

Republic of the Philippines  
SENATE OF THE PHILIPPINES  
Pasay City



Senate  
Office of the Secretary

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SIXTEENTH CONGRESS  
First Regular Session

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Senate Bill No. **1941**

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**Introduced by SENATOR SONNY ANGARA**

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#### EXPLANATORY NOTE

This bill seeks to provide an integrated, holistic, comprehensive, rights-based, gender-responsive, culturally-sensitive, and democratically policy instrument to empower the poor, marginalized, unprotected and underrepresented workers in informal employment and bring them into the mainstream of the Philippine economy. It carries a strong bias to prioritize and empower the poorest of the poor. It is the culmination of persistent advocacy efforts involving informal workers' associations, women's groups, human rights and other civil society organizations stretching for almost a decade. It may be recalled that the first bill of Magna Carta of informal workers was filed in the 12<sup>th</sup> Congress, followed by similar bills filed by different proponents in the 13<sup>th</sup>, 14<sup>th</sup> and 15<sup>th</sup> Congress. It is hoped that this bill will finally be passed in the current Congress, since it has undergone rigorous process of consultations and dialogues among its major proponents and interested stakeholders closing ranks and seeking common ground in the interest of the working poor.

The ranks of informal workers have been increasing through the years, with estimates varying from about half the country's labor force to as many as 25 million or 77 per cent of the country's total employed (ECOP, 2008, based on Labor Force Survey and Survey of the Philippine Business and Industry). Most of the working poor are in informal economy since informality is very much linked to poverty. The "working poor" are those who are working but cannot work their way out of poverty because of very low earnings and very high risks. In 2007, the International Labor Organization (ILO) estimated that one out of ten workers in the Philippines lived in extreme poverty (less than US\$2 a day). Thus, it is essential to look after the rights and interests of informal workers, many of whom live in substandard conditions and cannot meet their basic needs, if poverty in the country is to be effectively addressed, and if the country is to comply with its commitments to the Millennium Development Goals, specifically the target of achieving full and productive employment and decent work for all, including women and young people, under Goal 1 (eliminating extreme poverty and hunger).

Estimates of informal sector contribution to GDP range from 30 per cent to as many as 43 per cent, figures that are insufficiently recognized but nevertheless cannot be ignored by the country's policy makers. The ILO, various UN agencies, the European Union and other international agencies in fact now use the more encompassing phrase "informal economy" to refer to informal sector in recognition of the fact that what used to be marginalized as the "informal sector" did not disappear with industrial progress but instead has become a permanent and ever expanding source of jobs, goods, and services for low-income populations all over the world. It is connected to the formal sector, and encompasses both traditional forms of work as well as emerging ones such as "tele-homework" for high technology industries.

The informal economy includes a wide variety of activities, enterprises and workers under both self-employment and wage employment, and include, among others, micro-entrepreneurs, home-based workers, vendors, small transport operators, small and landless farmers, artisanal fisherfolk, non-corporate construction workers, waste pickers and recyclers, petty retailers, barter traders, small-scale miners and quarry workers, entertainers, beauticians, laundry persons, hairdressers, on-call domestic helpers, barangay health workers and other volunteer workers, barkers, unorganized cargo handlers, etc.

Most economically active women are in the informal economy. Women in informal work are saddled with problems of multiple burden, discrimination, abuse and harassment, etc. because they are women - these on top of the issues they face as workers in the informal economy. Child labor, which is embedded in many forms of informal work not only violates children's rights, it robs our children of their childhood.

Most informal workers are not covered by the Labor Code and other legislation that could protect their rights. They are often subject to exploitation by unscrupulous employers, both formal and informal, who make them work long hours and at very low wages, without benefits and under very poor working conditions. They suffer from usurious rates of money lenders, as well as extortion and harassment from corrupt police authorities. Their work environment is not subject to regulation and monitoring, making them vulnerable to occupational safety and health hazards. They have limited access to productive resources, justice, social protection, and programs preventive of work-related diseases and risks. They are severely underrepresented in policy making bodies relevant to their issues.

Thus, it is imperative that a Magna Carta for informal workers recognize, defend, protect, promote and fulfill their rights through a continuous process of capacity-building and empowerment. This is in consonance with the Constitutional provisions on social justice and with the country's adherence to the Universal Declaration of Human Rights (UDHR), the International Covenant on Economic, Social and Cultural Rights (ICESCR), the UN Convention on the Elimination of Discrimination of Women (CEDAW), and various ILO conventions upholding core labor standards and decent work.

There is also an urgent need to provide informal workers access to social protection and justice, make them visible in statistics, simplify their accreditation, provide appropriate standards and regulations in their favor, develop and implement meaningful plans, policies and programs that will harness their full potentials to become effective and productive economic actors. These will be the mandate of participatory institutional mechanisms at both national and local levels that will be created by this bill. As the 2002 ILO document on the informal economy emphasizes, government has the responsibility to bring informal workers into the economic and social mainstream, reduce their vulnerability and exclusion, ensure that they are covered by the legal and institutional framework, and support their representational rights through their legitimate, democratic, accessible, transparent and accountable membership-based organizations.

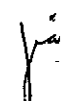
It is in this context that early passage of this measure is earnestly sought.

  
SENATOR SONNY ANGARA

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**SIXTEENTH CONGRESS**  
First Regular Session

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Introduced by **SENATOR SONNY ANGARA**

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**AN ACT PROVIDING FOR THE MAGNA CARTA OF WORKERS IN INFORMAL ECONOMY,  
INSTITUTIONALIZING MECHANISMS FOR IMPLEMENTATION THEREOF AND FOR OTHER  
PURPOSES**

**TITLE I**

**GENERAL PROVISIONS**

**Chapter I**

**Framework and Principles**

**SEC. 1. Short Title.** This Act shall be known as the "*Magna Carta of Workers in Informal Economy.*"

**SEC. 2. Declaration of Policy.** It is hereby declared the policy of the State:

- (a) To promote the total well-being of all workers in informal economy, provided, that focus will be on the poorest and most vulnerable of these workers;
- (b) To ensure their human dignity, economic advancement and access to justice by providing timely services, including social, political, economic, and legal;
- (c) To recognize, promote, protect and fulfill the right to decent work of every worker in informal economy including the rights to: self-organization; just and humane working conditions; access to social protection; security of workplaces; represent their organizations in continuing process of consultation and dialogue towards the provision of a comprehensive package of reforms, interventions and services in accordance with their articulated needs and interests;
- (d) To recognize the roles, give proper value to the contributions of workers in informal economy, and make them visible in the national and local statistics;
- (e) To develop and enhance their technical, entrepreneurial and other skills and capabilities necessary towards becoming more productive and self-reliant citizens, thereby ensuring participation in mainstream economic activities;
- (f) To promote gender equity and equality and protect women workers in informal economy against gender-based discrimination, exploitation and abuse; advance women's social, economic, political, and reproductive rights; and improve their access to social protection and participation in decision-making bodies and processes;

- 1 (g) To protect vulnerable groups in the informal economy such as children, differently-abled persons,  
2 indigenous peoples, and people living with HIV from discrimination, exploitation, abuse and  
3 harassment, as well as from performing work hazardous to their occupational, physical, mental,  
4 emotional, reproductive and spiritual health;  
5
- 6 (h) To progressively eliminate child labor through the creation of more quality jobs for adults effective  
7 enforcement of laws against child labor, elimination of gender-based discrimination against girl  
8 child workers, improved access to universal education and social protection, and elimination of  
9 cultural factors that directly and indirectly tolerate, even accept child labor;  
10
- 11 (i) To develop the local economy through maximization of the potential and contribution of informal  
12 economy business activities and enterprises;  
13
- 14 (j) To encourage and support workers in informal economy to form self-help groups, mutual benefit  
15 associations, unions, cooperatives, and other forms of self-organization for their mutual aid,  
16 benefit, protection and for other legitimate purposes; and  
17
- 18 (k) To include the concerns of workers in informal economy in the policies, plans, programs, projects  
19 and activities of relevant national government agencies, government financial institutions and  
20 local government units.  
21

22 **SEC. 3. Framework and Principles.** Article II, Section 9 of the Philippine Constitution declares that "The  
23 state shall promote to a just and dynamic social order that will ensure the prosperity and independence of  
24 the nation and free the people from poverty through policies that provide adequate social services, provide  
25 full employment, a rising standard of living, and an improved quality of life for all." Towards this end, the  
26 government shall pursue a comprehensive, rights-based, participatory, gender-responsive and culturally  
27 sensitive framework for workers in informal economy including but not limited to:

- 28 (a) Policies and programs that will bring marginalized workers and economic units into the economic  
29 and social mainstream, thereby reducing their vulnerability and exclusion;  
30
- 31 (b) Structural reforms in all relevant levels of government by creating committees, special offices for  
32 development and protection of workers in informal economy and supporting their representational  
33 rights through their legitimate organizations;  
34
- 35 (c) Accessible and affordable social protection, including labor market interventions, social insurance  
36 coverage, basic health care, occupational safety and health, reproductive health services, social  
37 welfare programs and safety nets;  
38
- 39 (d) Policies, programs and interventions that will ensure security of workplaces of informal workers  
40 towards a work environment that protects their rights and enables them to become more  
41 productive;  
42
- 43 (e) Minimum and simplified regulations to encourage the development of ingenuity and  
44 entrepreneurial spirit among workers in informal economy;  
45
- 46 (f) Mechanisms for the growth and expansion of the various business activities or enterprises in the  
47 informal economy preferably with the cooperation and support of the private sector;  
48
- 49 (g) Organization, establishment, strengthening and expansion of the various business activities or  
50 enterprises in the informal economy at the barangay level, preferably to be unified under  
51 municipality-, provincial-, regional-, national-level federation/associations;  
52
- 53 (h) Applicable labor standards;  
54
- 55 (i) Recourse mechanisms to address violations of informal workers' rights;  
56

- 1 (j) Mechanisms and processes that prioritize the provision of services to the poorest and the most  
2 vulnerable workers,  
3  
4 (k) Mechanisms that promote responsibility on the part of the workers in informal economy to comply  
5 with their obligations, provided that the State shall put in place responsive, transparent and  
6 accountable mechanisms and systems that ensure recognition, protection, promotion and  
7 realization of their rights.  
8

9 **SEC. 4. Definitions of Terms.** As used in this Act, the following terms shall mean:

- 10 (a) **Informal Economy** – Based on the International Labor Conference (ILC) 2002a, this refers to “all  
11 economic activity by workers and economic units that are – in law or in practice – not covered or  
12 insufficiently covered by formal arrangements.”  
13

14  
15 The Informal Economy includes a wide variety of activities, enterprises and workers. Self-  
16 employment consists of employers of informal enterprises who hire other workers and own-  
17 account workers. Wage-employment includes informal employees of both formal and informal  
18 firms, subcontracted workers, wage workers for households (domestic workers), and wage  
19 workers with no fixed employer (casual day workers). The working conditions, opportunities and  
20 risks faced by these different categories of informal workers are very diverse.  
21

22 Informal workers often experience poor working conditions such as long working hours, high level  
23 of health hazards or lack of social security usually accompanied with poor earnings, low  
24 productivity, and lack of legal protection. To a large extent, women and disadvantaged groups  
25 such as youth, persons living with HIV, persons with disabilities, indigenous people and migrant  
26 workers are overrepresented in the informal economy.  
27

- 28 (b) **Informal Sector**, as defined by NSCB Resolution No. 15, series of 2002, refers to units engaged  
29 in the production of goods and services with the primary objective of generating employment and  
30 incomes to the persons concerned. It consists of households unincorporated enterprises that are  
31 market and non-market producers of goods as well as market producers of services.  
32

33 These enterprises are operated by own-account workers, which may employ unpaid family  
34 workers as well as occasional, seasonally hired workers.  
35

36 These enterprises may also be owned and operated by employers which may employ less than  
37 ten (10) employees on a continuous basis.  
38

- 39 (c) **Workers in Informal Economy** – include but are not limited to the following:  
40

- 41 c.1. small farmers owning land not more than three (3) hectares;  
42  
43 c.2. rural and agricultural workers who are tenants, sharecroppers, or laborers;  
44  
45 c.3. small fisherfolk/operators owning boats of three (3) gross tons or less and other fishing  
46 equipment;  
47  
48 c.4. fisherfolk who are without fishing equipment and market their catch directly;  
49  
50 c.5. home-based workers who are independent producers of goods and services;  
51  
52 c.6. industrial homeworkers – workers involved in a system of production under which work for an  
53 employer or contractor;  
54  
55 c.7. self-employed who are engaged by other enterprises through subcontracting arrangements;  
56  
57 c.8. vendors, whether with stalls or without permanent workplace, including street hawkers or  
58 those plying their goods and trades in the streets and those engaged in sari-sari stores with  
59 operating capitalization of not more than one million pesos (P1,000,000.00), excluding land and  
60 building;

1 c.9. drivers of modes of transportation on land and sea whether motorized or not, including two (2)  
2 wheels such as *kalesa*, three (3) wheels such as *pedicabs* and tricycles, four (4) wheels such as  
3 *jeepneys* and buses, and boats one (1) ton and below; "*barkers*," fare collectors, dispatchers and  
4 other workers who share income with self-employed or unincorporated operators;

5  
6 c.10. operators of *jeepneys*, tricycles, *pedicabs*, taxi, and other vehicles or transportation whose  
7 capitalization is not more than one million pesos (P1,000,000.00), excluding land and building;

8  
9 c.11. domestic workers which refer to persons who provide service to households such as maids,  
10 cooks, family drivers, gardeners and baby sitters on a live-out basis and "on-call" arrangement  
11 only;

12  
13 c.12. non-corporate construction workers;

14  
15 c.13. small-scale miners doing their own product processing, including those involved in small  
16 scale mining and quarrying with capitalization of below one million pesos (P1,000,000.00);

17  
18 c.14. workers of Barangay Micro Business Enterprises (BMBEs);

19  
20 c.15. non-corporate cargo handlers and allied workers;

21  
22 c.16. waste pickers and recyclers;

23  
24 c.17. workers engaged in producing seasonal products;

25  
26 c.18. own account workers, including but not limited to those engaged in the maintenance and  
27 repair of equipment and appliances, clothing and footwear, and those providing services such as  
28 beauticians, barbers, and masseuses;

29  
30 c.19. "on-call" workers in the entertainment, movie and media such as bit players, stuntmen and  
31 women, crew, make-up artists, etc.;

32  
33 c.20. volunteer workers in the government and non-government entities who only receive  
34 allowances or honoraria, including but not limited to barangay health workers (BHW), barangay  
35 *tanod*, barangay nutrition scholars (BNS), barangay daycare workers, and volunteers in non-  
36 government or people's organizations;

37  
38 c.21. unpaid family members, or workers receiving allowances and seasonally hired workers who  
39 are engaged in micro-enterprises or assist unincorporated household enterprises and

40  
41 c.22. other similar economic activities that are not illegal, criminal or life threatening in nature.

42  
43 (d) **Worker** is a general term referring to either or both the self-employed or paid employee covered  
44 under the provisions of this Act.

45  
46 (e) **Self-employed Worker** refers to any person who has no employed and who works for  
47 himself/herself by producing goods and services for the market.

48  
49 (f) **Worker of Minor Age** refers to children fifteen (15) to seventeen (17) years of age who are  
50 engaged in productive employment under a valid contract of employment.

51  
52 (g) **Employer** refers to a natural person or group or partnership of people for whom a paid worker  
53 renders productive employment or service.

54  
55 (h) **Security in the Workplace** refers to the right of every worker to an enabling environment that  
56 guarantees and protects the spaces for informal workers to undertake their work, including the  
57 right to feel safe in one's own work space, legal security of tenure and freedom from  
58 discrimination, risk, danger, doubt, anxiety or fear of being removed, evicted or prevented to work.  
59 Towards this end, the State shall take measures that will ensure legal security of tenure of  
60 workplaces, taking into account and including the physical environment, services, processes and  
61 systems that will be involved to enable work.

- 1 (i) **Hazardous Work Condition** refers to any activity or circumstance where a worker is exposed to  
2 any risk which constitutes imminent danger to his/her health and safety.  
3
- 4 (j) **Working Hours** refers to the period of time within which a worker is required to be on call to  
5 perform any and all tasks that may be designated, regardless of whether there are actual tasks  
6 being undertaken.  
7
- 8 (k) **Daily Basis** refers to the per day mode of paying a worker as bilaterally agreed upon by the  
9 employer and worker.  
10
- 11 (l) **Monthly Basis** refers to the per month mode of paying a worker as bilaterally agreed upon by the  
12 employer and worker.  
13
- 14 (m) **"Pakyaw" Basis** refers to the pre-contracted wholesale mode of paying a worker as bilaterally  
15 agreed upon by the employer and worker.  
16
- 17 (n) **Social Protection** refers to policies, programs and all other interventions from public, private and  
18 voluntary organizations and informal networks to support communities, households and  
19 individuals, both women and men, in their efforts to reduce poverty, prevent, manage and  
20 overcome risks and vulnerabilities throughout their life cycle, and realize their rights as citizens  
21 participating fully and equally in all decision making affecting or may affect their access to and  
22 control over resources necessary to maintain and sustain a decent and secure life.  
23
- 24 These interventions shall promote and sustain livelihood and employment; protect against hazards  
25 and sudden loss of income; and include among others, labor market interventions, social  
26 insurance, basic health care, social welfare and safety nets.
- 27 (o) **Community Contracting** refers to the process of concluding an agreement between a community  
28 and a contracting authority, whereby the community (or a section of the community) is responsible  
29 for the implementation of the work and therefore functions as contractor.  
30  
31

## 32 **Chapter II**

### 33 **Coverage, Qualifications and Accreditation**

34

35 **SEC 5. Coverage.** This shall include individual workers in the informal economy (IE), as defined in  
36 Section 4 of this Act, IE businesses and enterprises and organizations of workers in informal economy.  
37

38 **SEC 6. Accreditation.** There shall be a simple and standard system of accreditation in accordance with  
39 the framework and principles of this Act. A one-time accreditation fee of not more than Fifty pesos  
40 (P50.00) per individual worker and not less than One Hundred pesos (P100.00) per IE business activity,  
41 enterprise or organizations shall be paid to the municipality or city where they intend to operate.  
42

43 Any IE worker meeting the necessary accreditation requirements provided for this Act shall be listed in the  
44 centralized database system, and shall be issued an identity card signifying eligibility to avail of  
45 development programs for workers in informal economy, provided, that the poorest and the most  
46 vulnerable shall be given priority.  
47

48 Any IE business activity or enterprise, or organization of workers in informal economy, if qualified under  
49 this Act, shall be issued a certificate of accreditation, which shall be released within the thirty six (36)  
50 hours upon submission of complete requirements and payment of accreditation fees.  
51

52 The concerned LGU shall review, revalidate and reassess such accreditation every two (2) years from the  
53 date of last accreditation. Renewal of eligibility shall be in accordance with the merit and fitness principle,  
54 and with the condition that no child labor shall be used and no activities harmful to the environment shall  
55 be implemented.  
56

57 A comprehensive database of accredited IE business activities and enterprises shall be developed and  
58 maintained. Such database shall take into account the different sub-classifications in terms of geography,  
59 gender, ethnicity, vulnerability, occupation, nature of employment, and roles and functions. The database

1 shall also indicate informal businesses which may be categorized as livelihood enterprises and those  
2 entrepreneurial or growth oriented informed businesses.

3  
4 *The aforesaid comprehensive database shall form part of the bases of the assessment and monitoring of*  
5 *the growth of the informal economy.*

6  
7 **SEC. 7. Annual Dues.** IE workers, business activities or enterprises, and organizations shall pay annual  
8 dues which shall accrue to the municipality or city where they are accredited and shall be exclusively used  
9 for IE development programs approved by the municipal or city council as recommended by the Workers  
10 in Informal Economy Local Development Office (WIELDO) referred to in Chapter VII of this Act. Such  
11 dues, which shall cover the cost of issuance of licenses to operate, shall be paid to the municipal or city  
12 treasurer in the area where they are accredited, starting on their second year of operations, based on the  
13 following schedule:

- 14  
15 (a) Those with assets amounting to not more Two hundred Pesos (P2,000.00) – One Hundred  
16 Pesos (P100.00)  
17  
18 (b) Those with assets of more than Two Thousand Pesos (P2,000.00) up to Five Thousand Pesos  
19 (P50,000.00) – Two Hundred Pesos (P200.00)  
20  
21 (c) Those with assets of more than Five Thousand Pesos (p5,000.00) up to Fifty Thousand Pesos  
22 (P50,000.00) – Three Hundred Pesos (P300.00)  
23  
24 (d) Those with assets of more Fifty Thousand Pesos (P50,000.00) up to One Hundred Fifty  
25 Thousand Pesos (P150,000.00) – Five Hundred Pesos (P500.00)  
26  
27 (e) Those with assets of more than One Hundred Fifty Thousand Pesos (P150,000.00) up to Three  
28 Hundred Thousand Pesos (P300,000.00) – Six Hundred Pesos (P600.00)  
29  
30 (f) Those with assets of more than Three Hundred Pesos (P300,000.00) up to Five Hundred  
31 Thousand Pesos (P500,000.00) – Seven Hundred Pesos (P700.00)  
32  
33 (g) Those with assets of more than Five Hundred Thousand Pesos (P500,000.00) – One  
34 Thousand Pesos (P1,000.00)  
35

36  
37 **CHAPTER II**  
38 **Basic Rights**  
39

40 **SEC. 8.** Workers in informal economy have the same basic rights accorded to all workers as enshrined in  
41 the Philippine Constitution and in international instruments. These include the rights to:

- 42  
43 a.) work, which includes the right to make a living by work freely chosen or accepted, and the right  
44 to avail of technical and vocational guidance and training programs;  
45  
46 b.) the enjoyment of just and favourable conditions and work;  
47  
48 c.) a living wage and equal remuneration for work and equal value without distinction of any kind,  
49 in particular for women who shall be guaranteed conditions of work not inferior to those  
50 enjoyed by men;  
51  
52 d.) equal opportunity for promotion to an appropriate higher level, subject to no considerations  
53 other than those of seniority and competence.  
54  
55 e.) Safe and healthy working conditions safeguarding general, occupational and reproductive  
56 health;  
57  
58 f.) rest, leisure and reasonable limitation of working hours, and periodic holidays with pay, as well  
59 as remuneration for public holidays;  
60



- 1 g.) maternity protection, including paid leave during a reasonable period before and after  
2 childbirth;
- 3
- 4 h.) an adequate standard of living for workers and their families, primarily adequate food, clothing,  
5 and shelter, and the continuous improvement of such standard;
- 6
- 7 i.) education, especially of children and young persons, without any discrimination;
- 8
- 9 j.) social protection, comprising mainly of, but not limited to, labor market programs, social  
10 security, health care and insurance, and social welfare interventions;
- 11
- 12 k.) self-organization to, among others, collectively negotiate with other parties in the promotions of  
13 their welfare and advancement of their interest;
- 14
- 15 l.) substantially participate in policy and decision-making processes, including access to  
16 information and other necessary resources and relevant to the promotion and protection of  
17 their rights and welfare;
- 18
- 19 m.) be free from any form of discrimination, violence, sexual exploitation, harassment and abuse;
- 20
- 21 n.) equal treatment before the law; and
- 22
- 23 o.) equal access to justice through appropriate mechanisms including but not limited to, alternative  
24 dispute resolution mechanisms and processes.
- 25

26 **SEC. 9.** Own account workers, as well as marginal economic enterprises in the informal economy, being  
27 the working poor's primary instruments to address and overcome poverty, shall be accorded by the State  
28 the rights to:

29

- 30 a.) infrastructure support such as farm to market roads, common, affordable and secure  
31 workplaces and facilities, merchandising centers, farmers' markets or a *bagsakan* with proper  
32 storage facilities, and inventory bulk-buying centers;
- 33
- 34 b.) policy support to promote and protect locally/domestically produced products;
- 35
- 36 c.) access to markets, including capacity building to access E-marketing facilities;
- 37
- 38 d.) access to affordable, appropriate and adequate financial services including among others,  
39 collateral-free and gender-balanced credit at low interest;
- 40
- 41 e.) access to appropriate and adequate machinery, equipment, and other technologies, with the  
42 end view of increasing productivity and growth;
- 43
- 44 f.) protection from unjust dislocation from places and where economic activities are conducted;
- 45
- 46 g.) special measures against racketeering, extortion, and harassment, by both State and non-  
47 State elements; and
- 48
- 49 h.) fiscal relief, including among others exemption from taxes, fees and other assessments, to be  
50 put into place by concerned national agencies and local government units sixty (60) days after  
51 the effectivity of this Act.
- 52

53 **SEC. 10.** Organizations of workers in informal economy, including unions, cooperatives, mutual benefit  
54 associations, etc. shall have the right to:

55

- 56 a.) freely function and act as the representatives of their members in policy and decision-making  
57 processes, collective negotiations, and other similar bodies and processes;
- 58

- 1 b.) establish national federations or confederations and the right of the latter to form or join  
2 international trade-union organizations;  
3  
4 c.) be furnished by concerned government institutions and other parties, upon written requests,  
5 with information pertinent to the protection and promotion of the rights and welfare of their  
6 members;  
7  
8 d.) own property, real or personal, for the use and benefit of their organizations and members;  
9  
10 e.) sue and be sued under their registered names;  
11  
12 f.) undertake all other activities, not contrary to law, designed to benefit the organizations and  
13 their members; and  
14  
15 g.) be accorded preferential option in the awarding of contracts for the undertaking of national and  
16 local projects funded by either the National Government or any local government, unit including  
17 foreign-assisted projects, the guidelines of which shall be put into place by concerned national  
18 agencies and local government units within sixty (60) days after the effectivity of this Act.  
19

20 Further,

- 21  
22 h.) notwithstanding any provision of a general or special law to the contrary, the income and the  
23 properties of legitimate labor organizations, including grants, endowments, gifts, donations and  
24 contributions they may receive from fraternal and similar organizations, local or foreign, which  
25 are actually, directly and exclusively used for their lawful purposes, shall be free from taxes,  
26 duties and other assessments. The exemptions provided herein may be withdrawn only by a  
27 special law expressly repealing this provision.  
28

29 **SEC. 11. Monitoring of growth.** The local government units (LGUs) in cooperation with the Workers in  
30 Informal Economy Local Development Office shall monitor the growth of the informal economy business  
31 activities or enterprises three (3) years after the enactment of this Act and every three (3) years thereafter.  
32 The centralized database referred to in Section 6 shall be the basis of this monitoring.  
33

#### 34 35 **CHAPTER IV** 36 **SOCIAL PROTECTION** 37

38 Social protection as defined in Section 4 of this Act shall have the following components:  
39

40 **SEC. 12. Labor Market Program –** The State shall provide adequate resources to sustain labor market  
41 programs following decent work standards, including emergency and guaranteed employment schemes,  
42 to ensure livelihood security and prevent or mitigate the effects of sudden loss of income in the context of  
43 sustainable development and developing local economies in both rural and urban areas.  
44

- 45 a.) The State shall ensure that these schemes shall be labor-intensive, developmental,  
46 sustainable and engaging both women and men, youth and older people in building  
47 infrastructure, socialized housing, social forestry focusing on the planting of traditional trees,  
48 organic farming, and food production programs.  
49  
50 b.) LGU shall encourage and provide incentives to constituents who want to engage or are  
51 engaged in sustainable and/or organic farming. All idle private or public lands with their  
52 jurisdiction shall be cultivated or planted with organic food crops like corn, root crops or  
53 vegetables. LGUs must allocate their local funds for mangrove reforestation and prohibit and  
54 conversion of any mangrove forest to residential, commercial and industrial use.  
55  
56 c.) In pursuit of decent work, the State in all its labor market programs shall adopt a  
57 comprehensive framework and plan on occupational safety and health that covers all workers,  
58 formal and informal, and implemented at both national and local levels.  
59

- 1 d.) The State shall encourage entrepreneurship among the disadvantaged, especially women and  
2 young people in informal economy through the simplification and facilitation of business  
3 registration procedures in one-stop action centers, and the provision of adequate and  
4 affordable marketing facilities such as economic freedom parks.  
5  
6 e.) The State through local government units shall promote community contracting to give  
7 preference to informal workers and their organizations in accessing employment opportunities  
8 and related benefits.  
9

10 **SEC. 13. Social Security.** In the spirit of promoting social justice, the State shall endeavour to extend  
11 social security protection to all workers and their beneficiaries against the hazards of disability, sickness,  
12 maternity, old age, death, unemployment, and other contingencies resulting in loss of income or financial  
13 burden.  
14

- 15 a.) The Social Security System (SSS) shall cover all workers, particularly the working poor who  
16 mostly belong to the informal economy. The SSS, in consultation with informal workers'  
17 organizations, shall customize products and services for them that are accessible and  
18 affordable. In the interest of equity, the State shall cover what should have been the employers'  
19 share for contributions of informal workers had they been formally employed.  
20  
21 b.) The SSS shall also develop schemes involving government subsidies and sponsorship  
22 programs to enable those who cannot afford to enrol and sustain their membership.  
23  
24 c.) To achieve universal coverage, the SSS shall facilitate the accreditation of cooperatives,  
25 women's and people's organizations, trade unions and informal workers' associations,  
26 microfinance and micro-insurance institutions and similar groups are collecting agents of  
27 premiums and facilitators of claims with the least burdensome conditions and with the  
28 appropriate incentives. It shall develop effective partnerships with these organizations.  
29  
30 d.) The SSS Commission, in the spirit of democracy, transparency, accountability, and equity,  
31 shall be required to conduct regular consultations with and provide information and reports to  
32 its membership. Both formal and informal workers shall be represented in the SSS  
33 Commission, where gender balance shall also be observed.  
34  
35 e.) The SSS in cooperation with other relevant national agencies and LGUs, shall support  
36 indigenous and community-based social protection schemes such as *damayan*, *tulungan*,  
37 *saranay*, small mutual benefit associations, and micro-finance organizations initiated or  
38 participated in by workers in informal economy so that these can be sustained, systemized and  
39 upscaled.  
40  
41 f.) An enabling environment for such organizations and schemes shall be developed. Toward this  
42 end, the Insurance Commission (IC) and other relevant regulatory agencies are hereby  
43 mandated to review its policies and framework to make them more developmental and  
44 supportive of the alternative schemes.  
45

46 **SEC. 14. Social Security for Volunteers of Government Instrumentalities** – Volunteer workers of  
47 government instrumentalities as defined in Sec. 4 of this Act, shall be covered by the Government Service  
48 Insurance System (GSIS) and be entitled to at least a minimum package of customized products, services  
49 and benefits to be designed with their participation and with adequate government subsidy.  
50

51 **SEC. 15. Health Care System and Financing** – The State shall establish a comprehensive and  
52 integrated health care system that guarantees provision of service by duly accredited and adequately  
53 furnished health facilities, and appropriately educated and rationally compensated health personnel to  
54 underserved areas all the way down to the barangay level. Provided that, such healthcare system shall  
55 include reproductive health services, and provided finally, that priority in the delivery of such services shall  
56 be the poor and marginalized.  
57

58 The State shall ensure adequate resources to finance health care for all, by, among others, progressively  
59 increasing the budget for health care until it meets the World Health Organization recommendation of at  
60 least four to five percent of the Gross Domestic Product.

1 **SEC. 16. Universal Health Insurance** – The Philippine Health Insurance Corporation (PhilHealth) shall  
2 ensure and substantiate universal, active and up to date coverage of all Filipinos, including workers in the  
3 informal economy, as specifically mandated by Republic Act 10606 or the National Health Insurance Act,  
4 as amended.  
5

6 **SEC. 17. Social Welfare and Safety Nets** – The State shall veer away from dole outs which violate the  
7 dignity of the poor and encourage dependency. It shall instead implement programs whereby beneficiaries  
8 of social assistance are able to exchange their labor or any other resources for the benefits received, and  
9 are assisted to progress out of poverty through self-empowering measures.  
10

- 11 a. Existing cash transfer programs shall be reviewed, improved and expanded to enable the poor  
12 to work and capacitate themselves out of poverty in an empowering and dignified manner.  
13 Such programs shall benefit not only children of poor families, but also senior citizens,  
14 especially older women, persons with disabilities, and other marginalized groups with little or  
15 no assets.  
16  
17 b. Barangay Day Care Center shall provide eight (8) to ten (10) hour services to enable parents,  
18 especially mothers, to pursue economic activities.  
19  
20 c. Barangay-based, gender-responsive, and participatory disaster preparedness and  
21 management schemes shall be established to address and mitigate the effects of climate  
22 change and other catastrophic risks.  
23

24 **CHAPTER V**  
25 **Security in the Workplace of Workers in Informal Economy**  
26

27 Security in the workplace as defined in Sec. 4 of this Act shall involve the following:  
28

29 **SEC. 18. Designation of Workplace** – The concerned Local Government Unit (LGU), in coordination with  
30 their respective Workers in Informal Economy Development Office (WIELDO), after consultation with  
31 informal workers, affected communities, and other relevant groups, shall identify and designate viable  
32 workplaces for informal workers; routes, terminals and specific lanes for small transport workers; and  
33 design a system of assigning these to accredited informal workers. These may include markets and  
34 vacant areas near markets, vacant public spaces, and other spaces which may be designated as  
35 allowable workplaces for informal workers.  
36

37 Should concerned informal workers prefers to conduct their economic activities within an identified private  
38 property, the LGU shall negotiate with the owner of the property for the possible use of such property as  
39 informal workers' workplace. The LGU shall likewise encourage and assist the parties on forging a  
40 possible memorandum of agreement.  
41

42 The LGUs, within sixty (60) days from the effectivity of this Act, shall conduct a survey to identify viable  
43 vacant areas suitable for routes, terminals, lanes and workplaces for use of informal workers in their  
44 respective localities.  
45

46 The LGUs shall, within ninety (90) days after the survey and based on consultations with concerned  
47 informal workers, affected inhabitants and relevant sectors as well as the recommendations of WIELDO,  
48 pass as ordinance designating such workplaces.  
49

50 **SEC. 19. Protection of Agricultural Lands and their Occupants** – The LGUs, in coordination with the  
51 Department of Agrarian Reform (DAR) shall protect irrigated and irrigable agricultural lands from  
52 conversion or reclassification to non-agricultural uses. Provided that, LGUs may continue to exercise its  
53 power of expropriation or other mode of acquisition of private untenanted agricultural lands, for purposes  
54 of public use as provided under RA 6657 as amended. "Special Economic Zones Sites, Tourist Sites or  
55 Socialized Housing Sites shall not be allowed in irrigated and irrigable lands. The LGUs shall include in  
56 their Comprehensive Land Use Plan (CLUP) all tenanted agricultural lands as protected zones.  
57

58 The LGUs shall make an inventory of all agricultural lands under leasehold and shall enforce the security  
59 of the tenure of tenants, right of redemption and right of first refusal on the subject land. The LGUs shall

1 provide assistance and protection to tenants in agricultural lands whose landowners violate the provisions  
2 of RA 3844 or the Agricultural Land Reform Code. Tenants shall not be evicted based on unilateral  
3 termination of the tenancy relationship by landowners.

4  
5 **SEC. 20. Use of Municipal Waters, Beach Fronts and Foreshores** – Municipal waters shall be used  
6 exclusively for marginalized fisherfolk and allied workers. They shall be given priority in the granting of  
7 permits and licenses for the establishment of fish pens, fish corrals, fish traps, shellfish culture or similar  
8 structures for culture and marine products within the municipal waters.

9  
10 Beach fronts and foreshores are public domain and may be used by any person especially marginalized  
11 fisherfolk. LGUs shall ensure that no beach within their jurisdiction is exclusive for the use of resort guests  
12 or private persons.

13  
14 LGUs in coordination with the National Housing Authority (NHA) shall establish and create fisherfolk  
15 settlement areas on private and public lands, specifically those near the fishing grounds, for municipal  
16 fisherfolk with security of tenure.

17  
18 A public consultation with the affected fisherfolks shall be required before an area is declared a marine  
19 protected area or a fish sanctuary by the national or local government unit.

20  
21 **SEC. 21. Policy on Eviction and Demolition** – Informal workers shall not be evicted from their homes  
22 and workplaces without legal ground as provided for in Republic Act 7279 or the Urban Development and  
23 Housing Act of 1992. In cases where eviction or demolition is warranted under Section 28 of RA 7279, the  
24 same shall be conducted upon compliance with the following:

- 25  
26 (a) notice upon the affected persons or entities at least thirty (30) days prior to the date of eviction  
27 or demolition;
- 28 (b) adequate consultations on the matter of resettlement with the duly designated representatives  
29 of the families to be resettled and the affected communities in the areas where they are to be  
30 relocated;
- 31 (c) presence of local government officials or their representatives during eviction or demolition;
- 32 (d) proper identification of all personas taking part in the demolition;
- 33 (e) execution of eviction or demolition only during regular office hours from Mondays to Fridays  
34 and during good weather, unless the affected families consent otherwise;
- 35 (f) no violence or unreasonable force shall be committed against women, children, senior citizens,  
36 persons with disabilities and other identities similarly situated in the course of eviction or  
37 demolition.
- 38 (g) non-use of heavy equipment for demolition except for structures that are permanent of  
39 concrete materials;
- 40 (h) proper uniforms for members of the Philippine National Police (PNP) who shall occupy the first  
41 line of law enforcement and observe proper disturbance control procedures; and
- 42 (i) adequate relocation, whether temporary or permanent; provided, however, that in cases of  
43 eviction and demolition pursuant to court order involving underprivileged and homeless  
44 citizens, relocation shall be undertaken by the local government unit concerned and the  
45 National Housing Authority (NHA) with the assistance of other government agencies within  
46 forty five (45) days from service of notice of final judgment by the court, after which period the  
47 said order shall be executed; provided, further, that should relocation not be possible within the  
48 said period, financial assistance in the amount equivalent to the prevailing minimum daily wage  
49 multiplied by sixty (60) days shall be extended to the affected families by the local government  
50 unit concerned.

51  
52 **SEC. 22. Policy on Confiscation of Materials and Impounding of Vehicles** – In cases where  
53 demolition or eviction is warranted, the person who conducts the same shall issue an itemized receipt of  
54 all products, goods, and other materials seized from the affected informal workers.

55  
56 Tricycles, *pedicabs* and other modes of transportation shall not be impounded for violations of license,  
57 registration, or traffic regulations unless the said vehicle was utilized in the conduct of criminal activities. In  
58 cases of mere violation of traffic regulations, a traffic violation ticket shall be issued to the erring driver  
59 without impounding his/her vehicle.

1 **SEC. 23. Policy on Relocation of Vending Sites** – Before any public market is closed, sold or  
2 demolished, all market vendors shall first be relocated by the LGU to a temporary or new public market.  
3 Notice of the intention to close, sell, or demolish any public market shall be made to all concerned vendors  
4 at least sixty (60) days before the actual transfer or relocation to another market site. Within the sixty (60)  
5 day period after issuance of notice, the LGU shall conduct consultations with the affected vendors on the  
6 selection of the relocation site and implementation of the relocation.

7  
8 Pending the designation of viable vending areas, vendors occupying public places not previously  
9 designated as vending sites shall be provided with viable temporary sites by the LGU. Notice of temporary  
10 transfer shall be given to the vendors at least fifteen (15) days before the actual transfer. This shall  
11 likewise apply to vendors granted with permits but whose workplaces are withdrawn from the list of  
12 allowable vending sites. Any change in the list of allowable vending sites shall only be done after  
13 consultations with affected vendors.

14  
15 In the event a new that a new public market is constructed in place of an old one, market vendors with  
16 stalls displaced from their workplaces shall be given priority in the assignment of stalls in the new market.

17  
18 **SEC. 24. Policy on Relocation of Terminals** – Designated terminals for tricycles and *pedicabs* shall not  
19 be arbitrarily relocated without prior notice and consultation with small transport groups, affected  
20 community and other relevant sectors. Provided, that relocation of terminals can only be affected through  
21 an Ordinance. Provided further, that after the enactment of such ordinance, notice of intention to relocate  
22 terminals shall be made to all small transport groups and affected community at least sixty (60) days  
23 before the actual relocation.

## 24 **CHAPTER VI**

### 25 **Special Allocation for Development Initiatives**

26  
27  
28 **SEC. 25. Special Allocation for Development Initiatives.** The development initiatives for workers in  
29 informal economy shall form part of an integrated and convergent plan to address poverty and  
30 vulnerability. The national and local government units shall work together in support of such plan to  
31 maximize impact of meager resources.

- 32  
33 (a) There shall be separate annual appropriation necessary to implement programs and services  
34 for worker in informal economy to be implemented by the Informal Economy Development  
35 Authority (IEDA) and Workers in Informal Economy Local Development Office (WIELDO) as  
36 created by Chapters VII and VIII of this Act. Support to WIELDO shall be based on the  
37 principles of merit and equity.
- 38  
39 (b) The Implementing Rules and Regulations (IRR) of this Act shall determine additional guidelines  
40 on, among others, the use of finances to ensure that programs and services truly benefit  
41 workers in informal economy.
- 42

43 **SEC. 26. Sourcing and Adopting Development Initiatives.** Other sources of funds to be used  
44 exclusively for initiatives addressing the needs and empowerment of workers in informal economy shall be  
45 identified in the Implementing Rules and Regulations (IRR) of this Act and may include the following:

- 46  
47 (a) Government financial institutions and mechanisms such as the Land Bank of the Philippines  
48 (LBP), Development Bank of the Philippines (DBP), National Livelihood Support Fund (NLSF),  
49 and Quedan Rural Credit and Guarantee Corporation shall set aside a specific percentage of  
50 their loan portfolio to informal economy enterprises and shall give priority to women-led  
51 informal economy enterprises by providing loans at an interest of not more than twelve percent  
52 (12%) per annum consistent with the spirit of RA 7882.
- 53  
54 (b) The Department of Social Welfare and Development (DSWD) shall strengthen its Self-  
55 Employment Assistance Program (SEAK) to uplift and empower women in poverty, particularly  
56 those in informal economy, by adopting an integrated, credit-plus approach to micro-finance.
- 57  
58 (c) The Small Business Guarantee and Finance Corporation (SBGFC) created under Republic Act  
59 (R.A.) No. 8289 shall assist in the sourcing and adopting of development initiatives for  
60 competitive enterprises in terms of finance, technology, production, management and business

1 linkages. It shall also provide and promote, develop and widen in both scope and service reach  
2 various alternative modes of financing for informal economy business activities or enterprises,  
3 including but not limited to: direct and indirect project lending, venture capital, financial leasing,  
4 secondary mortgage and/or rediscounting of loan papers to such business activities or  
5 enterprises and crop production financing. Further, the Corporation shall guarantee loans  
6 obtained by qualified workers or business activity or enterprise, under such terms and  
7 conditions adopted by its Board.  
8

9 (d) The Department of Trade and Industry (DTI) shall contribute to enable the development of a  
10 business environment that shall include initiatives such as supply chain and market outlets,  
11 and schemes to develop Special Credit Windows to upscale informal enterprises.  
12

13 (e) The Department of Science and Technology (DOST) shall support technology-related  
14 initiatives of workers and enterprises in the informal economy.  
15

16 **SEC. 27. Exclusivity of Government Programs.** The government shall ensure that programs of  
17 financing, grants and other similar incentives, as provided by this Act, shall be exclusively extended to  
18 accredited workers, business activities, enterprises or organizations in the informal economy.  
19

20 **SEC. 28. Tax Exemption.** A duly accredited IE workers, business activity, enterprise, or organization shall  
21 be exempted from all taxes, national or local, license and building permit fees and other business taxes  
22 except real property and capital gain taxes, import duties and other taxes on imported articles. In addition,  
23 any and all income, receipts and proceeds derived from their business operations shall be excluded in the  
24 computation of gross income for purposes of computing the individual income tax of the members thereof.  
25

26 **SEC. 29. Inclusivity of Benefits** – The exemptions and other benefits provided in this Act shall apply for  
27 a period of not exceeding ten (10) years from the date of accreditation of such IE worker, business  
28 activity, enterprise or organization.  
29

## 30 CHAPTER VII

### 31 Informal Economy Development Authority (IEDA)

32  
33 **SEC. 30. Creation of the Informal Economy Development Authority (IEDA).** There is hereby created  
34 an Informal Economy Development Authority, herein otherwise referred to as the IEDA, which shall be  
35 attached to the Office of the President and shall be constituted within thirty (30) days after the drafting and  
36 approval of the IRR of this Act.  
37

38 The IEDA shall be the primary agency responsible for the promotion, growth, development and  
39 empowerment of the workers in the informal economy as well as their enterprises and organization in the  
40 country. It shall be a one-stop shop that will facilitate and closely coordinate national efforts to promote the  
41 informal economy's viability and growth, including the provision of an integrated program for skills  
42 enhancement, literacy and education, health services, social welfare and services and assistance in  
43 tapping of local as well as foreign funds. It shall perform regulatory and quasi-judicial and other functions  
44 relative to the attainment of the objectives of this Act.  
45

46 **SEC. 31. Mandate and Functions of IEDA.** The mandate and functions of IEDA shall include the  
47 following:  
48

- 49 (a) Develop and ensure implementation of a simple system of accreditation for the IE workers,  
50 enterprises, and organizations in accordance with the standards and provisions of this Act;  
51
- 52 (b) Provide guidelines for the implementation by LGUs of a fair and credible system of evaluation,  
53 accreditation, review and assessment, merit promotion, rendering of grant and incentive  
54 awards and other policies relative to the effective and efficient implementation of this Act;  
55
- 56 (c) Develop and ensure implementation of annual, long-term and medium-term plans for the  
57 informal economy, the last of which should form part of the Medium Term Philippine  
58 Development Plans (MTPDP) towards institutionalizing comprehensive, rights-based, gender-  
59 responsive and child-friendly programs and policies for the IE;  
60

- 1 (d) Develop and ensure implementation of labor standards;  
2
- 3 (e) Develop and ensure implementation of gender-based monitoring and evaluation mechanisms,  
4 efficient and effective programs and policies and gender-responsiveness of interventions  
5 toward harnessing the full potential of women workers in informal economy;  
6
- 7 (f) Coordinate with LGUs for the development and implementation of periodic evaluation of all  
8 accredited IE members, enterprises and organizations – taking into account their  
9 accomplishments, capabilities and potentials – the results of which shall be used as bases for  
10 evaluation, accreditation, the grant of awards and incentives, training and retraining;  
11
- 12 (g) Establish a performance appraisal system for all accredited workers, enterprises and  
13 organizations in the informal economy which shall be the basis for granting or renewal of  
14 incentives, rewards and recognition, training and development, including adequate  
15 mechanisms to ensure their active participation and involvement;  
16
- 17 (h) Ensure effective participation of the workers in informal economy and their organizations  
18 through the establishment of regular consultative mechanisms and processes. Annual national,  
19 regional and provincial consultations among the organizations of workers in informal economy  
20 shall be conducted to determine specific issues and problems affecting their sector, and  
21 monitor and evaluate implementation of programs and policies.  
22
- 23 (i) Establish and develop a centralized and sex-disaggregated database system to effectively  
24 guide policy formulation and implementation relative to the workers in informal economy. The  
25 databank shall be available for public use and shall include but not be limited to the following:  
26
- 27 i.1. Sex-disaggregated statistical profile of various informal economy workers based on  
28 age, location, type of work, average monthly incomes, work hours, and other relevant  
29 statistical information;  
30
- 31 i.2. Sex-disaggregated data on informal enterprises, including capitalization and sources of  
32 capital, number and status of workers, average incomes;  
33
- 34 i.3. List and contact information of government and non-government organizations (NGOs)  
35 that provide educational, socio-economic and legal services to workers in informal  
36 economy;  
37
- 38 i.4. Inventory of resolved and pending cases involving activities of workers in informal  
39 economy;  
40
- 41 i.5. Database on the needs and problems of women and children in the informal economy  
42 nationwide aimed at strengthening policies and programs against child labor; and  
43
- 44 i.6. Compilation of international instruments, existing laws and programs affecting the  
45 interest and welfare of informal economy workers and information on how these workers  
46 may use or avail of such instruments, laws and programs.  
47
- 48 (j.) Develop and ensure implementation of a communication plan including massive information  
49 dissemination activities targeting workers in informal economy, their enterprises and organizations,  
50 in the various regions towards a better understanding and appreciation of the benefits this Act  
51 may bring them;  
52
- 53 (k) Consistent with letters h Section 2 of the Declaration of Policy, to develop and ensure  
54 implementation of a comprehensive plan to eliminate child labor;
- 55 (l) Monitor and coordinate implementation of policies and programs through the Regional IEDA  
56 officers;
- 57 (m) Coordinate and harmonize all informal economy-related policies, programs, projects and  
58 activities of various government agencies towards greater efficiency and effectiveness;



1 (n) Monitor the LGU-generated incomes from informal economy through the LGUs' periodic report  
2 submitted to the Council;

3 (o) After consultations with WIE organizations, develop and ensure implementation of policies and  
4 programs that will address specific needs and ensure rights of workers in informal economy  
5 subsectors including but not limited to: vendors, small transport, non-corporate construction  
6 workers, home-based workers; and

7 (p) Develop and ensure implementation of accessible and just conflict resolution and adjudication  
8 systems and mechanism to promote dialogue, conciliation, mediation and redress of grievances to  
9 protect the rights of workers in informal economy.

10 **SEC. 32. Composition.** The Chair of the IEDA shall be appointed by the President of the Philippines  
11 based on recommendation of IEDA members and shall have the rank of a Secretary. IEDA members may  
12 elect from among themselves a Vice-Chair to preside over meetings in the absence of the Chair. The  
13 members shall be the following:

- 14 (a) Secretary of Department of Labor and Employment (DOLE);  
15 (b) Secretary of the Department of Trade and Industry (DTI);  
16 (c) Director General of the National Economic and Development Authority (NEDA);  
17 (d) Secretary of Department of Agriculture (DA);  
18 (e) Secretary of Department of Agrarian Reform (DAR);  
19 (f) Secretary of Department of Social Welfare and Development (DSWD);  
20 (g) Secretary of Department of Health (DOH);  
21 (h) Secretary of Department of Transportation and Communication (DOTC);  
22 (i) Secretary of Department of Public Works and Highways (DPWH);  
23 (j) Secretary of the Department of Interior and Local Government (DILG)  
24 (k) Secretary of Department of Finance (DOF);  
25 (l) Secretary of Department of Justice (DOJ);  
26 (m) Chair of the Commission of Human Rights (CHR);  
27 (n) Lead Convenor of the National Anti-Poverty Commission (NAPC);  
28 (o) Director General of Technical Education and Skills Development Authority (TESDA);  
29 (p) Director General of National Statistics Office (NSO)  
30 (q) President of Development Bank of the Philippines (DBP);  
31 (r) President of Land Bank of the Philippines (LBP);  
32 (s) Chair of the Social Security System (SSS);  
33 (t) Chair of PhilHealth;  
34 (u) Chair of the Philippine Commission on Women (PCW);  
35 (v) Head of the Housing and Urban Development Coordinating Council (HUDCC);  
36 (w) Three (3) representatives from the private sector a large, all Filipino citizens, proven to have  
37 been active in assisting informal economy workers, to represent Luzon, Visayas and  
38 Mindanao; provided that at least one (1) is a woman;  
39 (x) One (1) representative each from the League of Cities, League of Municipalities, League of  
40 Provinces and League of Councilors;  
41 (y) Fifteen (15) representatives from People's Organizations (POs) of workers in informal  
42 economy, five (5) each from Luzon, Visayas and Mindanao to be elected in a National  
43 Assembly of these organizations duly called for that purpose. Provide that, one (1) shall be the  
44 incumbent Sectoral Representative of the National Anti-Poverty Commission (NAPC)-Workers  
45 in the Informal Economy. Provided further, that at least 50% of the remaining 14 represent

1 subsectors of informal workers that may include vendors, small transport, marginalized  
2 farmers, marginalized fisherfolks, home-based workers or non-corporate construction workers;  
3 and the rest shall come from Non-Government, women's and other organizations actively  
4 working with and for the rights of informal workers. Provided finally, that at least 40% of the  
5 remaining 14 representatives are women. The guidelines for the nomination and election,  
6 including processes and mechanics shall be determined by the IRR of this Act.  
7

8 Representatives from the private sector, NGOs and IE organizations shall serve as IEDA  
9 members for a term of three (3) years without re-election and shall be subject to terms and  
10 conditions provided for by the IRR.  
11

12 The private sector, workers in informal economy and women's organizations' representatives  
13 to the IEDA shall be entitled to receive per diem of at least Two Thousand Five Hundred Pesos  
14 (P2,500.00) per meeting.  
15

16 The IEDA members shall meet once every two (2) months and may call for special meetings as  
17 the need arises; provided, that the frequency of such special meetings shall not exceed four (4)  
18 times annually.  
19

20 Ten million pesos (10,000,000.00) shall be allocated from the Presidential discretionary fund  
21 for the initial operating expenses of the IEDA.  
22  
23

24 **SEC. 33. Executive Committee of the IEDA.** An Executive Committee of seven (7) members shall be  
25 convened. Beside the Chair and Vice-Chair, the following shall be elected by the IEDA members from  
26 among themselves or their duly designated alternate representatives: two (2) representatives of  
27 organizations of workers in informal economy, one (1) from the different leagues of local officials, one (1)  
28 from the private sector, and one (1) from a national government agency, provided that at least two (2)  
29 members of the Executive Committee are women.  
30

31 The Executive Committee shall have the authority to act for and in behalf of IEDA during intervals of  
32 meetings, and within the specific authority granted by the IEDA.  
33

34 **SEC. 34. IEDA Secretariat.** The Executive Committee shall create a secretariat that will have the  
35 following duties and functions:  
36

- 37 (a) Prepare and recommend, in coordination with LGUs and other government agencies, annual,  
38 medium-term, and long-term Informal Economy Development Plans for approval of the IEDA;  
39
- 40 (b) Coordinate the preparation of position papers and background materials for discussion or  
41 approval during IEDA meetings;  
42
- 43 (c) Assist in coordinating and monitoring policies, programs and activities of all government  
44 agencies with respect to the implementation of this Act;  
45
- 46 (d) Prepare, collate, and integrate all inputs to the IEDA's yearly report on the status of informal  
47 economy workers, business activities or enterprises in the country;  
48
- 49 (e) Submit periodic reports to IEDA on the progress and accomplishments of its work programs;  
50 and  
51
- 52 (f) Perform other functions as authorized by the IEDA.  
53

54 **SEC. 35. Authority of the IEDA to Solicit Assistance from Various Agencies.** The IEDA may, from  
55 time to time, call for the participation of any government agency in its deliberations especially when such  
56 agency is directly or indirectly concerned with and/or affecting the growth and development of the IE in  
57 any particular area or manner.  
58

59 **SEC. 36. Regional IEDA Officer.** Regional IEDA Officers shall be appointed and shall have functions that  
60 include: monitoring and coordinating of IEDA initiatives in the regions; evaluation of policies programs for

1 workers in informal economy; providing technical assistance in the development of local plans and  
2 programs; as well as other administrative functions necessary for the IEDA initiatives in their jurisdiction.

3  
4 IEDA Regional Officers shall automatic seats in all Regional Development Council (RDCs).

5  
6 **SEC. 37. Rationalization of Programs.** IEDA shall conduct continuing review of government programs  
7 for the poorest of the poor and the workers in informal economy and submit to Congress and the  
8 President a report thereon together with its policy recommendations.

9  
10  
11 **Chapter VIII**

12 **Workers in Informal Economy Local Development Office (WIELDO)**

13 **SEC 38. Worker In Informal Economy Local Development Office (WIELDO).** The Workers in Informal  
14 Economy Local Development Office (WIELDO) shall be established in every province, city or municipality  
15 to perform functions that shall include but not be limited to the following:

- 16 (a) Prepare an overall development plan and work program that will address the needs of the  
17 workers in informal economy, prioritizing the poorest and most vulnerable, and incorporate  
18 them in their respective provincial, regional, city, municipal and barangay development plans;
- 19 (b) In consultation with organizations of workers in informal economy in the area, identify specific  
20 needs of various subsectors of the IE and recommend appropriate measures to be taken;
- 21 (c) Ensure accreditation of workers in informal economy, especially those with assets P150,000  
22 and below, to facilitate their immediate access to benefits and services;
- 23 (d) Monitor, assess and evaluate implementation of the plans and programs as well as the  
24 performance of informal workers, their economic activities and their organizations in the areas;
- 25 (e) Lead in the local implementation of Chapter V (Security in the Workplace of Workers in  
26 Informal Economy) of this Act;
- 27 (f) Coordinate with other local offices, private sector and other organizations with existing  
28 programs for the workers in informal economy towards integration and convergence;
- 29 (g) Conduct training programs which will provide new ideas to the IE workers, especially those  
30 with the least assets and formal education, and upgrade the technical and entrepreneurial skills  
31 of others who are already in the field;
- 32 (h) Implement consciousness-raising and capability building activities which include information on  
33 workers', women's, children's rights and leadership training;
- 34  
35 (i) Provide technical support and access to credit, market, technology, social protection schemes,  
36 and training for micro-entrepreneurs and those in service industry, small transport, non-corporate  
37 construction workers, etc.;
- 38  
39 (j) Develop pools of community trainers in business counseling and awareness-raising on  
40 occupational safety and health hazards, risks and social protection;
- 41  
42 (k) Support organizing activities among workers in informal economy;
- 43  
44 (l) Establish sex-disaggregated databank on human resources and skills registry to be used as  
45 tools for LGU planning and budgeting;
- 46  
47 (m) Provide offices and other necessary resources to support organizing, advocacy, training, and  
48 other activities of local organizations of workers in informal economy;

1  
2 (n) Train workers in informal economy on negotiation skills and on the conduct of time and motion  
3 studies to determine proper wages; and  
4

5 (o) Provide services, which shall include but not be limited to counseling, conciliation, mediation,  
6 and legal assistance for furtherance of this Act, prioritizing those with the least access to justice.  
7

8 In the performance of WIELDO's functions, the principle of preferential treatment to the poorest  
9 and most vulnerable shall be observed.  
10

11 In addition to fund allocations specified in this Act, the LGUs shall annually allocate at least One  
12 Hundred Thousand Pesos (P100, 000.00) for the establishment and initial operations of WIELDO.  
13

14 Following the principle of merit and equity, LGUs that fulfill such allocations may receive additional  
15 assistance from the national government as recommended by IEDA; provided, that they have formulated  
16 their local development plan for workers in informal economy.  
17

18 **SEC. 39. Composition.** The Local Chief Executives (LCEs) shall be the primary overseers of WIELDO's  
19 operations. The IRR of this Act shall provide for WIELDO's composition provided that, informal workers'  
20 representatives shall form at least fifty percent (50%) of WIELDO's membership. Provided further, that IE  
21 representatives shall not be less than five (5), and provided finally, that at least forty percent (40%) of all  
22 members are women. Other relevant guidelines on WIELDO's operations shall be included in the IRR of  
23 this Act.  
24

25 **TITLE II**  
26 **EMPLOYMENT OF WORKERS IN INFORMAL ECONOMY**  
27

28  
29 **Chapter 1**  
30 **Requisites for Employment Agreement**  
31

32 **SEC. 40. Minimum Standards.** All working arrangements entered into by workers in informal  
33 economy shall be in accordance with the minimum applicable labor and social standards as contained in  
34 Title II of this Act.  
35

36 These standards shall be strictly enforced in informal economic enterprises supplying or doing outsourcing  
37 work for exporters, investors-locators in export processing zones or industrial parks licensed by the Export  
38 Processing Zone, and domestic formal sector manufacturers and retailers-distributors.  
39

40 For workers engaged by independent informal economic enterprises, DOLE, in coordination with IEDA  
41 shall audit the capacity of these enterprises to comply with these standards. Those incapable of meeting  
42 the standards shall be assisted to upgrade their capacity to improve their businesses, as well as the  
43 capacity to comply with relevant labor and social standards.  
44

45 **SEC. 41. Provisions of Employment Agreement.** The employment contract shall be in written form.  
46 However, the absence of a written agreement does not mean the absence of an employment relationship.  
47 As a matter of right, informal workers can insist on a written agreement based on minimum standards.  
48

49 In cases wherein minors are contracted with, the said negotiated contract shall be signed on  
50 his/her behalf by either parent or legal guardian, with the expressed written consent of the said minor.  
51

1 In cases wherein illiterate workers are contracted with, the said contract shall be explained to the  
2 worker concerned and attested to by a representative from the LGU or an elected Barangay official in the  
3 city or municipality where the worker is designated to work.

4  
5 Each of the contracting parties shall be provided with a full set of the duly signed agreement which  
6 shall include the following basic provisions:

- 7  
8 (a) working arrangement/mode;  
9  
10 (b) period/duration of employment;  
11  
12 (c) compensation, which shall not be below the minimum standard, and mode of payment;  
13  
14 (d) computation of contributions for social security and medical insurance, including for the  
15 industrial homeworkers under the Implementing Rules of the Labor Code;  
16  
17 (e) duties and responsibilities;  
18  
19 (f) working hours and day-off schedules;  
20  
21 (g) living quarters or sleeping arrangements (for live-in workers);  
22  
23 (h) the date, term and mode of delivery or date of completion;  
24  
25 (i) minimum of twenty percent (20%) down payment for labor cost and services, and minimum of  
26 50% for inventory of raw materials used in the production for homeworkers.  
27

28 Minimum standard compensation referred to above shall be determined by the Regional Wage Boards per  
29 subsector of IE workers. In the case of piece rates, this shall be based on the conduct of time and motion  
30 studies facilitated by the DOLE Bureau of Working Conditions. While there are no standardized rates for  
31 workers in informal economy jobs, the basis of computation shall not be below the applicable minimum  
32 wage of the region where they are covered.

33  
34 Enforcement of the standard compensation rates shall be in accordance with the capability to comply as  
35 explained in Section 40 of this Act.

36  
37 **SEC. 42. *Payment of Wages*** – Payment derived from negotiated agreement shall be made directly to the  
38 workers. No deductions from such payments shall be made by the employer except those provided by  
39 law. The expressed written consent of the worker shall be first secured before deductions are made.  
40

41  
42 **Chapter II**  
43 **IE Workers of Minor Age**  
44

45 **SEC. 43. *Allowable Employment of Workers of Minor Age*** – Children fifteen (15) years up to  
46 seventeen (17) years of age may be employed; provided, that parental or legal guardian consent be  
47 presented and attested by any representative of the LGU or duly elected Barangay official where the work  
48 is to be done. In no instance however, shall children below fifteen (15) years old be engaged in whatever  
49 form of productive services.  
50

51 Workers of minor age shall not be allowed to render work for more than four (4) hours, five (5) days a  
52 week, exclusive of one (1) hour break for breakfast or lunch whichever is applicable.

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**Chapter III**  
**Prohibited Acts**

**SEC. 44. Prohibition Against Forced Night Work** – It is unlawful to force, threaten, intimidate, or otherwise harass workers in informal economy to engage in night work. Moreover, workers of minor age shall not be allowed to render work between eight o'clock in the evening and six o'clock in the morning of the following day.

**SEC. 45. Prohibition Against Work to be Undertaken** – Workers of minor age shall not be allowed to render work beyond their physical and mental capabilities.

**SEC. 46. Prohibition Against Bonded Labor** – A worker shall not be allowed to use his/her future services as collateral for any loan or advances made or to be made by said worker with the employer. Likewise, no employer shall be allowed to bind the worker to his/her continued employ as a form of payment for any loan or advances which he/she may have made with the employer. Should there be an outstanding loan incurred and he/she decides to unilaterally terminate the contract of employment, said loan or advance shall be paid by him/her to the employer under the terms and conditions specified in a duly executed promissory note between parties.

**SEC. 47. Prohibition Against Labor-Only Contracting** – In no instance shall the employer subcontract the services of a worker to any third party, unless such activity falls within the purview of an employment arrangement for which the necessary permits and licenses have been priory secured.

Labor-only contracting means that the contracting agency or party does not provide any raw materials, inputs, or other forms of investment in the enterprise, does not have any control over the work process, but merely supplies labor to a principal, making it appear that the contracting party is the employer and not the principal.

**SEC. 48. Prohibition Against Recruitment and Finder's Fees.** Regardless of whether the worker was sourced either through an employment agency or third party, the worker shall neither be changed nor levied a share in the recruitment fees or finder's fees by the employment agency or third party.

**SEC. 49. Prohibition Against Hazardous Work and Conditions.** Any worker shall neither be employed in any hazardous work, activity, or undertaking, nor shall he/she be exposed to hazardous working conditions.

For purposes of this Section, hazardous work or conditions shall include, but not be limited to the following:

- (a) Any work which requires workers to render services beyond ten (10) hours;
- (b) Any work, employment, or activity which exposes the worker to physical, emotional, or sexual abuse;
- (c) Any work which involves manual handling or transport of heavy loads;
- (d) Any work in an unhealthy environment which exposes workers to hazardous substances, agents, or processes, or to temperature, noise levels, or vibrations damaging to their health;
- (e) Any work which requires workers to continuously render services during late nights;
- (f) Any or all forms of slavery or practices similar to slavery, such as the sale and trafficking of persons, forced, or compulsory labor, debt bondage and serfdom;

- 1 (g) Any use, procuring or offering of the worker for prostitution or pornography;  
2  
3 (h) Any use, procuring or offering of the worker for the commission of any offense or crime,  
4 particularly for the production and trafficking of narcotic drugs and substances as defined in the  
5 Dangerous Drugs Act;  
6  
7 (i) Any other type of work or activity which, by its nature or the circumstances in which it is carried  
8 out, is likely to jeopardize the health, safety, or morals of the worker; and  
9  
10 (j) Any other type of work, activity, condition, or undertaking that maybe hereinafter be defined as  
11 hazardous by the DOLE.  
12

13 **SEC. 50. Prohibition Against Interference and Coercion.** Any person is prohibited from committing any  
14 of the following as acts of interference and coercion:  
15

- 16 (a) Prevent a worker from upholding or exercising his/her rights;  
17  
18 (b) Prevent workers from joining or assisting organizations or unions for purposes not contrary to  
19 law, in order to protect and defend their mutual interests and to obtain redress of grievances  
20 through peaceful concerted efforts;  
21  
22 (c) Prevent a worker from carrying out his/her duties or functions in an organization or union, or to  
23 penalize the same for any lawful action performed in that capacity;  
24  
25 (d) Harass, interfere, intimidate or prevent the worker from performing his/her duties and functions;  
26  
27 (e) Harass, transfer, penalize, or terminate the services of a worker who is carrying out his/her  
28 function or role for and in behalf of his/her employer; and  
29  
30 (f) Perform acts to diminish the independence and freedom of workers' union or organization to  
31 direct its own affairs.  
32

33 **Chapter IV**  
34 **Rights and Benefits of Employed Workers in Informal Economy**  
35

36 **SEC. 51. Right to Wages Earned.** The employer shall directly pay the workers on time, based on  
37 agreement any and all wages, remuneration or compensation earned by him/her during the period of  
38 his/her employment.  
39

40 No parent, guardian, relative or any other person shall be allowed to take a loan against the  
41 compensation of his/her relative-worker of minor age without the express written consent of the concerned  
42 relative-worker. Neither shall the worker of minor age be mandated to work in payment of loan or liability  
43 by a parent, guardian, relative, or any other person.  
44

45 **SEC. 52. The Right to Privacy and Confidentiality.** The employer shall respect the privacy of workers  
46 during the latter's rest periods. This right to privacy shall extend to any and all forms of personal  
47 communication, including letters or other forms of correspondence issued or received. The worker shall be  
48 allowed communications coursed through the private telephone of the employer; provided that any  
49 additional expense incurred due to such communication shall be borne by the worker and shall be  
50 deducted after the employer's due notice to the worker of the amount incurred.  
51

1 The State, further guarantees the protection of the right of workers to communicate with relatives  
2 and other persons and to receive visitors subject to reasonable limits prescribed in the employment  
3 contract agreed and entered into by both the employer and the worker.  
4

5 **SEC. 53. Access to Education and Training.** A worker shall not be deprived of formal or non-formal  
6 education. In cases where he/she is productively employed, he/she shall be allowed to attend or pursue  
7 any kind of educational program during free time or any other time as agreed by the employer and the  
8 worker.  
9

10 The Department of Education (DepEd), Commission on Higher Education (CHED) and other  
11 appropriate agencies, shall extend services such as Study Now, Pay Later Program to the workers in the  
12 IE and their dependents.  
13

14 **SEC. 54. Access to Lawful Third Party Mediation.** The LGUs shall provide workers and their employers  
15 the names, addresses and telephone numbers of the designated liaison officers of the following:  
16

- 17 (a) DTI;
- 18
- 19 (b) DOLE;
- 20
- 21 (c) The Barangay Office where work is done; and
- 22
- 23 (d) Duly registered NGOs accredited to mediate the disputes of their sector.
- 24
- 25 (e) IEDA
- 26

27 The employer guarantees the worker the access to all available means of communication for the  
28 purpose of contacting any of the above-enumerated institutions.  
29

30 **SEC. 55. Normal Hours of Work.** The normal hours of work is eight (8) hours per day, exclusive of one  
31 (1) hour breaks each for breakfast, lunch, and dinner. The worker shall be allowed at least eight (8) hours  
32 of continuous rest per day. Otherwise, any work done by him/her beyond the normal hours of work per  
33 day shall be duly compensated.  
34

35 **SEC. 56. Regular Working Days.** No worker shall render work for more than six (6) days per week.  
36  
37

38 **SEC. 57. Clothing and Personal or Protection Equipment Allowance.** A worker shall be entitled to a  
39 minimum of One Thousand pesos (P1,000.00) clothing and personal or protection equipment (PPE)  
40 allowance annually. Provided, that the worker has rendered at least one (1) year of continuous service in  
41 the employment he/she is currently in.  
42

43 **SEC. 58. Service Incentive Leave.** A worker who has been employed for one (1) year shall be entitled to  
44 a five (5)-day service incentive leave with pay, in addition to the one (1) day per week designated as rest  
45 day. Said leave may only commence at the end of the first year of employment and shall not cumulate  
46 from year to year.  
47

48 **SEC. 59. Maternity Benefits.** A female worker who has been employed for one (1) year shall be entitled  
49 to maternity benefits as provided for by the law.  
50



1 **SEC. 60. 13<sup>th</sup> Month Pay.** A worker shall be entitled to the 13<sup>th</sup> month pay equivalent to one month's basic  
2 salary; provided, that the worker has reached the required minimum residency. Otherwise, the worker  
3 shall be entitled to receive a 13<sup>th</sup> month pay on a pro-rated basis.  
4

5 **SEC. 61. Allowing Subcontracting.** A worker may enter into sub-contractual employment or may accept  
6 sub-contractual jobs from any other enterprise or firm joining or may join productive employment through a  
7 cooperative consortium; provided, that the enterprise, firm, cooperative, or consortium meets the  
8 requirements of Articles 106-109 of the Labor Code and its Implementing Rules, including registration  
9 requirements under DO 18-02.  
10

11 **SEC. 62. Pre-Termination of Contract.** The employer may, at his/her own discretion, terminate the  
12 services of the worker; provided however, that the said employer provides the worker with at least fifteen  
13 (15) day notice of termination, and termination pay equivalent to at least one-half (½) month's salary. In  
14 lieu of the fifteen (15) day notice of termination, the employer may immediately terminate the services of  
15 the worker, provided that the said employer provided the worker termination pay equivalent to one (1)  
16 month's salary.  
17

18 The employer may, for valid or just cause of loss of confidence, terminate the services of the  
19 worker prior to the expiration of the contract without indemnifying the latter with termination pay.  
20

21 Should the worker decide, on his/her own volition, to unilaterally leave the workplace prior to the  
22 expiration of the contract period, said worker shall forfeit any separation pay that may be due him/her.  
23

24 **SEC. 63. Extent of Duty.** The employer shall not require a worker to perform any task or work outside the  
25 scope of their agreement.  
26

27 **SEC. 64. Deployment Expenses.** Deployment expenses of the worker, including transportation and  
28 agency fees, shall be shouldered by the employer.  
29  
30

31 **TITLE III**  
32 **FINAL PROVISIONS**  
33

34 **SEC. 65. Penal Provisions.**  
35

- 36 (a) Any person who shall willfully interfere with, restrain, or coerce a worker in the exercise of his/her  
37 rights or shall in any manner commit any act in violation of any of the provisions of this Act shall,  
38 upon conviction, be punished by a fine not less than Twenty Thousand Pesos (P20,000.00) or  
39 imprisonment of one (1) year to six (6) years or both fine and imprisonment at the discretion of the  
40 Court.  
41
- 42 (b) If the offender is a public official, the Court, in addition to the penalties provided in the preceding  
43 paragraph, may impose the additional penalty of disqualification from public office.  
44
- 45 (c) Any person or officer who violates Section 22 of this Act shall be administratively liable. Nothing  
46 herein shall prohibit the aggrieved informal worker from initiating a criminal or civil action against  
47 the responsible person or office whenever such action is applicable.  
48
- 49 (d) Violations of Sections 23 and 24 of this Act shall render the responsible official/s administratively  
50 liable pursuant to Republic Act 7160 and other pertinent laws and criminally liable whenever  
51 applicable.  
52

1 (e) In the case of a private institution/company found to be violating any provision of the Act, it shall be  
2 subject to a penalty ranging from suspension of license or revocation of such at the discretion of  
3 the Court.  
4

5 **SEC. 66. *Implementing Rules and Regulations (IRR)*.** The Implementing Rules and Regulations of this  
6 Act shall be formulated by a drafting committee composed of representatives of offices that will be  
7 members of IEDA. Provided that, at least thirty percent (30%) of the drafting committee members shall  
8 come from organizations working on informal workers' concerns. The committee will start work on the IRR  
9 within ninety (90) days after the effectivity of this Act.

10  
11 **SEC. 67. *Separability Cause*.** If any provision of this Act is declared unconstitutional or invalid, the  
12 provisions not affected shall continue to be in full force and effect.

13  
14 **SEC. 68. *Repealing Clause*.** All laws, decrees, orders, rules, and regulations or other issuances  
15 inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

16  
17 **SEC. 69. *Effectivity*.** This Act shall take effect fifteen (15) days after its publication in at least two (2)  
18 newspapers of general circulation or the Official Gazette, whichever comes first.

*Approved,*