The present Family Welfare Program (FWP) being promoted by DOLE has ten dimensions, of which Reproductive Health (RH) covering family planning is merely one.

The present implementers of FWP are not limited to establishments employing 200 or more workers. Some smaller establishments have voluntarily or optionally promoted family welfare at their workplaces.

The adoption of holistic, comprehensive and multi-sectoral approaches and strategies is imperative in integrating other welfare services (such as livelihood, education, nutrition, spiritual/value formation; etc.) into the provisions of the Labor Code.

Hence, the Labor Code provisions on family planning should be amended in order to reflect the new program. However, the new provisions should be re-located from Book III (Conditions of Employment) to Book IV (Health, Safety, and Social Welfare Benefits).¹

[Signature]
MIRIAM DEFENSOR SANTIAGO

¹ This bill was originally filed in the Fourteenth Congress, Second Regular Session

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1 AN ACT
2 TO AMEND PRESIDENTIAL DECREE NO. 442, BOOK IV, TO INCLUDE AN
3 ADDITIONAL TITLE ON FAMILY WELFARE
4

5 *Be it enacted by the Senate and the House of Representatives of the Philippines in*
6 *Congress assembled:*
7

8 SECTION 1. Presidential Decree No. 442, Book IV, is hereby amended to include an
9 additional title on Family Welfare, to read as follows:

10 **Title V – Employee Welfare Services**

11 **FAMILY WELFARE**

12 **ART. 211. Family welfare services.** – Family welfare services for employees shall
13 include the following dimensions:

- 14 (1) Spirituality or Value formation;
15 (2) Responsible Parenthood;
16 (3) Nutrition;
17 (4) Education and Gender Equality;
18 (5) Medical Health Care
19 (6) Income Generation;
20 (7) Environment Protection and Sanitation;
21 (8) Housing;
22 (9) Sports and Recreation; and
23 (10) Transportation.

24 Establishments with 200 or more workers are required to set up family welfare
25 committees or other mechanisms that will provide family welfare services, which shall include
26 free natural family planning education, to their employees.

1 Establishments with less than 200 workers shall develop their own programs or
2 mechanisms to promote family welfare services, such as integrating into the responsibilities of
3 the safety and health committee, as may be appropriate in their own circumstances.

4 SECTION 2. *Separability Clause.* – If any provision or part hereof, is held invalid or
5 unconstitutional, the remainder of the Act or the provision not otherwise affected shall remain
6 valid and subsisting.

7
8 SECTION 3. *Repealing Clause.* – The provisions of Presidential Decree No. 442, Book
9 III, Title III, Chapter 1, Article 134, and any law, presidential decree or issuance, executive
10 order, letter of instruction, administrative order, rule or regulation contrary to, or inconsistent
11 with the provisions of this Act is hereby repealed, modified or amended accordingly.

12
13 SECTION 4. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its
14 publication in at least two (2) newspapers of general circulation.

15 Approved,

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17 /fldp