NATIONAL ADMINISTRATIVE REGISTER · JANUARY 30, 2009

INTENSIFYING IMPLEMENTATION OF THE FAMILY WELFARE PROGRAM THROUGH PROVISION OF FAMILY HEALTH PROGRAM SERVICES

DOLE DEPARTMENT ADVISORY NO. 3, S. 2009, January 30, 2009

Read online (full-text search, related cases, audio case brief): https://batas.org/library/2b0765eea15a/

Consistent with the DOLE efforts to promote the welfare of workers and their families while contributing to the attainment of objectives of the Medium Term Philippine Development Plan (MTPDP) in relation to the country's commitment as signatory to the Millennium Development Goals (MDGs), all Regional Offices and concerned central offices of this Department are hereby enjoined to intensify implementation of the Family Welfare Program (FWP) in all establishments in collaboration and coordination with partner agencies, family welfare federations and other relevant organizations.

1. Program Distinctions

> "Family Welfare Program" refers to the program being promoted by DOLE that provides family welfare services to workers, as described under Department Order No. 56-03 which is carried out in the workplace by the employer through a Family Welfare Committee (FWC) or similar workplace-based special body composed of representatives of labor, management and the plant clinic, if there is any.
>
> "Family Health Program Services" as used herein, is the collective term of the Department of Health (DOH) for the different services included in its package of Family Health Program Services in the Workplace (as stated in the attached matrix[*])

2. Roles of the DOLE offices and personnel

> a. The DOLE Regional Offices and their Field Offices shall target the setting-up and strengthening of FWC in all establishments employing 200 workers or more and in unionized establishments in their areas, so that by end of 2010, all or 100% of such establishments will have FWC or similar special in-plant bodies carrying out family welfare services.
>
> b. They shall likewise provide assistance to establishments with less than 100 workers and/or with no unions, if interested and willing to form a committee for this purpose.
>
> c. To facilitate the FWP implementation and the delivery of family welfare and family health program services to workers and their families, the DOLE RO and FO shall encourage the formation of Federations of FW Committees or similar bodies engaged in promoting the FWP in their areas.
>
> d. In relation to the Income Generation or Livelihood component of the FWP, the RO shall promote the Workers' Income Augmentation Program (WINAP) for the benefit of qualified FWC or federation of FWC.

3. Reporting and Monitoring of FWP implementation

Administrative Order No. 209 of 2004 shall continue to guide the FWP implementer through the use of the Checklist of Priority Activities Related to FWP Implementation in the promotion and monitoring of the FWP-related activities. The Regional Office shall keep on file the Accomplished Checklists for ready reference

Turn this case into an audio lecture - facts, issues, ruling and doctrine - at batas.org

when accomplishing the Statistical Performance Reporting System (SPRS) and other reports.

The Bureau of Women and Young Workers shall monitor FWP implementation and guide FWP implementer in their promotion efforts towards formation of plant-level FW committees and their federation.

4. Collaborative and Coordinative Activities

The FWP implementer shall link the FW C or Federation of FWC with the DOH through the National Center for Disease Prevention and Control (NCDPC) and its implementing arm at the regional level, the Centers for Health Development (CHD). The CHD field personnel has the responsibility for implementation and monitoring of the DOH Family Health Program Services for the benefit of the worker and the workers' family, including the collection of employer reports and other health service requirements.

The DOLE RO and CHD collaborative and coordinative activities shall also apply in the conduct of such activities as information dissemination on nutrition, hygiene and sanitation and the promotion of a drug-free workplace, among other common program concerns.

For guidance and compliance.

Adopted: 30 Jan. 2009

(SGD.) ROSALINDA D. BALDOZ
Acting Secretary

---

[*] Not Filed with ONAR.

Bar review courses, mock exams and a study planner that keeps you on pace - batas.org

ABOUT BATAS.ORG

Study smarter at BATAS.org

The Philippine bar review and law-school companion built around how your brain actually remembers.

The complete Philippine law library - free for everyone.

More than 100,000 Supreme Court decisions, Republic Acts, and executive issuances - full-text searchable, browsable by category and year, and always free. No paywall, no login. This PDF came from it.

Audio case-brief lectures.

Any decision becomes a podcast-style lecture - facts, issues, ruling, and doctrine - with read-along highlighting and a hands-free presentation mode. Study while commuting, working out, or resting your eyes.

Bar review built on the science of memory.

Complete, sequenced courses for all eight bar subjects, narrated like podcasts and reinforced with retrieval practice and spaced review - the study techniques with the strongest evidence behind them.

The full law-school curriculum.

One subscription unlocks the entire J.D. curriculum - every subject, every lesson, with your progress tracked down to the paragraph so you can pick up exactly where you left off, on any device.

Mock exams that tell you where you stand.

Timed multiple-choice exams graded instantly, with per-subject score breakdowns and focus suggestions that point you at your weakest topics first.

A study planner that keeps you on pace.

Set your schedule and BATAS tells you every day whether you are on track for bar day - and exactly which lesson to take next.

Start free at https://batas.org

The law library is free forever - and your first lesson is one click away.

The text of this document is an official public record and remains in the public domain. Formatting, presentation, and compilation © 2026 batas.org.

Downloaded free from the batas.org Law Library. Share it freely - the library is free for every law student, bar reviewee, and practitioner.