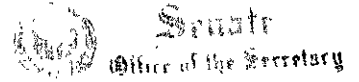


SIXTEENTH CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
Third Regular Session)



15 OCT -1 P2 :46

SENATE
S. No. 2977

OFFICE OF THE SECRETARY

Introduced by Senator Miriam Defensor Santiago

AN ACT
AMENDING PRESIDENTIAL DECREE NO. 442, OR THE LABOR CODE OF
THE PHILIPPINES, BOOK IV, TO INCLUDE AN ADDITIONAL TITLE ON
FAMILY WELFARE

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 small 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

Miriam Defensor Santiago
MIRIAM DEFENSOR SANTIAGO
JP

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

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

1 SECTION 1. Presidential Decree No. 442 or the Labor Code of the Philippines,
2 Book IV, is hereby amended to include an additional title on Family Welfare, to read as
3 follows:

4 **TITLE V – Employee Welfare Services**

5 **FAMILY WELFARE**

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

- 8 (1) Spirituality or Values Formation
9 (2) Responsible Parenthood;
10 (3) Nutrition;
11 (4) Education and Gender Equality;
12 (5) Medical Health Care;
13 (6) Income Generation;
14 (7) Environment Protection and Sanitation;
15 (8) Housing;
16 (9) Sports and Recreation; and

1 (10) Transportation.

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

5 Establishments with less than 200 workers shall develop their own programs or
6 mechanisms to promote family welfare services, as may be appropriate in their own
7 circumstances.

8 SECTION 2. *Separability Clause.* – If any provision of this Act is held invalid or
9 unconstitutional, the same shall not affect the validity and effectivity of the other
10 provisions hereof.

11 SECTION 3. *Repealing Clause.* – All laws, decrees, orders, and issuances, or
12 portions thereof, which are inconsistent with the provisions of this Act, are hereby
13 repealed, amended or modified accordingly.

14 SECTION 4. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after
15 its publication in the *Official Gazette* or in two (2) newspapers of general circulation.

Approved,

/mat24Sept15