

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

OFFICE OF THE SECRETARY

10 OCT 15 AS 12

SENATE

RECOMMENDED

COMMITTEE REPORT NO. 7

Submitted jointly by the Committees on Labor, Employment and Human Resources Development and Social Justice, Welfare and Rural Development on OCT 18 2010.

Re: Senate Bill No. 78

Recommending its approval with amendments.

Sponsor: Senator Jinggoy Ejercito Estrada

MR. PRESIDENT:

The Committees on Labor, Employment and Human Resources Development; and Social Justice, Welfare and Rural Development to which were referred:

S. No. 7, introduced by Senator Loren Legarda, entitled:

**“AN ACT
PROVIDING FOR ADDITIONAL BENEFITS AND PROTECTION TO
HOUSEHOLD HELPERS THEREBY AMENDING FOR THIS
PURPOSE ARTICLES 141, 142, 143, 148 AND 151 OF CHAPTER III
OF PRESIDENTIAL DECREE NO. 442, AS AMENDED, OTHERWISE
KNOWN AS THE LABOR CODE OF THE PHILIPPINES”**

S. No. 78, introduced by Senator Jinggoy Ejercito Estrada, entitled:

**“AN ACT
PROVIDING FOR ADDITIONAL BENEFITS AND PROTECTION TO
THE HOUSEHELPERS THEREBY AMENDING FOR THIS PURPOSE
ARTICLES 141, 142, 148 AND 151 OF CHAPTER III OF P.D. 442, AS
AMENDED, OTHERWISE KNOWN AS THE “LABOR CODE OF THE
PHILIPPINES”**

and S. No. 2138, introduced by Senator Manuel "Lito" M. Lapid, entitled:

AN ACT
AMENDING FOR THIS PURPOSE BOOK III, ARTICLES 141, 142,
143, 148 AND 151 OF PRESIDENTIAL DECREE NO. 442, AS
AMENDED, OTHERWISE KNOWN AS THE 'LABOR CODE OF THE
PHILIPPINES' BY PROVIDING FOR ADDITIONAL BENEFITS AND
PROTECTION TO THE DOMESTIC HOUSEHELPERS AND FOR
OTHER PURPOSES

have considered the same and have the honor to report them back to the Senate with the recommendation that Senate Bill No. 78 be approved with the following amendments, taking into consideration Senate Bill No. 7 and Senate Bill No. 2138 making Senators Lagarda, Estrada, and Lapid as authors:

1. On page 1, line 8, correct the spelling of "MAINTAINANCE" to "MAINTENANCE";
2. On page 2, line 1, before Sec. 2, add a new paragraph which shall form part of Section 1, to read as follows:

"A CHILD HOUSEHOLD HELPER IS ANY PERSON WHO IS FIFTEEN (15) YEARS AND ABOVE BUT BELOW EIGHTEEN(18) YEARS. THE PROVISIONS OF SECTION 10(A), PARAGRAPH 2 OF SECTION 12-A AND PARAGRAPH 4 OF SECTION 12-D OF REPUBLIC ACT NO. 7610, AS AMENDED, OTHERWISE KNOWN AS THE " SPECIAL PROTECTION OF CHILDREN AGAINST ABUSE, EXPLOITATION AND DISCRIMINATION ACT", ARE HEREBY INTEGRATED AS PART OF THIS ACT TO PROTECT THE WELFARE OF A CHILD HOUSEHOLD HELPER."

"ANY EMPLOYER WHO HAS BEEN SENTENCED BY A COURT OF LAW OF ANY OFFENSE AGAINST A CHILD HELPER AND THEREAFTER FOUND GUILTY OF ANY OR SIMILAR OFFENSE OF THIS ACT, SHALL BE METED WITH A HIGHER PUNISHMENT AND SHALL BE PROHIBITED FROM HIRING A CHILD HOUSEHOLD HELPERS"

3. On the same page, line 29, insert a space between the semi colon and the word "AND";
4. On page 3, line 28, join the words "AD" and "JUST" to form the word "ADJUST";

5. On page 4, line 2, insert the words "ON TIME" between the words "MADE" and "DIRECTLY";
6. On the same page, line 3, insert the words "AND SHALL RECEIVE A 13TH MONTH PAY GRANTED BY THE EMPLOYER" between the "MONTH" and the period (.);
7. On the same page, line 21, correct the word "LRBOR" to "LABOR";
8. On the same page, line 29, delete the letter "S" from the word "EMPLOYERS" to make the word singular;
9. On page 5, line 3, correct the spelling of the word "WITHOLDING" to "WITHHOLDING";
10. On the same page, line 16, correct the spelling "COUATERAL" to "COLLATERAL";
11. On the same page, line 21, convert the word "THIS" to the plural word "THESE";
12. On page 6, line 14, add the letter "S" after the word "PROVISION" to make it plural;
13. On the same page, line 20, correct the Republic Act No. from "1611" to "1161";
14. On page 7, line 2, insert a comma (,) after the acronym "PHILHEALTH" and add the following words or phrases after the inserted comma and before the dash (-) "HOME DEVELOPMENT MUTUAL FUND OR PAG-IBIG, AND EMPLOYEES COMPENSATION COMMISSION (ECC)";
15. On the same page, line 4, insert a comma (,) after the acronym "PHILHEALTH" and add the following words or phrases after the comma (,) "HOME DEVELOPMENT MUTUAL FUND OR PAG-IBIG, AND EMPLOYEES COMPENSATION COMMISSION (ECC)" before the phrase "in accordance with";
16. On the same page, line 6, insert a comma (,) after the the acronym "PHILHEALTH";

17. On the same page, line 7, insert the acronyms PAG-IBIG, AND ECC" before the word "CONTRIBUTIONS";
18. On the page 8, line 9, add a new Section to read as follows:

"SEC. 9. THE EMPLOYER SHALL TAKE MEASURES TO PROMOTE THE HUMAN RIGHTS OF ALL HOUSEHOLD HELPERS AND RECOGNIZE THE FUNDAMENTAL PINCIPLES AND RIGHTS AT WORK, INCLUDING BUT NOT LIMITED TO THE FOLLOWING:

 - a) FREEDOM OF ASSOCIATION FOR THEIR MUTUAL PROTECTION AND BENEFIT;
 - b) THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOR;
 - c) THE ELIMINATION OF ALL KINDS OF HUMAN TRAFFICKING; AND
 - d) THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION."
19. On the same page, line 11, correct the word "ICASAMBAHAY" to "KASAMBAHAY";
20. On the same page, line 12, insert the phrase "LGUS SHALL ALSO CONDUCT A REGISTRATION OF EMPLOYERS AND HOUSEHOLD HELPERS FOR THE PURPOSE OF MONITORING AND REGULATING THE EMPLOYMENT OF THE SAME. THE" before the acronym "LGUS" ;
21. On the same page, line 14, delete the word "AND" between the words "PLANS" and "PROGRAMS" and insert the words "GENDER-RESPONSIVE AND/OR FRIENDLY" between the words "
22. On page 8, after the insertion of a new Section stated earlier, "SEC. 9" shall be renumbered as "SEC. 10"; and
23. Renumber the succeeding sections accordingly.

Respectfully submitted:

Committee Chairmen:

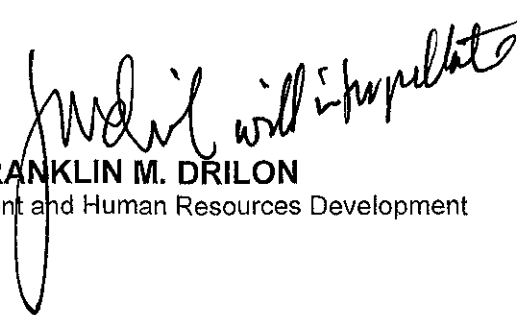


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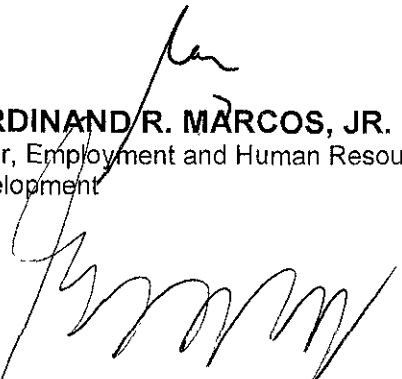


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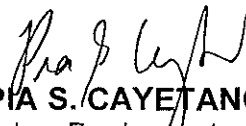


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SENATE

Senate Bill No. 78

INTRODUCED BY SEN. JINGGOY EJERCITO ESTRADA

AN ACT
PROVIDING FOR ADDITIONAL BENEFITS AND PROTECTION TO THE
HOUSEHELPERS THEREBY AMENDING FOR THIS PURPOSE, ARTICLES
141, 142, 143, 148 AND 151 OF CHAPTER III P.D. 442, AS AMENDED,
OTHERWISE KNOWN AS "THE LABOR CODE OF THE PHILIPPINES"

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

1 **SECTION 1.** Article 141 of Presidential Decree 442, as amended,
2 otherwise known as the Labor Code of the Philippines" is hereby amended to
3 read as follows:

4 "Article 141. *Coverage*- This Chapter shall apply to all persons rendering
5 services in household for compensation. "Domestic [or household service]
6 "HELPER", "HOUSEHOLD HELPERS" OR "KASAMBAHAY" [shall mean
7 service in the employer's home which is usually necessary or desirable for
8 the maintainance and enjoyment thereof and includes ministering to the
9 personal comfort and convenience of the members of the employers
10 households, including services of family drivers.] REFERS TO ANY
11 PERSON, WHO RENDERS FOR COMPENSATION, TO A
12 HOMEOWNEMPLOYER UNDERTAKING TASKS ASCRIBED AS
13 NORMAL HOUSEHOLD CHORES WITHIN A SPECIFIC HOUSEHOLDS.
14 THE TERM INCLUDES MAIDS, COOKS, HOUSEBOYS AND "YAYAS"
15 WHO PROVIDE DAILY SERVICE, EITHER ON A FULL-TIME, LIVE-IN
16 OR LIVE-OUT BASIS."

1 **SEC. 2.** Article 142 of P. D. 442, as amended is hereby amended and
2 renumbered to read as follows:

3 "Art. 142 (1). *Contract of domestic service.* - [The original contract of
4 domestic service shall not last for more than two (2) years but it may be
5 renewed for such periods as may be agreed upon by the parties.] ALL
6 HOUSEHOLD WORKING ARRANGEMENTS OR AGREEMENTS SHALL
7 BE COVERED BY A WRITTEN EMPLOYMENT CONTRACT, IN A
8 LANGUAGE OR DIALECT UNDERSTOOD BY BOTH THE EMPLOYER
9 AND THE HOUSEHOLD HELPER, DULY SIGNED BY BOTH
10 CONTRACTING PARTIES. EACH CONTRACTING PARTY SHALL BE
11 PROVIDED WITH A COMPLETE SET OF THE DULY SIGNED
12 CONTRACT OF SERVICE WHICH SHALL INCLUDE THE FOLLOWING:

13 (1.1) PERIOD OF EMPLOYMENT, WHICH SHALL NOT EXCEED TWO
14 (2) YEARS;

15 (1.2) MONTHLY COMPENSATION AND MODE OF PAYMENT

16 (1.3) ANNUAL SALARY INCREASE;

17 (1.4) DUTIES AND RESPONSIBILITIES;

18 (1.5) WORKING HOURS AND DAY-OFF SCHEDULE; AND

19 (1.6) LIVING QUARTERS OR SLEEPING ARRANGEMENT."

20 "ART. 142 (2). *MEDICAL OR HEALTH CERTIFICATE, BARANGAY*
21 *CLEARANCE AND BIRTH CERTIFICATE AS PRE-REQUISITES FOR*
22 *EMPLOYMENT* - AS PREREQUISITES FOR EMPLOYMENT IN
23 DOMESTIC WORK, ALL PROSPECTIVE APPLICANTS SHOULD
24 SECURE THE FOLLOWING DOCUMENTS:

25 (2.1) MEDICAL CERTIFICATE OR IN LIEU THEREOF, HEALTH
26 CERTIFICATE ISSUED BY A LOCAL GOVERNMENT HEALTH
27 OFFICERS ATTESTING TO THE PHYSICAL AND MENTAL FITNESS
28 OF THE DOMESTIC WORKER;

29 (2.2) BARANGAY CLEARANCE;AND

1 (2.3) DULY AUTHENTICATED BIRTH CERTIFICATE FROM THE
2 NATIONAL STATISTICS OFFICE (NSO) "

3 **SEC. 3** Subparagraphs (1), (2) and (3), Article 143 of Presidential Decree
4 No. 442, an amended, are hereby amended and renumbered to read as follows:

5 "Art 143-(1). *Minimum wage.* - (a) House helpers OR DOMESTIC
6 HELPERS, AS DEFINED UNDER THIS ACT, shall be paid the following
7 minimum wage rates:

8 (1) [Eight Hundred Pesos (P800.00)] THREE THOUSAND PESOS
9 (P3,000.00) a month for househelpers [in Manila, Quezon, Pasay and
10 Caloocan cities and the municipalities of Makati, San Juan, Mandaluyong,
11 Muntinlupa, Navotas, Malabon, Paraiiaque, Las Pinas, Pasig, Marikina,
12 Valenzuela, Taguig and Pateros in Metro Manila and in highly urbanized
13 cities] EMPLOYED IN THE NATIONAL CAPITAL REGION;

14 (2) [Six Hundred Fifty pesos (P650.00)] TWO THOUSAND FIVE
15 HUNDRED PESOS (P2,500.00) a month for those EMPLOYED in other
16 chartered cities and first class municipalities; and

17 (3) [Five Hundred fifty pesos (P550.00)] TWO THOUSAND PESOS
18 (P2,000.00) a month for those in other municipalities. [Provided, That the
19 employers shall review the employment contracts of their househelpers
20 every three (3) years with the end in view of improving the terms and
21 conditiond thereof.] [Provided, further, That those househelpers who are
22 receiving at least One thousand pesos (P1,000.00) shall be covered by
23 the Social Security System (SSS) and be entitled to all the benefits
24 provided thereunder .]

25 "AFTER ONE (1) YEAR FROM THE EFFECTIVITY OF THIS ACT AND
26 EVERY YEAR THEREAFTER THE REGIONAL TRIPARTITE WAGES
27 AND PRODUCTIVITY BOARDS (RTWPBS) SHALL REVIEW, AND IF
28 PROPER, DETERMINE AND AD JUST APPROPRIATE MINIMUM
29 WAGE RATES OF HOUSEHOLD OR DOMESTIC HELPERS."

1 "ART. 143 (2). *PAYMENT OF WAGES* - PAYMENT OF WAGES SHALL
2 BE MADE DIRECTLY TO THE DOMESTIC WORKER TO WHOM THEY
3 ARE DUE IN CASH, AT LEAST TWICE A MONTH. THE EMPLOYER,
4 UNLESS ALLOWED BY THE DOMESTIC WORKER THROUGH A
5 WRITTEN CONSENT, SHALL MAKE NO DEDUCTIONS FROM HIS/HER
6 WAGES OTHER THAN THAT WHICH IS MANDATED BY LAW NO
7 EMPLOYER SHALL PAY THE WAGES OF A DOMESTIC WORER BY
8 MEANS OF PROMISORY NOTES, VOUCHERS, COUPONS, TOKENS,
9 TICKETS, CHITS OR ANY OBJECT OTHER THAN THE CASH WAGE
10 AS PROVIDED FOR UNDER THIS ACT."

11 "ART. 143 (3). *PAY SLIP*. - ALL EMPLOYERS ARE MANDATED AT ALL
12 TIMES TO PROVIDE THEIR DOMESTIC WORKER WITH A COPY OF
13 THEIR PAY SLIP WHICH SHALL CONTAIN THE AMOUNT PAID IN
14 CASH BY THE EMPLOYER TO THE DOMESTIC WORKER EVERY PAY
15 DAY, AS PRESCRIBED UNDER THIS ACT. THE COPIES OF THE PAY
16 SLIP MUST BE KEPT BY THE EMPLOYER FOR A PERIOD OF THREE
17 (3) YEARS."

18 "ART. 143 (4). *PLACE OF PAYMENT*. - PAYMENT OF WAGES SHALL
19 BE MADE AT OR NEAR THE PLACE OF UNDERTAKING, EXCEPT AS
20 OTHERWISE PROVIDED BY SUCH REGULATIONS AS THE
21 SECRETARY OF LRBOR MAY PRESCRIBE UNDER CONDITIONS TO
22 ENSURE PROTECTION OF WAGES."

23 "ART. 143 (5) *PROHIBITION OR INTERFERENCE IN DISPOSAL OF*
24 *WAGES*- NO EMPLOYER SHALL LIMIT OR OTHERWISE INTERFERE
25 WITH THE FREEDOM OF ANY DOMESTIC WORKER TO DISPOSE OF
26 HIS/HER WAGES. THE EMPLOYER SHALL NOT IN ANY MANNER
27 FORCE, COMPEL, OR OBLIGE THE DOMESTIC WORKER TO
28 PURCHASE MERCHANDISE, COMMODITIES OR OTHER
29 PROPERTIES FROM THE EMPLOYERS OR FROM ANY OTHER

1 PERSON, OR OTHERWISE MAKE USE OF ANY STORE OR SERVICES
2 OF SUCH EMPLOYER OR ANY OTHER PERSON."

3 "ART. 143 (6). *PROHIBITION AGAINST WITHHOLDING OF WAGES* - IT
4 SHALL BE UNLAWFUL FOR AN EMPLOYER, DIRECTLY OR
5 INDIRECTLY, TO WITHHOLD ANY AMOUNT FROM THE WAGES OF
6 THE DOMESTIC WORKER OR INDUCE HIM/HER TO GIVE UP ANY
7 PART OF HIS/HER WAGES BY FORCE, STEALTH, INTIMIDATION,
8 THREAT OR BY ANY OTHER MEANS WHATSOEVER "

9 "ART. 143 (7). *PROHIBITION ON DEPOSITS FOR LOSS OR*
10 *DAMAGE*. - NO EMPLOYER SHALL REQUIRE HIS/HER DOMESTIC WORKER
11 TO MAKE DEPOSITS FROM WHICH DEDUCTIONS SHALL BE MADE FOR
12 THE REIMBURSEMENT OF LOSS OR DAMAGE TO TOOLS, MATERIALS,
13 FURNITURE AND EQUIPMENT IN THE HOUSEHOLD."

14 "ART. 143 (8). *PROHIBITION ON BONDED LABOR* - IT SHALL BE
15 UNLAWFUL FOR AN EMPLOYER TO USE THE FUTURE SERVICES
16 OF THE HOUSEHELPERS AS COUATERAL FOR A LOAN OR
17 ADVANCE MADE BY THE LATTER, LIKEWISE, IT SHALL BE
18 UNLAWFUL FOR THE EMPLOYER TO BIND THE HOUSEHOLD
19 HELPER FOR HIS/HER CONTINUOUS EMPLOYMENT AS A FORM OF
20 PAYMENT FOR ANY LOAN OR ADVANCE MADE BY THE LATTER."

21 "ANY EMPLOYER WHO VIOLATES THIS PROVISIONS SHALL BE
22 PUNISHED UNDER EXISTING PENAL LAWS WITHOUT PREJUDICE
23 TO CIVIL AND ADMINISTRATIVE CASES WHICH MAY BE FILED
24 AGAINST HIM/HER."

25 **SEC. 4. NON-DIMINUTION CLAUSE** - NOTHING IN THIS ACT SHALL
26 BE CONSTRUED TO CAUSE THE DIMINUTION OR SUBSTITUTION OF ANY
27 BENEFITS AND PRIVILEGES CURRENTLY ENJOYED BY THE
28 KASAMBAHAY. ALL EXISTING ARRANGEMENTS BETWEEN EMPLOYER

1 AND KASAMBAHAY SHALL CONFORM TO THE MINIMUM STANDARDS SET
2 BY THIS ACT."

3 **SEC. 5.** Article 148 of Presidential Decree No. 442, as amended, is
4 hereby amended to read as follows:

5

6 "Art. 148. Board, lodging and medical attendance- The Employer shall
7 furnish the househelper free of charge suitable and sanitary living quarters
8 as well as adequate food and medical attendance.

9 "EVERY EMPLOYER SHALL KEEP IN HIS/HER HOUSEHOLD SUCH
10 FIRST-AID MEDICINES AND EQUIPMENT AS THE NATURE AND
11 CONDITIONS OF DOMESTIC WORK MAY REQUIRE, IN
12 ACCORDANCE WITH THE RULES AND REGULATIONS THAT WILL BE
13 PRESCRIBED BY THE DEPARTMENT OF LABOR AND EMPLOYMENT
14 (DOLE), IN ACCORDANCE WITH THE PROVISION OF THIS ACT."

15 **SEC. 6.** A new provision, Article 148-(1) is hereby inserted to read as
16 follows:

17 "ART. 148-(1) ALL HOUSEHOLD HELPERS SHALL BE COVERED BY
18 THE SOCIAL SECURITY SYSTEM (SSS) AND BE ENTITLED TO ALL
19 THE BENEFITS IN ACCORDANCE WITH THE PERTINENT
20 PROVISIONS OF REPUBLIC ACT NO. 1611, AS AMENDED."

21 "THE SSS SHALL IMPLEMENT THE OUTREACH PROGRAM THAT
22 WILL FACILITATE THE REMITTANCE OF SSS CONTRIBUTIONS OF
23 THE HOUSEHELPER AND EMPLOYER THROUGH THE MOST
24 FEASIBLE MEANS. THIS OUTREACH PROGRAM SHALL BE
25 CONCEPTUALIZED AND INITIATED WITHIN ONE (1) YEAR FROM THE
26 DATE OF THE EFFECTIVITY OF THIS ACT."

27 **SEC. 7.** A new provision, Article 148-(2) is hereby inserted to read as
28 follows:

1 "ART. 148 (2) MEMBERSHIP IN THE PHILIPPINE HEALTH
2 INSURANCE CORPORATION (PHILHEALTH)- ALL HOUSEHELPERS
3 SHALL BE COVERED BY THE PHILIPPINE HEALTH INSURANCE
4 CORPORATION (PHILHEALTH) IN ACCORDANCE WITH THE
5 GUIDELINE AND BE ENTITLED TO ALL THE BENEFITS PROVIDED BY
6 LAW, THE PREMIUM PAYMENTS FOR PHILHEALTH
7 CONTRIBUTIONS SHALL BE SHOULDERED BY THE EMPLOYER."

8 **SEC. 8.** Article 151 of Presidential Decree No. 442, as amended, is
9 hereby amended to read as follows:

10 "Art. 151-(1). *Employment Certification*- Upon the severance of the
11 household service relation, the employer shall give the
12 househelper/DOMESTIC WORKER a written EMPLOYMENT
13 CERTIFICATION INDICATING [statement of] the nature, [and] duration of
14 the service, WORK PERFORMANCE, [and his or her] efficiency and
15 conduct as househelper/DOMESTIC WORKER."

16 "ART. 151-(2). *EMPLOYER'S REPORTORIAL DUTIES.* - EVERY
17 EMPLOYER OF DOMESTIC WORKER IS MANDATED TO REGISTER
18 THEIR KASAMBAHAY IN ACCORDANCE WITH THE REGISTRATION
19 SYSTEM THAT SHALL BE ESTABLISHED BY LGUS FOR THE MUTUAL
20 PROTECTION OF THE KASAMBAHAYS AND THE EMPLOYER."

21 "EVERY EMPLOYER OF DOMESTIC WORKER IS ALSO MANDATED
22 TO KEEP THE FOLLOWING RECORDS TO REFLECT THE ACTUAL
23 TERMS AND CONDITIONS OF EMPLOYMENT OF HIS/HER DOMESTIC
24 WORKER FOR A PERIOD OF THREE (3) YEARS AFTER THE
25 DOMESTIC WORKER HAS LEFT THE SERVICES OF THE EMPLOYER
26 FOR PURPOSES OF DOCUMENTATION:

27 (2.1) REGISTER OF ALL DOMESTIC WORKERS EMPLOYED BY
28 HIM/HER, INDICATING THE DATES OF THEIR BIRTH;

1 (2.2) SEPARATE FILE FOR THEIR EMPLOYMENT CONTRACTS AND
2 EMPLOYMENT CERTIFICATES;

3 (2.3) SEPARATE FILE FOR THEIR BARANGAY CLEARANCE; AND

4 (2.4) SEPARATE FILE FOR THEIR MEDICAL OR HEALTH
5 CERTIFICATES. "

6 "IT SHALL BE UNLAWFUL FOR ANY EMPLOYER TO MAKE ANY
7 REPORT OR RECORD, PURSUANT TO THE PROVISIONS OF THIS
8 ACT, KNOWING SUCH REPORT OR RECORD TO BE FALSE."

9 **SEC. 9. ROLE OF LOCAL GOVERNMENT UNITS.** – LOCAL
10 GOVERNMENT UNITS (LGUS) SHALL FACILITATE ACCESS OF
11 ICASAMBAHAYS TO ALL EXISTING PROGRAMS AND SERVICES. THE
12 LGUS, THROUGH THEIR LOCAL DEVELOPMENT PLANS, SHALL
13 PRIORITIZE CONCERNS REGARDING KASAMBAHAYS AND DEVELOP AND
14 IMPLEMENT PLANS AND PROGRAMS IN SUPPORT OF THIS LAW."

15 **SEC. 10. ARAW NG MGA KASAMBAHAYS** - THE DATE UPON WHICH
16 THE PRESIDENT SHALL APPROVE THIS BATAS KASAMBAHAY WILL BE
17 DESIGNATED AS THE "ARAW NG MGA KASAMBAHAY".

18 **SEC. 11. *Implementing Rules and Regulations.*** - The Department of
19 Interior and Local Government and the Department of Labor and Employment, in
20 collaboration with other government agencies charged with the implementation
21 of the provisions of this Act shall, within a period of NINETY (90) DAYS from the
22 date of its effectivity, promulgate the necessary implementing rules and
23 regulations.

24 **SEC. 12. *Repealing Clause.*** -All laws, decrees, presidential issuances,
25 executive orders, rules and regulations or parts thereof not consistent with the
26 provisions of this Act are hereby amended, repealed or modified accordingly.

27 **SEC. 13. *Separability Clause.*** - If any provision or part of this Act, or the
28 application thereof to any person or circumstance be held unconstitutional or be
29 declared invalid, the remainder of this Act shall not be affected thereby

1 **SEC. 14. Effectivity Clause.** -This Act shall take effect fifteen (15) days
2 following the completion of its publication in the *Official Gazette* or in two (2)
3 newspapers of general circulation.

4 *Approved,*