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LABOR ADVISORY NO. 06
Series of 2025

**IMPLEMENTATION OF A WORKPLACE-BASED
CERVICAL CANCER PREVENTION AND EARLY DETECTION
INITIATIVES**

Pursuant to the authority of the Secretary of Labor and Employment under Article 5 of the Labor Code of the Philippines, as renumbered, and in support of Presidential Proclamation No. 368, Series of 2003, which declares the month of May as Cervical Cancer Awareness Month, and in line with the Department of Health Memorandum No. 2024-0143, this Labor Advisory is hereby issued for the information, guidance, and compliance of all concerned:

I. Coverage

This Advisory shall apply to all employers in the private sector and their female employees to accelerate the elimination of cervical cancer as a public health concern.

II. Implementation of Cervical Cancer Prevention and Early Detection Initiatives

All covered establishments are strongly encouraged to adopt the following workplace-based interventions to support cervical cancer prevention and control:

- a. **Conduct of Cervical Cancer Screening Programs.** Employers are encouraged to organize and facilitate workplace-based cervical cancer screening activities and related health services for female employees.
- b. **Health Promotion and Information Campaigns.** Employers shall promote health education initiatives to prevent cervical cancer, emphasizing the benefits of Human Papillomavirus vaccination and regular screening.
- c. **Submission of Screening Data.** Employers are encouraged to submit reports on the number of women screened and other services provided to the appropriate Centers for Health Development for monitoring and evaluation.
- d. **Enhancement of Employee Health Benefits.** Employers are encouraged to integrate cancer screening and treatment benefits into existing Health Maintenance Organization packages and to establish partnerships with accredited healthcare providers

and/or DOH-retained hospitals to ensure accessible and quality services.

For reference and guidance, a copy of DOH Department Memorandum No. 2024-0143, or the Operational Guidelines on the Implementation of the Nationwide Cervical Cancer Screening Services, is attached herewith.

III. Excused Absence for Screening and Vaccination

In support of these initiatives, employers are highly encouraged to allow employees to be excused from work without being marked absent under the following circumstances:

- a. When undergoing cervical cancer screening;
- b. When accompanying their children for Human Papillomavirus vaccination, and
- c. When attending to children experiencing adverse effects following vaccination.

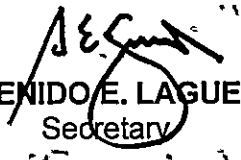
Employees availing of the above shall present valid proof of screening, vaccination, or medical attendance upon resumption of work.

IV. Provision of Appropriate Assistance

The DOLE Regional Offices are directed to advocate the importance of cervical cancer prevention and screening in their respective enforcement activities and to participate in the nationwide information and advocacy campaigns spearheaded by the Department of Health, Centers for Health Development.

Be guided accordingly.

29 April 2025


BIENVENIDO E. LAGUESMA
Secretary
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Office of the Secretary

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