

Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila

DEPARTMENT OF LABOR AND EMPLOYMENT	
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DEPARTMENT ADVISORY NO. 3
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**INTENSIFYING IMPLEMENTATION OF
THE FAMILY WELFARE PROGRAM THROUGH PROVISION OF
FAMILY HEALTH PROGRAM SERVICES**

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

The Bureau of Women and Young Workers shall monitor FWP implementation and guide the 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 FWC 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 worker's 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.


ROSALINDA D. BALDOZ
Acting Secretary

30 January 2009



Attachment to DOLE Department Advisory

**Department of Health
FAMILY HEALTH PROGRAM SERVICES IN THE WORKPLACE**

BASIC WORKPLACE SERVICE PACKAGE	WHO CAN AVAIL	REGULARLY AVAILABLE AT	COST	COMPANY RESPONSIBILITY
Tetanus Toxoid for Mothers	pregnant women	barangay health stations, health centers, lying-in clinics, government hospitals	free	-Referral to government facility -May ensure PhilHealth coverage of employees so they can avail of Maternal Care Package (MCP) benefits
Prenatal Care	pregnant women	barangay health stations, health centers, lying-in clinics, government hospitals	free	-Referral to government facility -May ensure PhilHealth coverage of employees so they can avail of Maternal Care Package (MCP) benefits -Ensure availability of Mother and Child Book for their employees if not available in the facility (Ex: shoulder reproduction for their employees' use)
Postnatal Care	lactating/breastfeeding women	barangay health stations, health centers, lying-in clinics, government hospitals	free	-Referral to government facility -May ensure PhilHealth coverage of employees so they can avail of Maternal Care Package (MCP) benefits -Provision of dedicated and appropriate room/space in the company premises
Regular Health Medical Check up				
a) Physical Examination	men & women	barangay health stations, health centers, lying-in clinics, government hospitals	free	-Referral to government facility -May shoulder cost/ cost sharing/health care financing (PhilHealth/ Health Maintenance Organization [HMO])
b) Routine Laboratory Exam (CBC, Urinalysis, Fecalalysis, Chest x-ray, ECG)	men & women	some health centers, government hospitals	minimal charge	-Referral to government facility -May shoulder cost/ cost sharing/health care financing (PhilHealth/ HMO)
c) Blood Chemistry (FBS, Cholesterol, Uric acid)	men & women	some health centers, government hospitals	minimal charge	-Referral to government facility -May shoulder cost/cost sharing/health care financing (PhilHealth/ HMO)
d) Cancer Screening (Acetic Acid Wash, Digital Rectal Exam)	Acetic Acid Wash for women; Digital Rectal Exam for men	some health centers, government hospitals	free	-Referral to government facility
Dental Check-up	men & women	health centers, government hospitals	free	-Referral to government facility -May provide service if equipped with proper facilities and trained personnel/cost sharing/ health care financing (PhilHealth/HMO)

BASIC WORKPLACE SERVICE PACKAGE	WHO CAN AVAIL	REGULARLY AVAILABLE AT	COST	COMPANY RESPONSIBILITY
Modern Family Planning Method (pills, condoms, DMPA)	men & women	barangay health stations, health centers, lying-in clinics, government hospitals	minimal charge	-Referral to government facility -May provide commodities/cost sharing/health care financing (Phil-Health HMO)
Breastfeeding Station and Lactation Room	pregnant and breastfeeding/lactating women	-	free	-Provision of dedicated and appropriate room/space in the company premises
Micronutrient Supplementation	pregnant and breastfeeding/lactating women	barangay health stations, health centers, lying-in clinics, government hospitals	free	-Referral to government facility -May ensure PhilHealth coverage of employees so they can avail of Maternal Care Package (MCP) benefits
Deworming Drugs	men & women	barangay health stations, health centers, government hospitals	free	-Referral to government facility
Health Education/ Counseling on Breastfeeding, Fertility Awareness, Family Planning, Lactation Amenorrhea Method (LAM), Nutrition & Sexually Transmitted Diseases (STDs)/HIV-AIDS	men & women of reproductive age	barangay health stations, health centers, lying-in clinics, government hospitals	free	-Referral to government facility -May provide services if equipped with proper facilities and trained personnel
Healthy Lifestyle Activities (Risk Assessment Tool, Regular Exercise, etc.)	men & women	Health centers	free	-Referral to government facility -May provide services if equipped with proper facilities and trained personnel
ADDITIONAL SERVICES THAT EMPLOYERS MAY SUPPORT				
Iron Supplement for all employees	men & women	barangay health stations, health centers, lying-in clinics, government hospitals	free	-Referral to government facility -May provide commodities and services if equipped with proper facilities and trained personnel -Cost sharing/health care financing (PhilHealth/ HMO)
Hepatitis B Profile	men & women	some health centers, government hospitals	minimal; charge	-Referral to government facility -Cost sharing/ health care financing (Phil-Health/ HMO)
Immunization of Employees' Children	Under 5 years old	barangay health stations, health centers, government hospitals	free	-Referral to government facility -Cost sharing (vaccine c/o DOH, while syringe c/o employer)