


FIFTEENTH CONGRESS OF THE REPUBLIC )  
OF THE PHILIPPINES )  
First Regular Session )

10 AUG 17 P2:34

SENATE  
S. No. 2424

BY: 

---

Introduced by Senator Miriam Defensor Santiago

---

EXPLANATORY NOTE

Studies show that former prisoners have a slimmer chance of being employed after their release. Most, if not all employers, are reluctant to hire former prisoners, because of their criminal past. This makes it difficult for former prisoners to reform and reintegrate into the society.

This bill seeks to provide incentives to private establishments hiring inmates. It proposes an additional deduction from the gross income, equivalent to fifteen percent (15%) of the total amount paid as salaries and wages to former prisoners, to be given to business establishments employing former prisoners. It also seeks to create a Committee on Employment Opportunities for Former Prisoners under the Department of Justice, which is tasked to draft the implementing rules and regulations for the training and employment of former prisoners.

*This bill was originally filed by Sen. Aquilino Q. Pimentel, Jr. during the Fourteenth Congress.*

  
MIRIAM DEFENSOR SANTIAGO

FIFTEENTH CONGRESS OF THE REPUBLIC )  
OF THE PHILIPPINES )  
First Regular Session )

SENATE  
OFFICE OF THE SECRETARY

10 AUG 17 P2:34

SENATE  
S. No. 2424

RECEIVED BY 

Introduced by Senator Miriam Defensor Santiago

1 AN ACT  
2 INSTITUTING THE FORMER PRISONERS' EMPLOYMENT PROGRAM, AND  
3 APPROPRIATING FUNDS THEREFOR

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

6 SECTION 1. *Short Title.* - This Act shall be known as the "Former Prisoners'  
7 Employment Act"

8 SECTION 2. *Declaration of Policy.* - It is the policy of the State to aid former prisoners  
9 continue their reformation, and help them reintegrate into society after they have been released  
10 from prison.

11 SECTION 3. *Definition of Terms.* - For the purpose of this Act, the term:

12 (A) "Business establishments" means private companies that employ former prisoners;

13 (B) "Committee" means the Committee on Employment Opportunities for Former  
14 Prisoners, under the Department of Justice;

15 (C) "Former prisoners refer to those convicted by final judgment and who have been  
16 released on probation, parole, pardon, or after having served their sentences.

17 SECTION 4. *Committee on Employment Opportunities for Former Prisoners.* - The  
18 Committee on Employment Opportunities for Former Prisoners under the Department of Justice,  
19 hereinafter referred to as the Committee, is hereby created with the task of drafting provisions for  
20 the training and employment of former prisoners.

21 SECTION 5. *Structural and Personnel Organization.* - The Committee shall be headed  
22 by a Chairman and assisted by a Vice Chairman, who shall both be appointed by the President,  
23 upon the recommendation of the Secretary of the Department of Justice.

1 Appointees to the positions of Chairman and Vice Chairman must be holders of a  
2 doctoral / masteral degree in business or public administration and / or lawyers with at least one  
3 year experience in penology management.

4 The Committee shall have a Technical Service Arm to assist it to carry out its duties and  
5 functions.

6 SECTION 6. *Tax Credit* -. Business establishments that will employ former prisoners  
7 upon the effectivity of this Act, shall be entitled to an additional deduction from their gross  
8 income, equivalent to fifteen percent (15%) of the total amount paid as salaries and wages to  
9 former prisoners, subject to Chapter IV of the National Internal Revenue Code.

10 SECTION 7. *Implementing Rules and Regulations* - The Secretary of Department of  
11 Justice and the Secretary of Department of Labor and Employment shall, within thirty (30) days  
12 from effectivity of this Act, issue such rules and regulations necessary for the proper  
13 implementation of the provisions of this law.

14 SECTION 8. Appropriations. The amount necessary to carry out the provisions of this  
15 Act shall be included in the General Appropriations Act of the year following its enactment into  
16 law and thereafter. An initial amount of one hundred million pesos (P100,000,000), shall be  
17 allocated for the first year of its implementation.

18 SECTION 9. *Separability Clause*. – If any provision or part hereof, is held invalid or  
19 unconstitutional, the remainder of the law or the provision not otherwise affected shall remain  
20 valid and subsisting.

21 SECTION 10. *Repealing Clause*. – Any law, presidential decree or issuance, executive  
22 order, letter of instruction, administrative order, rule or regulation contrary to or is inconsistent  
23 with the provision of this Act is hereby repealed, modified, or amended accordingly.

24 SECTION 11. *Effectivity Clause*. – This Act shall take effect fifteen (15) days after its  
25 publication in at least two (2) newspapers of general circulation.

26 Approved,