

**BENGUET STATE UNIVERSITY
POLICY ON BREASTFEEDING PRACTICES**

Implementing Republic Act No. 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" as amended by Republic Act 10028 known as the "Expanded Breastfeeding Promotion Act of 2009".

**RULE I
ENABLING PROVISIONS**

Section 1. Title – This policy shall be known and cited as the BSU POLICY ON BREASTFEEDING PRACTICES.

Section 2. Purpose – This policy is promulgated to facilitate compliance with and to achieve the objectives of Republic Act No. 7600, otherwise known as "The Rooming-in and Breast-Feeding Act of 1992" as amended by Republic Act 10028 known as the "Expanded Breastfeeding Promotion Act of 2009".

Section 3. Construction – These rules shall be liberally construed and applied in accordance with and in furtherance of the policy and objectives of the law. In case of conflict and/or ambiguity, which may arise in the implementation of these Rules, the concerned agencies shall issue the necessary clarification.

Section 4. Declaration of Policy – Benguet State University shall protect working women by providing safe and healthful working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potentials in the service of the nation. Towards this end, the University 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.

Consonant thereto Benguet State University adopts rooming-in as a matter of policy to encourage, protect and support the practice of breastfeeding. It shall create an environment where basic physical, emotional, and psychological needs of mothers and infants are fulfilled through the practice of rooming-in and breastfeeding.

This is consistent with international treaties and conventions to which the Philippines is a signatory such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which emphasizes provision of necessary supporting social services to enable parents to combine family obligations with work responsibilities; the Beijing Platform for Action and Strategic Objective, which promotes harmonization of work and family responsibilities for women and men; and the Convention on the Rights of the Child, which recognizes a child's inherent right to life and the State's obligations to ensure the child's survival and development.

**RULE II
DEFINITION OF TERMS**

SECTION 5. Definition of Terms. — as used in this Rule, the following terms shall have the meaning as indicated hereunder:

- a) **Age of gestation** - the length of time the fetus is inside the mother's womb.
- b) **Bottle feeding** - the method of feeding an infant using a bottle with artificial nipples, the contents of which can be any type of fluid.
- c) **Breastfeeding** - the method of feeding an infant directly from the human breast.
- d) **Breast milk** - the human milk from a mother.
- e) **Breast milk substitute** - any food being marketed or otherwise represented as partial or total replacement of breast milk whether or not suitable for that purpose.

f) **BSU Policy** – a documented set of broad guidelines, formulated after an analysis of all internal and external factors that can affect the University's objectives, operations, and plans. It lays down the University's response to known and knowable situations and circumstances. It also determines the formulation and implementation of strategy, and directs and restricts the plans, decisions, and actions of the University's leadership in the achievement of its objectives.

g) **Donor milk** - the human milk from a non-biological mother.

h) **Expressed breast milk** - the human milk which has been extracted from the breast by hand or by breast pump. It can be fed to an infant using a dropper, a nasogastric tube, a cup and spoon, or a bottle.

i) **Expressing milk** - the act of extracting human milk from the breast by hand or by pump into a container.

j) **Formula feeding** - the feeding of a newborn with infant formula usually by bottle feeding. It is also called artificial feeding.

k) **Health Workers** – all persons who are engaged in health and health-related work, and all persons employed in all hospitals, sanitarium, health infirmaries, health centers, rural health units, *barangay* health stations, clinics and other health-related establishments, whether government or private, and shall include medical, allied health professional, administrative and support personnel employed regardless of their employment status. It includes clinic personnel at the workplace.

l) **Infant** - a child within zero (0) to twelve (12) months of age.

m) **Infant formula** - the breast milk substitute formulated industrially in accordance with applicable Codex Alimentarius standards, to satisfy the normal nutritional requirements of infants up to six (6) months of age, and adopted to their physiological characteristics.

n) **Lactation management** - the general care of a mother-infant nursing couple during the mother's prenatal, immediate postpartum and postnatal periods. It deals with educating and providing knowledge and information to pregnant and lactating mothers on the advantages of breastfeeding, the risks associated with breast milk substitutes and milk products not suitable as breast milk substitutes such as, but not limited to, condensed milk and evaporated milk, the monitoring of breastfeeding mothers by health workers and breastfeeding peer counselors for service patients to ensure compliance with the Department of Health, World Health Organization (WHO) and the United Nations Children's Fund (UNICEF) on the implementation of breastfeeding policies, the physiology of lactation, the establishment and maintenance of lactation, the proper care of the breasts and nipples, and such other matters that would contribute to successful breastfeeding.

o) **Lactation Stations** - private, clean, sanitary, and well-ventilated rooms or areas in the workplace or public places where nursing mothers can wash up, breastfeed or express their milk comfortably and store this afterward.

p) **Low birth weight infant** - a newborn weighing less than two thousand five hundred (2,500) grams at birth.

q) **Milk Donor** – a healthy lactating mother who volunteers to donate her milk

r) **Mother's milk** - the breast milk from the newborn's own mother.

s) **Nursing employee** – any female worker, regardless of employment status, who is lactating or breastfeeding her infant and/or young child

t) **Wet-nursing** - the feeding of a newborn from another mother's breast when his/her own mother cannot breastfeed.

u) **Workplace** - work premises, whether private enterprises or government agencies, including their subdivisions, instrumentalities and government-owned and -controlled corporations.

v) **Young child** - a child from the age of twelve (12) months and one (1) day up to thirty-six (36) months.

**RULE III
BREASTFEEDING IN THE WORKPLACE**

Section 6. General Statement on Coverage – This Rule shall apply to all nursing employees of the Benguet State University.

Section 7. Workplace Lactation Stations – The University shall establish lactation stations in as many places as is feasible within its campus. The Lactation stations shall be accessible to the worker, adequately provided with the necessary equipment and facilities, such as lavatory for storing expressed breast milk; a small table; comfortable seats where the mother can hand expressed and eventually electrical outlets for breast pumps; and other items, the standards which shall be defined by the Department of Health. The lactation station shall be clean, well ventilated, comfortable and free from contaminants and hazardous substances, and shall ensure privacy for nursing employees to express their milk and/or in appropriate cases, breastfeed their child. In no case, however, shall the lactation station be located in the toilet/classroom/rest room. BSU encourages every office/college to spare a space for a lactation station.

Section 8. Workplace compliance with the Milk Code. In addition, BSU shall take strict measures to prevent any direct or indirect promotion, marketing, and/or sales of infant formula and/or breast milk substitutes within the lactation stations, or in any event or circumstances which may be conducive to the same.

Section 9. Lactation Period - Nursing employees are entitled to break intervals in addition to the regular time-off for meals to breastfeed or express milk. The employees shall apply for the availment of such privilege by informing the HRMO through their immediate supervisors. Upon, availment, they shall always notify their immediate supervisor before leaving their station. The employee must first enter her working environment before the privilege can be availed of and not before or after the 8-hour working period. These intervals which include the time it takes an employee to get to and from the workplace lactation station shall be counted as compensable hours worked. The duration of the lactation period is 1 hour daily, dividing it into two breaks, morning and afternoon, with thirty minutes each, preferably 10:00 am and 3:00 pm.

Section 10. Access to Breastfeeding Information. – BSU shall ensure that staff and employees shall be made aware of this policy. All pregnant employees shall be provided with information on how they can combine breastfeeding and work once they return to work.

Regular breastfeeding education should be for pregnant women focusing on capacitating them with skills and knowledge necessary to continue breastfeeding/expressing breast milk after returning to work (manual breast milk expression, cup feeding, handling, storage and transporting of expressed breast milk).

In line thereto, BSU shall organize, initiate and conduct adequate orientation on lactation management, support program for nursing employees.

**RULE IV
BREASTFEEDING INTEGRATION IN THE CURRICULUM**

Section 11. Integration of Breastfeeding Education in the Curricula. – To encourage and promote breastfeeding, the University shall integrate in the relevant subjects in the elementary, high school and college levels, especially in the medical and education, the importance, benefits, methods or techniques of breastfeeding, and change of societal attitudes towards breastfeeding. Towards this end, the University shall:

- (i) Implement issuances on integration of breastfeeding concepts in the curricula;
- (ii) Develop competencies for faculty members and instructors;
- (iii) Provide related learning experiences (RLEs); and
- (iv) Ensure provision of positive and supportive environment to promote and support breastfeeding

(a) **ACADEMIC ORGANIZATION within the University.** Academic organization within the University shall:

- (i) Protect, promote and support breastfeeding through advocacy in organizational activities, forum and conventions among its members;
- (ii) Recognize schools, higher educational institutions supportive of breastfeeding advocacy through awards, incentives, etc;
- (iii) Encourage and support relevant breastfeeding research among its members, and
- (iv) Provide financial support in academic-based breastfeeding program.

(b) **PROFESSIONAL AND SOCIO-CIVIC ORGANIZATIONS.** These organizations shall be enjoined to:

- (i) Adhere and implement among its members national policies and legislation on the protection, promotion and support of breastfeeding;
- (ii) Protect, promote and support breastfeeding through advocacy in organizational activities, for and conventions among its members;
- (iii) Incorporate provisions on organizations' Code of Ethics to promote, protect and support breastfeeding in accordance to Convention on the Rights of the Child (CRC), Patients' Rights and gender and sensitivity principles; and
- (iv) Encourage and support relevant breastfeeding research among its members.

RULE VI FUNDING

Section 12. Funding – The University shall source out funds from its budget for gender and development and/or repairs, maintenance and materials acquisition to support the financial requirements of this policy.

RULE VII FINAL PROVISIONS

Section 13. Separability Clause. If any clause, sentence, paragraph or part of this policy shall be declared to be invalid, the remainder of this policy or any provision not affected thereby shall remain in force and effect.

SECTION 14. Repealing Clause. — All memoranda, circulars, rules and regulations or parts thereof, which are contrary to with this policy are hereby repealed, amended, or modified accordingly.

Section 15. Amendments. This policy may be amended upon affirmative vote of the Administrative Council on the proposed amendment/s and approval thereof by the University Board of Regents.

Section 16. Effectivity Clause. This policy shall take effect immediately upon its approval by the Benguet State University Board of Regents.

CERTIFICATION

This is to certify that this **BSU POLICY ON BREASTFEEDING PRACTICES** was duly approved by the University Board of Regents as per Board Res. No. 2104 Series of 2012 in that 158th Regular Board of Regents of the Benguet State University meeting held at CHED-CAR Conference Room, Km. 6, La Trinidad, Benguet State University compound, La Trinidad, Benguet.

(SGD) GRACE T. BENGWAYAN, Ph.D.
University and Board Secretary

(SGD) BEN D. LADILAD, Ph.D., CESO III
University President