

**[ EXECUTIVE ORDER NO. 340, February 05, 1997 ]**

**DIRECTING NATIONAL GOVERNMENT AGENCIES AND  
GOVERNMENT-OWNED AND -CONTROLLED CORPORATIONS TO  
PROVIDE DAY CARE SERVICES FOR THEIR EMPLOYEES'  
CHILDREN UNDER FIVE YEARS OF AGE**

WHEREAS, Section 12, Article II of the Constitution provides that the State recognizes the sanctity of the family as a basic autonomous social institution and shall support the natural and primary right and duty of parents in the rearing of the youth for civic efficiency and development of moral character;

WHEREAS, in July 1990, the Philippines ratified the Convention on the Rights of the Child, Article 18(2) and (3) of which provides that State Parties shall render appropriate assistance to parents and legal guardians in the performance of their child-rearing responsibilities, ensure the development of institutions, facilities and services for the care of children and take appropriate measures to ensure that children of working parents have the right to benefit from the child care services and facilities for which they are eligible;

WHEREAS, Section 31, Chapter 5, Subtitle A, Title 1, Book V of Executive Order 292, otherwise known as the Administrative Code of 1987, requires that provisions for employees welfare be established in each government entity to be integrated into the agency's career and personnel development plan;

WHEREAS, the provision of child care services will not only be beneficial to the children and their mothers but also to government with the eventual improved performance and minimal absenteeism of employees due to problems related to child care.

NOW, THEREFORE, I, FIDEL V. RAMOS, President of the Philippines, by virtue of the powers vested in me by law, do hereby order and direct the following:

*SECTION 1. Day Care Services and Their Coverage.* — All National Government Agencies and Government-Owned and-Controlled Corporations shall provide day care services to children of their employees under five years ago. These services shall be provided either within their office facilities or in the areas accessible and/or acceptable to the parents. Such services shall accommodate children, aged 5 years and below, of employees with no competent household help.

*SECTION 2. Objectives of the Services.* — To ensure that the employee's children shall enjoy the following opportunities and benefits:

1. Proper care and nutrition to become physically fit;
2. Development of social, mental, intellectual skills;