RATIONALIZING THE IMPLEMENTATION OF FAMILY WELFARE PROGRAM (FWP) IN DOLE

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SECTION 1. Basis - Pursuant to Article 134 of the Labor Code and its Implementing Rules and Regulations, and in line with the Department's commitments to the 1995 International Conference on Women in Beijing, the 1999 International Conference on Population and Development Programme of Action, the Philippine Population Management Program, the Directional Plan for 2002-2004, and the Philippine Plan for Nutrition 1999-2004, the priorities of the Family Welfare Program (FWP) are hereby modified.

SECTION 2. New Priorities of the Family Welfare Program - From its original thrust of promoting family planning, the program will shift its focus to providing family welfare services to workers. The ten dimensions of the program which will serve as guide to both labor and management in the implementation of programs and projects consist of the following: a) Reproductive Health and Responsible Parenthood; b) Education/Gender Equality; c) Spirituality or Value Formation; d) Income Generation/Livelihood/Cooperative; e) Medical Health Care; f) Nutrition; g) Environmental Protection, Hygiene and Sanitation; h) Sports and Leisure; i) Housing; and j) Transportation.

SECTION 3. Reproductive Health - The Philippines, as signatory to the Programme of Action of the 1994 International Conference on Population and Development subscribes to the consensus of broadening population policies and programs beyond family planning.

Reproductive Health shall refer to the state of complete physical, mental and social well-being and not merely the absence of disease or infirmity, in all matters relating to the reproductive system and its functions and processes. Furthermore, Reproductive Health Care as defined as interventions or services to include, but are not limited to the following concerns: a) Family Planning (FP); b) Maternal and Child Health and Nutrition (MCHN); c) Prevention and Management of Abortion and its Complications (PMAC); d) Prevention and Management and Reproductive Tract Infections (RTIs); e) Education and Counseling on Sexuality and Sexual Health; f) Breast and Reproductive Tract Cancers and other Gynecological Conditions; g) Men's Reproductive Health; h) Adolescent and Youth Health; i) Violence Against Women and Children; and, j) Prevention and Treatment of Infertility and Sexual Dysfunction.

SECTION 4. Major Activities that Can Be Undertaken Under the FWP - The Department of Labor and Employment (DOLE) through the Bureau of Women and Young Workers (BWYW) and the DOLE-Regional Offices as well as establishments covered by this Department Order shall provide orientation-seminars on the FWP focusing on reproductive health gender equality and nutrition. Appropriate information organization of Family Welfare Committees (FWCs) in establishments employing more than 200 workers.

To institutionalize the Program, capability building activities shall be provided for labor and management leaders, members of Family Welfare Committees, plant clinic staff (nurses, midwives, doctors), and peer educators.

SECTION 5. Implementing Mechanism - The DOLE, through the Bureau of Women and Young Workers and the DOLE Regional offices shall ensure the full implementation of the Family Welfare Program in partnership with concerned government agencies, employers groups, workers organizations and the rest of civil society.

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In particular, as program manager, the BWYW shall:

1. Provide the technical supervision and support interventions that will enable the operating units to attain maximum program targets and objectives;

2. Issue a checklist of existing programs, projects and activities related to FWP implementation.

As program implementers, the Regional Offices shall:

1. Coordinate activities with the regional development councils, regional population coordinating council, or other similar appropriate committee or groups to create strong linkages and convergence among various stakeholders;

2. Ensure the enforcement of Article 134 of Labor Code, as amended, as well as strengthen advocacy in the implementation of the Family Welfare Program; and

3. Provide information and render support services on matters concerning reproductive health to the Regional Population Coordinating Council or other appropriate commitee or group, which is the regional focal point in orchestrating and monitoring the implementation of the national population policy.

SECTION 6. Employers' Responsibilities - Establishments employing more than two hundred (200) workers in any locality shall form a Family Welfare Committee (FWC) through the assistance of the DOLE-Regional Offices. The FWC will be responsible for planning, organizing and implementing an in-plant family welfare program. The in-plant program shall focus on the ten dimensions of the FWP.

Employers are likewise urged to provide the necessary support, assistance and resources to the Family Welfare Committee (FWC) in the conduct of capability building activities for labor and management leaders, members of the Family Welfare Committees, plant clinic staff (nurses, midwives, and doctors), and peer educators.

Establishments with less than two hundred (200) workers are encouraged to establish/organize a Family Welfare Committee and implement a family welfare program.

SECTION 7. Funding - All DOLE Regional Offices are directed to use the annual five percent (5%) Gender and Development budget allocation to implement the Family Welfare Program. The Regional Offices can likewise access the Working Youth Center Program budget allocation relative to activities concerning adolescent and youth health.

SECTION 8. Effectivity - This Department Order shall take effect fifteen (15) days after its publication in two (2) newspapers of general circulation.

Adopted: 11 Dec. 2003

(SGD.) PATRICIA A. STO. TOMAS
Secretary

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