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SENATE
S. B. No. 3559

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Introduced by Senator Miriam Defensor Santiago

1 AN ACT
2 MANDATING THE SECRETARY OF LABOR AND EMPLOYMENT TO CONDUCT
3 RESEARCH ON PART-TIME EMPLOYMENT IN LIEU OF RETRENCHMENT

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

4 SECTION 1. *Research.* – Not later than one year after the effectivity of this Act, the
5 Secretary of Labor and Employment shall conduct a research on part-time employment in lieu of
6 retrenchment for employers seeking authorization from the Department of Labor and
7 Employment (DOLE) to retrench to prevent business losses.

8 SECTION 2. *Contents of the Research Report.* – The report for the research conducted
9 under Section 1 shall contain the following:

- 10 A. a study of part-time employment programs for employers seeking retrenchment to
11 prevent losses;
- 12 B. an analysis of the significant impediments to legislation and creation of such
13 programs;
- 14 C. a model part-time employment program for employers who are suffering business
15 losses;
- 16 D. a listing of possible assistance the DOLE can extend to such employers;
- 17 E. recommendations for legislation as to how this option can be introduced in the
18 Philippine labor system; and
- 19 F. such recommendations as the Secretary determines appropriate.

1 SECTION 3. *Term.* – The duration of the research conducted under Section 1 shall not be
2 more than five years.

3 SECTION 4. *Report.* – The Secretary shall submit the research report under Section 2 to
4 the appropriate committees in the Senate and the House of Representatives no later than six
5 months following the completion of the research.

6 SECTION 5. *Separability Clause.* – If any provision or part hereof, is held invalid or
7 unconstitutional, the remainder of the law or the provision not otherwise affected shall remain
8 valid and subsisting.

9 SECTION 6. *Repealing Clause.* – Any law, presidential decree or issuance, executive
10 order, letter of instruction, administrative order, rule or regulation contrary to or is inconsistent
11 with the provision of this Act is hereby repealed, modified, or amended accordingly.

12 SECTION 7. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its
13 publication in at least two (2) newspapers of general circulation.

Approved,

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