



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

NINETEENTH CONGRESS
Third Regular Session

HOUSE BILL NO. 11020



Introduced by
HON. ATTY. GERVILLE “JINKY BITRICS” R. LUISTRO

**AN ACT PROVIDING LEAVE INCENTIVES AND BENEFITS FOR MEN WHO
UNDERWENT ANDROLOGICAL PROCEDURES**

EXPLANATORY NOTE

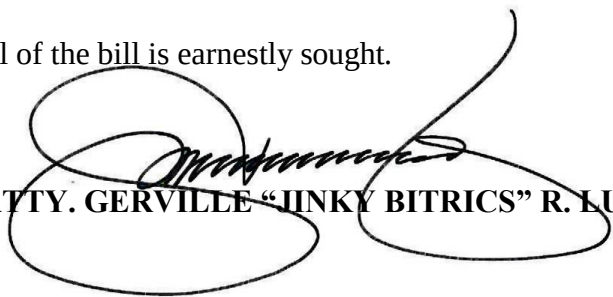
Prostate cancer is responsible for over 3,200 deaths annually in the Philippines¹, and is currently ranked as the third most common cancer among men in the country, following lung and colorectal cancers. The risk of developing this chronic disease significantly increases with age, making early detection critical in mitigating its impact on public health.

However, the potential side effects of andrological treatments, such as incontinence, urinary issues, hot flashes, nausea, and fatigue, often result in extended absences from work and costly medical maintenance—expenses that many Filipino workers, particularly those with modest incomes, are unable to bear.

This proposed legislation seeks to bring attention to the often-overlooked issue of andrological procedures, which remain under-discussed due to cultural stigmas surrounding men’s health in the Philippines. By raising awareness and promoting accessible treatment options, this bill aims to address the financial, medical, and social challenges faced by Filipino men undergoing treatment for prostate cancer and other andrological conditions.

¹ <https://easydna.ph/its-a-guy-thing-prostate-cancer-awareness-month>

In view of the foregoing, approval of the bill is earnestly sought.



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

SEC. 1. Short title. – This Act shall be known as the “Special Workplace Benefits for Men Act of 2024”

SEC. 2. Declaration of Policy. – It is the policy of the State to adopt an integrated and comprehensive approach to health development which shall endeavor to make essential goods, health and other social services available to all the people at affordable cost. Furthermore, the state shall address andrological needs of men in the workforce and shall endeavor to provide additional medical leave and benefits.

SEC. 3. Definition of Terms. –

Andrological Disorders – refer to a range of medical conditions that affect the male reproductive system and genitourinary tract. This includes issues related to male fertility, sexual dysfunction, and other disorders unique to men.

Male member of the workforce – Individuals who were born with a male sexual/biological characteristic and those who have underwent procedures to change their biological characteristics to a male sex. Furthermore, there should not be a distinction between rank-in-file employees, managerial, interns, and alike.

Government Health Insurance Provider – Shall be, but not limited to, Government Service Insurance System (GSIS), Social Security System (SSS), and Philippine Health Insurance Corporation (PhilHealth).

SEC. 4. Free Andrological Test and Procedures. – Male members of the workforce shall have access to free medical test and procedure to address their andrological disease in public health hospitals. Among others, route check-ups, medicines, and follow-up checkups shall endeavor to make essential goods, health and other social services available free from cost; Provided, they are holders or beneficiaries of government health insurance provider.

SEC. 5. Benefits – Men's right to health –

(a) Comprehensive Health Service. - The state shall, at all times, provide comprehensive and gender-responsive health services and programs to remove the stigma that fences the Filipino men from pursuing gender-based medical needs.

Access to the following services shall be ensured:

1. Responsible, ethical, legal, safe, and effective methods of family planning;
2. Family and State collaboration in youth sexuality education and health services without prejudice to the primary right and duty of parents to educate their children;
3. Prevention and management of reproductive tract infections, including sexually transmitted diseases, HIV, and AIDS;
4. Prevention and management of reproductive tract cancers such as prostate cancer, testicular cancer, and other andrological conditions and disorders;
5. Prevention and management of infertility and sexual dysfunction pursuant to ethical norms and medical standards;

(b) Comprehensive Health Information and Education. - The state shall provide men in all sectors with appropriate, timely, complete, and accurate information and education on all the above-stated aspects of men's health in government education and training programs

SEC. 6. Special Leave Benefits for Men – A male member of the workforce having rendered continuous aggregate employment service of at least six (6) months for the last twelve (12)

months shall be entitled to a special leave benefit of two (2) weeks with full pay based on his gross monthly compensation following surgery caused by andrological disorders.

SEC. 7. Creation of Male Andrological department Section in Medical Institutions – Every public hospital, public medical center, and other public medical institutions must establish a Male Andrological Section for the accommodation of the services to male members of the workforce. Private medical institutions are encouraged to establish a section to accommodate the services to male members of the workforce.

SEC. 8. Implementing Agencies. — The Department of Health (DOH) and the Department of Social Welfare and Development (DSWD) shall lead in the implementation of this Act.

SEC. 9. Appropriations. - The amount necessary for the initial implementation of this Act shall be sourced from the budgets of the DOH, PCSO, and government health insurance provider under their current General Appropriations Act (GAA). Thereafter, such sums necessary for the continued implementation of this Act shall be included in their annual GAA.

SEC. 10. Implementing Rules and Regulations. — DOH, DSWD, and government health insurance providers in consultation with other government agencies shall promulgate the implementing rules and regulations within ninety (90) days from the effectivity of this Act.

SEC. 11. Separability Clause. – if any provisions or part thereof, is held invalid, or unconstitutional, the remainder of the law or the provision not otherwise affected shall remain valid and subsisting.

SEC. 12. Repealing Clause. – any law, presidential decree or issuance, executive order, letter of instruction, administrative order, rule or regulation contrary to, or inconsistent with the provision of this Act is hereby repealed or amended accordingly.

SEC. 13. Effectivity. – this Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved