



Philippine Economic Zone Authority

MEMORANDUM CIRCULAR: 2018-010

TO : Economic Zone Developers
Economic Zone Locator Enterprises

FROM : BGen Charito B. Plaza MNSA, Phd
Director General

SUBJECT : Implementation of the Expanded Breastfeeding Promotion Act in
the Economic Zones

DATE : 4 May 2018



1519-2018-00097

Consistent with the national policy to “protect working women by providing safe and healthful working conditions, taking into account their maternal functions and such facilities that will enhance their welfare and enable them to realize their full potential in the service of the nation”¹, PEZA, through its head office and its offices in the economic zones shall promote and encourage breastfeeding and provide the specific measures that would present opportunities for mothers to continue expressing their milk and/or breastfeeding their infant or young child.

We thus, would like to share the salient points of the implementing rules and regulations of the “Expanded Breastfeeding Promotion Act of 2009” and request all PEZA-registered enterprises to observe the following:

1. **Create a written breastfeeding policy** to support breastfeeding in the workplace.
2. **Establish lactation stations.** Existing health clinics within establishments may be utilized as breastfeeding / lactation stations. All employees should be made aware of the existence of the lactation room or the use of the clinic as breastfeeding or lactation area so as to properly guide visitors who need this facility.
3. **Allow lactation breaks.** Promote the implementation of lactation breaks to enable nursing employees to breastfeed or express milk. In no case shall such lactation breaks be less than 40 minutes for every 8-hour working period.
4. **Make information on breastfeeding available in the workplace.** At the very least, workers should be informed about RA 10028, its IRR.
5. **Avail of relevant incentives.** Encourage establishments to secure from the DOH a “Working Mother-Baby-Friendly Certificate” so as to be able to avail of tax incentives for the provision of suitable facilities or services within the lactation station.
6. **Sanctions for non-compliance.** All entities should be made aware of administrative sanctions that may be imposed which may translate to a fine of not less than Php 50,000 for unjustifiable refusal or failure to comply with the need of nursing employee to take lactation breaks or the establishment of lactation area.
7. **Exemption from establishment of lactation area.** Economic zone enterprises who have no nursing, no lactating or pregnant employee and with no female clients may be able to secure exemption from DOLE subject to DOLE Department Order 2015-143².

For your compliance.

¹ DOH Memorandum Circular 2011-55. Implementing Rules and Regulation of RA 10028. *An Act Expanding the Promotion of Breastfeeding, Amending for the Purpose RA 7600, Otherwise Known as “An Act Providing Incentives to all Government and Private Health Institutions with Rooming-in and Breastfeeding Practices and for Other Purposes”*. 22 August 2011. http://home2.doh.gov.ph/ais_public/mcpdf/mc2011-0055.pdf

² DOLE Department Order 2015-143. *Guidelines Governing Exemption of Establishments from Setting Up Workplace Lactation Stations*. 20 May 2015. <http://www.bwsc.dole.gov.ph/programs-and-projects-submenu1/lactation-stations-in-the-workplace.html>