

[DOLE DEPARTMENT ORDER NO. 56-03, December 11, 2003]

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

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