

NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Third Regular Session)



24 JUN -4 P 3 :05

SENATE

S. No. 2704

RECEIVED BY:

Introduced by Senator Jinggoy Ejercito Estrada

AN ACT
FURTHER AMENDING BOOK IV OF PRESIDENTIAL DECREE NO. 442,
OTHERWISE KNOWN AS THE "LABOR CODE OF THE PHILIPPINES" TO
INCLUDE AN ADDITIONAL TITLE ON FAMILY WELFARE

EXPLANATORY NOTE

The achievement of an ideal work-life balance remains to be a challenge to many employees. The continuing evolution of demands and requirements in the workplace impose additional and inevitable stress and anxiety that pushes to the sidelines their essential needs for spiritual, psychological and social growth.

Moreover, "for employees juggling family work and responsibilities, it's much easier to experience decreased productivity, stress and even burnout." It is, therefore, a worthwhile endeavor for the employers to provide family support services in the workplace to provide holistic approach to improving the employee's welfare. The benefits of family support services include the reduction of stress of juggling family responsibilities, prevention of employee burnout and further mental or physical health issues, improvement of positive attitude toward work commitments, increased company loyalty, reduction of staff turnover, and creation of a calmer and happier workplace with strong friendships and morale.¹

¹ [Why providing family support services to your people improves employee satisfaction | Juggle Street](#)

This measure seeks to amend the Labor Code of the Philippines to include family welfare services to the employees that will educate and empower them in various aspects. It was adapted from the bill introduced by Senator Miriam Defensor Santiago in the 16th Congress.

In view of the foregoing, the immediate passage of this bill is highly recommended.



JINGGOY EJERCITO ESTRADA

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Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

1 Section 1. Book IV of Presidential Decree No. 442, otherwise known as the
2 "Labor Code of the Philippines" is hereby further amended to include an additional
3 title on Family Welfare which shall read as follows:

4 "TITLE V – EMPLOYEE WELFARE SERVICES

5 "FAMILY WELFARE

6 "ART. 217-A. FAMILY WELFARE SERVICES. – FAMILY
7 WELFARE SERVICES FOR EMPLOYEES SHALL INCLUDE THE
8 FOLLOWING DIMENSIONS:

9 "(1) SPIRITUALITY OR VALUES FORMATION;

10 "(2) RESPONSIBLE PARENTHOOD;

11 "(3) NUTRITION;

12 "(4) EDUCATION AND GENDER EQUALITY;

13 "(5) MEDICAL HEALTH CARE AND MENTAL HEALTH

14 "(6) INCOME GENERATION AND FINANCIAL
15 LITERACY;

16 "(7) ENVIRONMENT PROTECTION AND SANITATION;

1 “(8) HOUSING;
2 “(9) SPORTS AND RECREATION; AND
3 “(10) TRANSPORTATION.

4 “ESTABLISHMENTS WITH TWO HUNDRED (200) OR MORE
5 WORKERS ARE REQUIRED TO SET UP FAMILY WELFARE
6 COMMITTEES OR OTHER MECHANISMS THAT WILL
7 PROVIDE FAMILY WELFARE SERVICES TO THEIR
8 EMPLOYEES.

9 “ESTABLISHMENTS WITH LESS THAN TWO HUNDRED (200)
10 WORKERS SHALL DEVELOP THEIR OWN PROGRAMS OR
11 MECHANISMS TO PROMOTE FAMILY WELFARE SERVICES,
12 AS MAY BE APPROPRIATE IN THEIR OWN
13 CIRCUMSTANCES.”

14 *Sec. 2. Separability Clause.* – If any provision or part hereof is held invalid or
15 unconstitutional, the remainder of the law or the provision or part not otherwise
16 affected shall remain valid and subsisting.

17 *Sec. 3. Repealing Clause.* – Any law, presidential decree or issuance,
18 executive order, letter of instruction, administrative order, rule, or regulation
19 contrary to or inconsistent with the provisions of this Act are hereby repealed,
20 modified, or amended accordingly.

21 *Sec. 4. Effectivity.* – This Act shall take effect fifteen (15) days after its
22 publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,