



## SENATE

S. No. 2234

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PREPARED BY THE COMMITTEES ON LABOR, EMPLOYMENT  
AND HUMAN RESOURCES DEVELOPMENT; FOREIGN  
RELATIONS; CIVIL SERVICE, GOVERNMENT  
REORGANIZATION AND PROFESSIONAL REGULATION; AND  
FINANCE WITH SENATORS PIMENTEL, VILLAR, GO,  
TOLENTINO, MARCOS, REVILLA, RECTO, PACQUIAO,  
ZUBIRI, VILLANUEVA, DELA ROSA AND DRILON AS  
AUTHORS THEREOF

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AN ACT CREATING THE DEPARTMENT OF MIGRANT  
WORKERS, DEFINING ITS POWERS AND  
FUNCTIONS, RATIONALIZING THE ORGANIZATION  
AND FUNCTIONS OF GOVERNMENT AGENCIES  
RELATED TO OVERSEAS EMPLOYMENT AND  
LABOR MIGRATION, APPROPRIATING FUNDS  
THEREFOR, AND FOR OTHER PURPOSES

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

1           SECTION 1. *Short Title.* – This Act shall be known as  
2   the “Department of Migrant Workers Act”.

3           SEC. 2. *Declaration of Policies.* – It is the duty of the  
4   State to protect the rights and promote the welfare of

Overseas Filipino Workers and their families, by: (a) ensuring that private recruitment shall meet professional, legal, and ethical standards; (b) obtaining the best possible conditions of work that uphold the dignity of OFWs; (c) providing timely and responsive services to address their needs regardless of legal status; (d) ensuring their participation in the formulation of policies affecting their welfare; and (e) providing mechanisms for skills development and reintegration.

In adherence to ratified international conventions and bilateral or multilateral treaties on migration, the State commits to progressively align its programs and policies towards the fulfillment of the twenty-three (23) objectives of the Global Compact for Safe, Orderly and Regular Migration (GCM).

The State does not promote overseas employment as a means to economic growth and national development and shall continuously aim to make it a choice and not a necessity. The State shall institute measures that will

strengthen the domestic labor market for the effective  
reintegration of Overseas Filipino Workers.

SEC. 3. *Definition of Terms.* – As used in this Act, the  
following terms and phrases are defined as follows:

(a) AKSYON Fund – the fund created under Section  
14 of this Act to provide legal, medical, financial, and other  
forms of assistance to Overseas Filipino Workers, including  
repatriation, shipment of remains, evacuation, rescue, and  
any other analogous help or intervention to protect the  
rights of Filipino nationals;

(b) Ethical recruitment – refers to the lawful hiring of  
workers in a fair and transparent manner that respects  
and protects their dignity and human rights;

(c) In distress – an overseas Filipino, regardless of  
immigration status, who has a medical, psychosocial, or  
legal problem, or is experiencing abuse or exploitation, or  
whose human rights are being violated, or is in a country  
in actual or potential war, civil unrest, pandemic or other  
analogous circumstances and situations, and requires  
medical treatment, hospitalization, counseling, legal

1 representation, rescue, repatriation, or any other kind of  
2 analogous intervention, including the repatriation of  
3 remains;

4 (d) License – refers to the document issued by the  
5 Secretary of the Department authorizing a natural or  
6 juridical person to operate a private recruitment or  
7 manning agency;

8 (e) Manning agency – refers to a natural or juridical  
9 person duly licensed by the Secretary of the Department to  
10 engage in the recruitment and placement of seafarers;

11 (f) Overseas employment – refers to employment  
12 outside the Philippines;

13 (g) Overseas Filipino Worker (OFW) – refers to a  
14 Filipino who is to be engaged, is engaged, or has been  
15 engaged in remunerated activity in a country of which he  
16 or she is not an immigrant, citizen, or permanent resident  
17 or is not awaiting naturalization, recognition, or  
18 admission, whether land-based or sea-based regardless of  
19 status; excluding a Filipino engaged under a government-  
20 recognized exchange visitor program for cultural and

1 educational purposes. For purposes of this provision, a  
2 person engaged in remunerated activity covers a person  
3 who has been contracted for overseas employment but has  
4 yet to leave the Philippines, regardless of status, and  
5 includes “Overseas Contract Workers”. The term “OFW” is  
6 synonymous to “Migrant Worker;”

7 (h) Recruitment agency – refers to a natural or  
8 juridical person duly licensed by the Secretary of the  
9 Department to engage in the recruitment and placement of  
10 land-based OFWs;

11 (i) Reintegration program – refers to a measure or a  
12 set of measures intended for mainstreaming and  
13 sustainable return of OFWs into Philippine society,  
14 including, but not limited, to livelihood projects, wellness  
15 programs, financial literacy programs and other similar  
16 projects: *Provided*, That reintegration programs shall be  
17 based on the specific needs and skills of the returning  
18 OFWs; and

19 (j) Seafarer – refers to an OFW who is engaged in  
20 employment in any capacity on board a merchant marine

1 vessel plying international waters or other sea-based craft  
2 of similar category. For purposes of this Act, it shall  
3 include fishers onboard commercial fishing vessels on  
4 international waters or as defined under relevant maritime  
5 conventions, cruise ship personnel, yacht crew, those  
6 serving on mobile offshore and drilling units in the high  
7 seas, and other persons similarly situated.

8 SEC. 4. *Creation.* – The Philippine Overseas  
9 Employment Administration (POEA) created under  
10 Executive Order No. 247, Series of 1987, as amended, and  
11 all the entities, agencies and units enumerated in Section  
12 19 are consolidated and merged, and hereby constituted as  
13 the Department of Migrant Workers, hereinafter referred  
14 to as “the Department”. The Department is hereby  
15 organized structurally and functionally in accordance with  
16 the provisions of this Act.

17 SEC. 5. *Mandate.* – The Department shall absorb all  
18 the powers, functions and mandate of the Philippine  
19 Overseas Employment Administration and all the entities  
20 enumerated in Section 19 hereof, and shall be the primary

1 agency under the Executive Branch of the government  
2 tasked to protect the rights and promote the welfare of  
3 OFWs, regardless of status and of the means of entry into  
4 the country of destination. It shall formulate, plan,  
5 coordinate, promote, administer, and implement policies,  
6 and undertake systems for regulating, managing, and  
7 monitoring the overseas employment of Filipino workers  
8 and reintegration of OFWs, while taking into consideration  
9 the national development programs formulated by the  
10 National Economic and Development Authority (NEDA). It  
11 shall also promote the empowerment and protection of  
12 Filipinos working overseas by empowering and training  
13 them to gain appropriate skills and by ensuring access to  
14 continuous training and knowledge development.

15 SEC. 6. *Powers and Functions.* – To carry out its  
16 mandate, the Department shall:

17 (a) Formulate, recommend, and implement national  
18 policies, plans, programs, and guidelines that will ensure  
19 the protection of OFWs, including their safe, orderly and  
20 regular migration, the promotion of their interests, the

1 timely and effective resolution of their problems and  
2 concerns, and their effective reintegration to Philippine  
3 society;

4 (b) Regulate the recruitment, employment, and  
5 deployment of OFWs;

6 (c) Investigate, initiate, sue, pursue, and help  
7 prosecute, in cooperation with the Department of Justice  
8 (DOJ) and the Inter-Agency Council Against Trafficking  
9 (IACAT), illegal recruitment and human trafficking cases  
10 as defined under Republic Act No. 8042, as amended by  
11 Republic Act No. 10022, otherwise known as the Migrant  
12 Workers and Overseas Filipinos Act of 1995, as amended,  
13 and as provided under Republic Act No. 9208, as amended  
14 by Republic Act No. 10364, otherwise known as the Anti-  
15 Trafficking in Persons Act, and other existing laws and  
16 other issuances. In the performance of its functions, the  
17 Department Secretary and his authorized deputy shall  
18 have the power: (1) To issue *subpoena* or *subpoena duces*  
19 *tecum* to any person for investigation for illegal  
20 recruitment or trafficking in persons cases as defined

1 under Republic Act No. 9208, as amended, and other  
2 existing laws and other issuances; and hold or cite any  
3 person in contempt as may be provided by the  
4 implementing rules and regulations; (2) To administer  
5 oaths upon cases under investigation; and (3) To have  
6 access to all public records and to records of private parties  
7 and concerns, in accordance with law;

8 (d) Protect and promote the welfare, well-being, and  
9 interests of the families of OFWs in accordance with this  
10 Act, consistent with the Constitutional policy of upholding  
11 the sanctity of family as basic autonomous social  
12 institution and of valuing the vital role of youth in nation  
13 building;

14 (e) Support and assist the Department of Foreign  
15 Affairs (DFA) and relevant government agencies in  
16 building strong and harmonious partnerships with  
17 counterpart and relevant agencies in foreign countries in  
18 order to facilitate the implementation of strategies and  
19 programs for the protection and promotion of the rights  
20 and well-being of OFWs and their families, and to

1 continuously monitor economic, political, and labor  
2 developments therein;

3 (f) Support and assist the DFA in the negotiation of  
4 bilateral and multilateral agreements, initiatives and  
5 programs, including intergovernmental processes, which  
6 primarily concern labor migration;

7 (g) Represent, in coordination with and under the  
8 guidance of the DFA, interests pertaining to OFWs in  
9 bilateral, regional, and multilateral fora and international  
10 bodies. A written authorization shall be secured by the  
11 Department from the President, through the Secretary of  
12 Foreign Affairs, prior to any international meeting or  
13 negotiation of a treaty or executive agreement on any  
14 subject matter within its mandate;

15 (h) Provide, in cooperation with the Department of  
16 Education (DepEd), the Department of Trade and Industry  
17 (DTI), the Commission on Higher Education (CHED), the  
18 Technical Education and Skills Development Authority  
19 (TESDA), the Maritime Industry Authority (MARINA),  
20 and other government agencies, civil society organizations,

1 non-governmental organizations and the private sector,  
2 trainings aimed at promoting the global competitiveness of  
3 OFWs, as well as job matching services to persons desiring  
4 to become OFWs;

5 (i) Encourage and enhance information and resource  
6 sharing among related agencies, and develop an electronic  
7 database to improve services for OFWs in accordance with  
8 Section 18 of this Act;

9 (j) Regulate the operations of private recruitment and  
10 manning agencies involved in the deployment of OFWs  
11 abroad to protect the interests and well-being of these  
12 workers;

13 (k) Foster the professionalization, promote ethical  
14 recruitment practices, and ensure compliance with legal  
15 and ethical standards, training, and capacity-building of  
16 private recruitment and manning agencies;

17 (l) Establish a 24/7 Emergency Response and Action  
18 Center Unit and media and social media monitoring center  
19 to respond to the emergency needs of OFWs and their  
20 families;

1           (m) Perform all the powers, functions, and  
2 responsibilities assigned to all agencies, offices, or units to  
3 be transferred to, or absorbed by, the Department  
4 pursuant to the consolidation mandated by this Act;

5           (n) Require private recruitment and manning  
6 agencies to provide comprehensive insurance to the OFWs  
7 they deploy in accordance with law: *Provided*, That with  
8 respect to OFWs deployed thru other arrangements, a  
9 substantially similar benefit shall be provided to the  
10 concerned OFW;

11           (o) Develop and create a training institute that will  
12 provide substantive, analytical and strategic leadership  
13 training programs meant to equip employees of the  
14 Department, especially those who will be working  
15 overseas, with necessary knowledge and skills, such as, but  
16 not limited to, the language, customs, traditions, and laws  
17 of the host countries where OFWs are located, with due  
18 regard to the training services being provided by the  
19 Foreign Service Institute of the DFA. The training shall

1 also include effective means and methods in handling the  
2 concerns of OFWs;

3 (p) Develop and create an institute for advanced and  
4 strategic studies on migration and development, which  
5 shall, among others, conduct advanced, strategic and up-to-  
6 date studies and research on global migration and  
7 development trends;

8 (q) In coordination with the DFA, conduct regular,  
9 timely, and relevant political and security risk assessment  
10 of the conditions in the receiving country, including  
11 adequate evacuation plans that will be communicated with  
12 all migrant workers thereat, not only for deployment  
13 purposes but more especially in cases of emergencies which  
14 will require swift actions including, but not limited to,  
15 possible evacuation of our migrant workers;

16 (r) Create a system for the blacklisting of persons,  
17 both natural and juridical, including local and foreign  
18 recruitment agencies, their agents, and employers, who are  
19 involved in trafficking as defined in Section 16(h), second  
20 paragraph of Republic Act No. 9208, as amended. The

1 Department shall create and update a database of  
2 blacklisted persons which will be shared within the  
3 concerned agencies of the Department and with the  
4 IACAT. It shall also establish a monitoring system for  
5 cases involving trafficking and illegal recruitment of  
6 OFWs; and

7 (s) Perform such other functions as may be necessary  
8 to achieve the objectives of this Act.

9 The exercise of the powers and functions of the  
10 Department shall in no way limit, restrict, or diminish the  
11 pursuit of an independent foreign policy or the conduct of  
12 foreign relations and treaty negotiations by the DFA.

13 Protection of the rights and promotion of the welfare  
14 of overseas Filipinos is a pillar of Philippine foreign policy.  
15 The DFA shall continue providing assistance to other  
16 Filipino nationals not covered under this Act.

17 *SEC. 7. Composition.* – The Department shall consist  
18 of the Department Proper comprising of the Office of the  
19 Secretary, the Offices of the Undersecretaries and  
20 Assistant Secretaries, the Service Units, the Bureaus,

1 Regional offices, and Overseas offices, which shall be called  
2 Migrant Workers Office (MWO).

3 The Secretary shall be appointed by the President,  
4 subject to confirmation by the Commission on  
5 Appointments in accordance with the Constitution. The  
6 Undersecretaries and Assistant Secretaries shall likewise  
7 be appointed by the President upon the recommendation of  
8 the Secretary.

9 SEC. 8. *The Secretary.* – The authority and  
10 responsibility for the exercise of the mandate, powers, and  
11 functions of the Department shall be vested in the  
12 Secretary of the Department, who shall exercise  
13 supervision and control over the Department.

14 For such purposes, the Secretary shall have the  
15 following powers and functions:

16 (a) Provide executive direction, supervision, and  
17 control over the entire operations of the Department and  
18 exercise supervision over its attached agency for program  
19 and policy coordination;

1           (b) Establish policies and standards for the effective,  
2   efficient, and economical operation of the Department,  
3   consistent with the programs of the government;

4           (c) Issue orders, directives, rules, regulations, and  
5   other issuances, upon due consultation with stakeholders,  
6   to carry out policies, plans, programs, or projects pursuant  
7   to the provisions of this Act, and exercise such other  
8   powers as may be required to implement and realize the  
9   objectives of this Act;

10          (d) Evaluate policies, plans, programs, projects,  
11   performance and accomplishments of the Department, and  
12   prepare an annual report that shall be submitted to the  
13   Congressional Oversight Committee provided under  
14   Section 25 of this Act and be made available to the public  
15   thru its website or any other means that will ensure broad  
16   dissemination of its contents;

17          (e) Advise the President on the promulgation of  
18   executive and administrative orders and on the  
19   formulation of necessary regulatory and legislative

1 proposals on matters pertaining to OFWs and their  
2 families;

3 (f) Administer and manage the AKSYON Fund as  
4 provided under Section 14 of this Act and other  
5 appropriations given to the Department and issue  
6 guidelines for the proper and efficient utilization thereof;

7 (g) Act as Chairperson of the Overseas Workers  
8 Welfare Administration (OWWA) Board;

9 (h) Sit as a member of the IACAT created under  
10 Republic Act No. 9208, as amended;

11 (i) Upon approval of the President and subject to  
12 Section 9 hereof, create additional offices and positions, in  
13 coordination with the Department of Budget and  
14 Management (DBM) and the Civil Service Commission  
15 (CSC), as may be necessary to fulfill its mandate pursuant  
16 to the provisions of this Act;

17 (j) Render decisions, orders, and resolutions on appeal  
18 on cases decided by the Regional Director arising from  
19 recruitment violations or disciplinary actions;

(k) At any time, terminate, suspend, or impose a total ban on the deployment of migrant workers, when upon his or her assessment, after consultation with the advisory board on migration and development and the Secretary of the DFA in consonance with Republic Act No. 8042, as amended, the conditions in the receiving country or region are inimical and not protective of the best interest, welfare, and safety of migrant workers;

(m) Act as a Chairperson of the Inter-Agency Committee on the OFW Hospital pursuant to Section 3 of E.O. 154; and

(n) Perform such other tasks as provided for under existing laws, including the functions of the POEA Administrator under Executive Order No. 247, Republic Act No. 8042, as amended and other laws.

SEC. 9. *Structure of the Department.* – The Secretary shall be assisted by no more than four (4) Undersecretaries and by the Assistant Secretaries provided under this Act. The Secretary shall have the authority to assess and evaluate, and on the basis of which, transfer, delineate,

1   reassign, or reorganize the functional areas or  
2   responsibilities of each office as he may deem necessary.

3       The following offices are hereby created, each to be  
4   headed by an Undersecretary and assisted by other officers  
5   and staff:

6       (a) Office of the Undersecretary for Internal  
7   Management and Administration, which shall take over  
8   the functions of the POEA Deputy Administrator for  
9   Management Services. The Office of the Undersecretary for  
10   Internal Management and Administration shall have the  
11   following additional functions:

12       (1) Provide the Department with efficient, effective,  
13   and economical services relating to records management,  
14   supplies, equipment, collections, disbursements, building  
15   administration and maintenance, security, and custodial  
16   work;

17       (2) Administer personnel programs including  
18   selection and placement, development, performance  
19   evaluation, employee relations, and welfare;

(3) Supervise and control the operational activities of one (1) Assistant Secretary; and

(4) Perform such other functions as may be provided by law or assigned by the Secretary.

(b) Office of the Undersecretary for Foreign Employment and Welfare Services. The Office of the Undersecretary for Foreign Employment and Welfare Services shall take over the functions of the POEA Deputy Administrator for Employment and Welfare. It shall also subsume all the functions of the Office of the Undersecretary for Migrant Workers' Affairs (OUMWA) under the DFA. It shall have the following additional functions:

(1) Advise and assist the Secretary in the formulation of the Department's overall long-term and short-term plans and programs on overseas employment;

(2) Undertake program and policy coordination with the OWWA;

(3) Provide prompt and appropriate response to global emergencies or crisis situations affecting OFWs, and

1 members of their families, including, but not limited to,  
2 ATN and other services, without prejudice to  
3 reimbursement by the responsible principal employer or  
4 recruitment or manning agency, in accordance with law;

5 (4) Administer the AKSYON Fund provided under  
6 Section 14 hereof and authorize disbursements therefrom  
7 in accordance with this Act;

8 (5) Ensure effective coordination and cooperation  
9 with other government agencies and the Philippine  
10 Foreign Service Posts in the provision of legal assistance  
11 and other ATN services utilizing the AKSYON Fund;

12 (6) Tap the assistance of the Integrated Bar of the  
13 Philippines, other bar associations, legal experts on labor,  
14 migration, and human rights laws, reputable law firms,  
15 civil society organizations, non-governmental  
16 organizations, and the private sector, as appropriate, to  
17 complement government services and resources to provide  
18 legal and other forms of assistance to OFWs in distress;

19 (7) Manage and supervise the Migrant Workers Office  
20 as created under Section 15 of this Act;

(8) Develop and monitor the implementation of a full-cycle national reintegration program under Section 17 of this Act;

(9) Exercise control and supervision over the Assistant Secretary heading each of the following: (i) Welfare and Employment Office; (ii) Pre-Employment Service Office; and (iii) the National Reintegration Center for OFWs (NRCO) as provided under Section 17 of this Act; and

(10) Perform such other functions as may be provided by law or assigned by the Secretary.

(c) Office of the Undersecretary for Licensing and Adjudication, which shall take over the functions of the POEA Deputy Administrator for Licensing and Adjudication. It shall exercise control and supervision over one (1) Assistant Secretary and of the regional operations of the Department.

(d) Office of the Undersecretary for Policy and International Cooperation shall subsume the substantive functions of the International Labor Affairs Bureau (ILAB)

1 under the DOLE with regard to labor migration. It shall  
2 exercise the following additional functions:

3 (1) Monitor the observance and implementation of the  
4 Philippines' obligations and commitments to migration-  
5 related international organizations and treaties;

6 (2) Coordinate and cooperate with the DFA regarding  
7 the negotiations of treaties, agreements, compacts, and  
8 other instruments that are related to labor migration;

9 (3) Act as the Department's advocacy arm and shall  
10 execute programs and services to raise public awareness on  
11 the dangers and indicators of illegal recruitment, human  
12 trafficking, mail-order-spouse schemes, among others, and  
13 the different government policies and programs in place  
14 that aim to address these concerns and how to access them;

15 (4) Exercise control and supervision over one (1)  
16 Assistant Secretary; and

17 (5) Perform such other functions as may be provided  
18 by law or assigned by the Secretary.

19 There shall be an Office for Land-based OFW  
20 Concerns and an Office for Sea-based OFW Concerns

1 under the Office of the Secretary, which will cater to the  
2 needs and concerns of land-based and sea-based Filipino  
3 workers, respectively. Each office shall be headed by an  
4 Assistant Secretary. The National Maritime Polytechnic  
5 (NMP) shall be under the control and supervision of the  
6 Office for Sea-based OFW Concerns.

7 There shall also be an Office for Internal Audit which  
8 shall conduct objective evaluation of the Department's  
9 extent of compliance with its mandate, functions,  
10 programs, projects, activities, and outputs.

11 SEC. 10. *Qualifications.* – No person shall be  
12 appointed as Secretary, Undersecretary, or Assistant  
13 Secretary of the Department unless he is a citizen and  
14 resident of the Philippines, of good moral character, of  
15 proven integrity and competence in public administration,  
16 and has recognized expertise in governance involving,  
17 and/or experience as, OFWs.

18 No person involved in the business of recruitment  
19 and deployment of OFWs shall be appointed as Secretary,  
20 Undersecretary, or Assistant Secretary of the Department.

1 This prohibition shall likewise apply to relatives of such  
2 persons up to the fourth degree of consanguinity or  
3 affinity.

4 It shall be unlawful for any official or employee of the  
5 Department or other government agencies involved in the  
6 implementation of this Act, or their relatives within the  
7 fourth degree of consanguinity or affinity, to engage,  
8 directly or indirectly, in the business of recruitment and  
9 placement of OFWs. Upon conviction, the penalties under  
10 Republic Act No. 8042, as amended, shall be imposed upon  
11 them.

12 SEC. 11. *Regional Offices.* – The Department shall  
13 establish, operate, and maintain a regional, as well as  
14 provincial or field office as may be necessary, in the  
15 different administrative regions of the country, and for this  
16 purpose, all existing POEA offices in the regions shall be  
17 absorbed: *Provided*, That within one year from the  
18 implementation of this Act, there shall be at least one  
19 regional office of the Department in existing regional  
20 centers: *Provided, further*, That each regional office shall

1 have an adjudication officer who shall handle pre-  
2 employment or recruitment cases within the jurisdiction of  
3 the POEA, now Department: *Provided, finally*, That such  
4 regional, provincial and/or field offices shall, in  
5 coordination with relevant government offices, serve as  
6 one-stop shop centers to ensure and actively facilitate  
7 access to prompt, efficient, vital and relevant services to  
8 OFWs and their families. The one-stop shop centers will be  
9 the venue for the acquisition of all relevant government  
10 clearances and permits, validation of overseas job offers,  
11 availment of reintegration services and all pertinent  
12 seminars and workshops for all stakeholders, among  
13 others. In all cases and as far as practicable, OWWA  
14 regional offices shall be located beside the regional office of  
15 the Department.

16 SEC. 12. *Structure and Staffing Pattern.* – The  
17 Department shall determine its organizational structure  
18 and create new divisions or units as it may deem necessary  
19 at the national, regional, provincial, and in such other  
20 lower levels, and overseas, and shall appoint officers and

1 employees of the Department in accordance with civil  
2 service laws, rules and regulations. Republic Act No. 6656  
3 or the Government Reorganization Law shall govern the  
4 organization of the Department, and the reorganization of  
5 affected agencies.

6       Upon the creation of the Department, the POEA  
7 Governing Board, created under Executive Order No 247,  
8 series of 1987, as amended, shall be renamed as the  
9 Advisory Board on Labor Migration and Development, and  
10 shall act as advisory body to the Secretary of the  
11 Department, with regard to issues on migration and  
12 development, including on the matters decided by the  
13 POEA Governing Board under Republic Act No. 8042, as  
14 amended, and other existing laws. The Advisory Board on  
15 Labor Migration and Development shall be composed of the  
16 Secretary of Labor and Employment, and one  
17 representative each from the land-based OFWs, sea-based  
18 OFWs, and the private sector.

19       SEC. 13. *Sectoral and Industry Task Forces and*  
20 *Tripartite Councils.* – The Department may create sectoral

1 and industry task forces, technical working groups,  
2 advisory bodies, or committees for the furtherance of its  
3 objectives. Additional private sector representatives, such  
4 as from the OFWs, OFW organizations, non-governmental  
5 organizations, civil society organizations, the academe, and  
6 private industries directly involved in the recruitment and  
7 placement of OFWs, as well as other national government  
8 agencies, local government units, and government-owned  
9 and -controlled corporations, may be appointed to these  
10 sectoral and industry task forces.

11 The Maritime Industry Tripartite Council (MITC),  
12 currently lodged with the DOLE, shall be transferred to  
13 the Department along with the Overseas Land-based  
14 Tripartite Consultative Council (OLTCC) of the POEA, to  
15 serve as a continuing forum for tripartite advisement and  
16 consultation with the industry stakeholders on policies and  
17 programs pursuant to the provisions of Republic Act No.  
18 10395.

19 SEC. 14. *Agarang Kalinga at Saklolo para sa mga*  
20 *OFW na Nangangailangan (AKSYON) Fund.* – The

Agarang Kalinga at Saklolo para sa mga OFWs na Nangangailangan (AKSYON) Fund is hereby established to provide legal and other forms of assistance to Overseas Filipino Workers, separate from the funds managed by the DFA. The DFA shall retain ATN and Legal Assistance Funds for the benefit of other Filipinos overseas and for consular assistance services. An appropriate amount shall initially be provided for the AKSYON Fund in the General Appropriations Act of the year following its enactment into law and an appropriate amount for every year thereafter to provide assistance to OFWs at Foreign Service Posts where MWO have been established and staffed.

Within thirty (30) days from the promulgation of this Act, the Secretary, in consultation with relevant stakeholders, shall issue the necessary guidelines regarding the use of the AKSYON Fund.

A sufficient sum shall be appropriated to the DFA to perform functions of the Migrant Workers Office in Foreign Service Posts where there is yet no such office.

1           SEC. 15. *Migrant Workers Office (MWO)*. – The  
2 Migrant Workers Office (MWO) of the Philippine Foreign  
3 Service Post shall be the operating arm overseas of the  
4 Department: *Provided*, That within three (3) years from  
5 the effectivity of this Act and as far as practicable, all  
6 Philippine Foreign Service Posts shall have an existing and  
7 operational MWO. The Foreign Service Posts in countries  
8 with large concentration of OFWs shall be prioritized in  
9 the establishment of the MWO.

10           Each MWO shall have the same jurisdiction,  
11 including concurrent and consular jurisdiction, as the  
12 Foreign Service Post to which it is attached.

13           The MWO shall absorb all the powers, existing  
14 functions and personnel of the Philippine Overseas Labor  
15 Offices (POLO), and the Office for the Social Welfare  
16 Attache (OSWA) and the powers and functions of existing  
17 ATN units of Foreign Service Posts with regard to OFWs in  
18 all Philippine embassies and consulates, and shall perform  
19 the following additional functions:

1           (a) Ensure the promotion and protection of the  
2   welfare and interests of OFWs and assist them in all  
3   problems arising out of employer-employee relationships  
4   including violation of work contracts, non-payment of  
5   wages and other benefits, illegal dismissal, and other  
6   violations of the terms and conditions of their employment;

7           (b) Verify employment contracts and other  
8   employment-related documents;

9           (c) Monitor and report to the Secretary on situations  
10   and policy developments in the receiving country that may  
11   affect OFWs in particular and Philippine labor policies, in  
12   general;

13          (d) Pursue, in coordination with the Philippine  
14   Embassy or Consulate, discussion on labor and other  
15   issues and concerns with the foreign government and/or  
16   the embassies concerned, and international organizations;

17          (e) Supervise and coordinate the operations of the  
18   Migrant Workers Resource Center (MWRC);

19          (f) Provide social and welfare programs and services  
20   to OFWs, including social assistance, education and

1 training, cultural services, financial management,  
2 reintegration, and entrepreneurial development services;

3 (g) Provide prompt and appropriate response to global  
4 emergencies or crisis situations affecting Filipino nationals  
5 through close cooperation and coordination with the DFA;

6 (h) Manage cases of, and provide psychosocial  
7 services to, OFWs in distress, such as victims of trafficking  
8 in persons or illegal recruitment, rape or sexual abuse,  
9 maltreatment and other forms of physical or mental abuse  
10 and cases of abandoned or neglected children;

11 (i) Regularly update the online database system  
12 provided under Section 18 of this Act to facilitate and  
13 ensure the delivery of appropriate, timely and effective  
14 welfare services to OFWs and their families;

15 (j) Facilitate the repatriation of distressed OFWs and  
16 their families, including shipment of remains and personal  
17 belongings;

18 (k) Verify the whereabouts, status, and condition of  
19 OFWs;

(l) Provide assistance, legal or otherwise in labor, criminal, immigration and other cases filed by or against OFWs, whether detained or not;

(m) Provide appropriate assistance to victims of illegal recruitment and trafficking in persons, kidnapping, hostage victims and other victims of other crimes in cooperation with the DFA;

(n) Conduct hospital visitation, and provide necessary assistance until the full recovery of the OFW concerned, and their immediate family members, where practicable and appropriate;

(o) Ensure the protection of women migrant workers by ensuring the designation of a gender focal point officer in its offices and in MWRCs, and the conduct of regular gender-sensitivity including ending-VAW training, and gender audits to assess responsiveness of programs and services. The gender focal point officer shall also serve as the ending-VAW focal point officer; and

(p) Perform other functions and responsibilities as may be assigned by the Secretary.

1           The qualifications, hiring and selection, continuous  
2   training and education, merit promotion system, and  
3   rotation system for deployment and recall of Officials of the  
4   MWO shall also be established by the Department, in  
5   accordance with existing civil service rules and  
6   regulations.

7           The Officials of the MWO who are deployed at Posts  
8   shall be designated as attachés, subject to prior clearance  
9   from the Secretary of Foreign Affairs. The Department of  
10   Migrant Workers Secretary shall designate a qualified  
11   person to head each Migrant Workers Office, with  
12   preference for migration specialists with at least five (5)  
13   years of experience in the said field.

14          In all cases, all incidents relating to provision of ATN  
15   and other services shall be consistent with the  
16   implementation of the One Country-Team Approach. To  
17   this end, the functions of the MWO shall complement the  
18   diplomatic and consular functions of the DFA.

19          The deployment and performance of the Officials of  
20   the MWO to Philippine Foreign Service Posts shall be

1 governed by the Philippine Foreign Service Act of 1991,  
2 Vienna Convention on Consular Relations, the Vienna  
3 Convention on Diplomatic Relations and the rules and  
4 regulations imposed by the receiving State.

5 For the avoidance of doubt, the OWWA Welfare  
6 Officers shall work jointly with the MWO at the Foreign  
7 Service Post and, to the extent practicable, hold office  
8 therein.

9 SEC. 16. *Migrant Workers Resource Center (MWRC).* –

10 The Migrant Workers Resource Center (MWRC) shall  
11 absorb all the powers and functions of the Migrant  
12 Workers and Other Filipinos Resource Center as provided  
13 under Republic Act No. 8042, as amended. The MWRC  
14 shall be under the Department, and shall, in addition to its  
15 functions under existing laws and regulations, provide  
16 temporary shelters to distressed OFWs.

17 The day-to-day operations and activities of the Center  
18 shall be supervised and coordinated by the MWO Head  
19 who shall keep the Chief of Mission informed and updated

on all matters affecting it with a written report submitted at least quarterly.

SEC. 17. *Full-Cycle National Reintegration Program.*

– The Department shall develop and implement a full-cycle and comprehensive national reintegration program for both documented and undocumented OFWs, which shall be embedded in all stages of migration for work beginning from pre-deployment, on-site during employment, and upon return, whether voluntary or involuntary. The reintegration program shall cover the different dimensions of support needed by the OFW such as economic, social, psychosocial, gender-responsive, and cultural, including skills certification and recognition of equivalency for effective employment services, and shall ensure contribution to national development through investments and transfer of technology from skilled or professional OFWs. The reintegration program shall include promoting access to social protection instruments and financial services, and reintegration of survivors of VAW and trafficking in persons. For this purpose, the National

1 Reintegration Center for Overseas Filipino Workers  
2 (NRCO), shall serve as the lead office of the Department  
3 and shall coordinate all OFW training, programs and  
4 services of TESDA, Department of Trade and Industry  
5 (DTI), Department of Agriculture (DA), the Department of  
6 Science and Technology (DOST), DOLE, local government  
7 units, among others.

8 SEC. 18. *Management Information System.* – The  
9 Department shall establish, in cooperation with other  
10 government agencies concerned and within six (6) months  
11 from the approval and adoption of its implementing rules  
12 and regulations, a computer-based Management  
13 Information System (MIS) and corresponding parameters  
14 on the shared access thereto, with due regard to the  
15 provisions of Republic Act No. 10173 or the Data Privacy  
16 Act of 2012 and Section 20 of Republic Act No. 8042, on  
17 OFWs, including their basic profile, destination countries,  
18 skills, experience, professional capabilities, to support its  
19 operations and as well as to have a source of relevant data  
20 for programs and policy formulation. The MIS shall ensure

1 that the data gathered are disaggregated by sex, age,  
2 migratory status, country of destination, and other  
3 relevant parameters. Each office of the Department may  
4 likewise create and maintain its own relevant database, as  
5 it deems necessary: *Provided*, That these databases are  
6 integrated into the Department's main management  
7 information system. The management information system  
8 shall also serve as the registry of skills of OFWs, which  
9 shall, as far as practicable, be congruent with the national  
10 industrialization and national employment program of the  
11 DOLE, the Department of Trade and Industry (DTI), the  
12 Department of Public Works and Highways (DPWH), the  
13 Department of Agriculture (DA), the Department of  
14 Tourism (DOT) and the NEDA. The Department shall  
15 regularly update the system with real-time data.

16 The establishment and maintenance of the MIS shall  
17 be included in the annual budget of the Department.

18 SEC. 19. *Consolidation and Merger of Agencies and*  
19 *Functions.* – The following agencies are hereby  
20 consolidated and merged into and constituted as the

1 Department, and their powers and functions subsumed to  
2 the Department which shall assume and perform all their  
3 powers and functions:

4 (a) The POEA, as created under the Executive Act  
5 No. 247 and Republic Act No. 8042, as amended;

6 (b) The Office of the Undersecretary for Migrant  
7 Workers' Affairs (OUMWA) of the DFA as provided under  
8 Republic Act No. 8042, as amended;

9 (c) All Philippine Overseas Labor Offices (POLO)  
10 under the DOLE;

11 (d) The International Labor Affairs Bureau (ILAB)  
12 under the DOLE;

13 (e) The National Reintegration Center for OFWs  
14 (NRCO) under the OWWA;

15 (f) The National Maritime Polytechnic (NMP) under  
16 the DOLE;

17 (g) The Office of the Social Welfare Attaché (OSWA)  
18 under the DSWD.

19 SEC. 20. *Attached Agency.* – The OWWA, created  
20 under the Overseas Workers Welfare Administration Act,

1 is hereby attached to the Department for purposes of policy  
2 and program coordination. Except as provided under this  
3 Act, the OWWA shall continue to function in accordance  
4 with its charter. The OWWA Fund, pursuant to Sections  
5 37 and 38 of its Charter shall be used for the welfare of  
6 member-OFWs and their families and no fund shall be  
7 withdrawn from the OWWA Fund to respond, aid,  
8 supplement, or in any manner augment any required  
9 expenditure by other government agencies: *Provided,*  
10 *further,* That nothing in this Act shall be construed as  
11 diminishing the benefits already received by OFWs and  
12 their families from the OWWA Fund or replacing or  
13 diminishing retirement, death, or disability benefits or  
14 entitlements from the mandated social protection schemes.  
15 The Secretary shall replace the Secretary of Labor and  
16 Employment as member of the OWWA Board of Trustees  
17 and shall act as Chairperson of the OWWA Board. For the  
18 avoidance of doubt, the DOLE Secretary shall remain as a  
19 member of the Board and the POEA Administrator shall be

1 replaced by the SSS President as member of the OWWA  
2 Board.

3 The Department shall form a body within reasonable  
4 time, with OWWA, SSS and other relevant agencies, to  
5 find ways to extend the actuarial life of the OWWA Fund.

6 SEC. 21. *Reorganization and Other Transitory*  
7 *Provisions.* – In the transfer of functions of affected  
8 agencies under this Act, the following rules shall apply:

9 (a) Any transfer of entities shall include the  
10 functions, appropriations, funds, records, equipment,  
11 facilities, other properties, assets, and liabilities of the  
12 transferred entity as well as the personnel thereof under  
13 existing laws as may be necessary and practicable, who  
14 shall, in a holdover capacity, continue to perform their  
15 respective duties and responsibilities and receive the  
16 corresponding salaries and benefits, unless in the  
17 meantime they are separated from government service  
18 pursuant to existing laws. Those personnel from the  
19 transferred entity whose positions are not included in the  
20 new position structure and staffing pattern approved by

1 the Secretary or who are not reappointed shall be entitled  
2 to the benefits provided in the second paragraph of Section  
3 22 hereof. Personnel from the Philippine Foreign Service  
4 shall remain under the DFA, except those whose positions  
5 are created under Republic Act No. 8042, as amended by  
6 Republic Act No. 10022.

7 (b) Except as otherwise provided in this Act, any  
8 transfer of functions which results in the subsuming of the  
9 entity that has exercised such transferred functions shall  
10 include, as may be necessary to the proper discharge of the  
11 transferred functions, the appropriations, funds, records,  
12 equipment, facilities, other assets, and personnel of the  
13 entity from which such functions have been transferred.  
14 The remaining appropriations and funds shall revert to the  
15 General Fund and the remaining records, equipment,  
16 facilities, and other assets shall be allocated to such  
17 appropriate units as the Secretary shall determine, or  
18 otherwise shall be disposed of, in accordance with  
19 pertinent laws, rules and regulations. The liabilities, if  
20 any, of the subsumed entity shall be treated in accordance

1 with pertinent laws, rules and regulations. Incumbents of  
2 the subsumed entity shall, in a holdover capacity, continue  
3 to perform their respective duties and responsibilities and  
4 receive the corresponding salaries and benefits unless in  
5 the meantime they are separated from government service,  
6 pursuant to existing laws. Any such personnel whose  
7 position is not included in the new position structure and  
8 staffing pattern approved by the Secretary or who is not  
9 reappointed shall be entitled to the benefits provided in  
10 Section 22 hereof; and

11 (c) Any transfer of functions which does not result in  
12 the subsuming of the entity that has exercised such  
13 transferred functions shall include the appropriations,  
14 funds, records, equipment, facilities, other assets as well as  
15 the personnel of the entity from which such functions have  
16 been transferred that are necessary to the proper discharge  
17 of such transferred functions. The liabilities, if any, which  
18 have been incurred in connection with the discharge of the  
19 transferred functions, shall be allocated in accordance with  
20 pertinent laws, rules and regulations. Such personnel

1 shall, in a holdover capacity, continue to perform their  
2 respective duties and responsibilities and receive the  
3 corresponding salaries and benefits unless in the  
4 meantime they are separated from government service  
5 pursuant to existing laws. Any such personnel whose  
6 position is not included in the new position structure and  
7 staffing pattern approved by the Secretary or who is not  
8 reappointed shall be entitled to the benefits under  
9 applicable laws, rules and regulations.

10       Sec. 22. *Absorption, Separation, and Retirement from*  
11 *Service.* – The existing employees of the transferred and  
12 subsumed agencies under this Act shall enjoy security of  
13 tenure and shall be absorbed by the Department, in  
14 accordance with their staffing patterns and the selection  
15 process as prescribed under Republic Act. No. 6656 or the  
16 Government Reorganization Law.

17       Employees who are affected by the creation of the  
18 Department and are separated from service within six (6)  
19 months from the effectivity of this Act as a result of the  
20 organization and reorganization under this Act shall

1 receive separation benefits under the Government  
2 Reorganization Law, and other applicable laws, rules and  
3 regulations: *Provided*, That those who are qualified to  
4 retire and receive retirement benefits under existing  
5 retirement laws shall be allowed to retire. Detailed,  
6 transferred, or seconded career personnel to the  
7 Department from transferred or subsumed entities or any  
8 government entity shall neither lose seniority in rank or  
9 status, nor suffer any diminution of their salaries,  
10 allowances, or other privileges and entitlements.

11 The foregoing separated employees shall also receive  
12 additional separation incentives, as follows:

13 (a) Fifty percent (50%) of the actual monthly basic  
14 salary for every year of service, for those who have  
15 rendered less than eleven (11) years of service;

16 (b) Seventy-five percent (75%) of the actual  
17 monthly basic salary for every year of service computed  
18 starting from the first (1st) year, for those who have  
19 rendered eleven (11) to less than twenty-one (21) years of  
20 service;

1           (c)    The actual monthly basic salary for every year  
2   of service, computed starting from the first (1st) year, for  
3   those who have rendered twenty-one (21) to less than  
4   thirty-one (31) years of service; and

5           (d)    One hundred twenty-five percent (125%) of the  
6   actual monthly basic salary for every year of service,  
7   computed starting from the first (1st) year, for those who  
8   have rendered thirty-one (31) years of service and above.

9           *Provided*, That personnel who will be separated from  
10   the service as a result of the rationalization of the existing  
11   offices and will avail themselves of the incentives shall not  
12   be reemployed in any agency of the Executive Branch for a  
13   period of five (5) years, except as a teaching or medical  
14   staff in educational institutions and hospitals, respectively:

15   *Provided, further*, That retired or separated personnel who  
16   are reemployed within the prohibited period shall refund  
17   the separation incentives received on a pro-rated basis:

18   *Provided, finally*, That retired or separated personnel who  
19   will undertake consultancy services for the government  
20   shall be governed by Republic Act No. 6713 or the Code of

1     Conduct and Ethical Standards for Public Officials and  
2     Employees.

3             For purposes of the additional separation incentives,  
4     the actual monthly basic salary shall refer to the salary of  
5     the affected personnel as of the date of approval of the  
6     Department's organizational structure and staffing pattern  
7     by the DBM.

8             SEC. 23. *Transition Period.* – The transfer of  
9     functions, assets, funds, equipment, properties,  
10    transactions, and personnel of the affected agencies, and  
11    the formulation of the internal organic structure, staffing  
12    pattern, operating system, and revised budget of the  
13    Department, shall be completed within two (2) years from  
14    the effectivity of this Act: *Provided*, That until new  
15    appointments and a new staffing pattern shall have been  
16    issued, the existing personnel of all subsumed entities  
17    shall continue to assume their posts on holdover capacities  
18    until new appointments or a new staffing pattern shall  
19    have been issued: *Provided*, further, That after the  
20    organization and rationalization process, the Department,

1 in coordination with the DBM, shall determine and create  
2 new positions, the funding requirements of which shall not  
3 exceed the equivalent cost of the positions subsumed.

4 A Transition Committee is hereby created which shall  
5 be composed of the Department of Migrant Workers  
6 Secretary, the Undersecretary for Overseas Migrant  
7 Workers Affairs of the DFA, the Administrator of the  
8 Philippine Overseas Employment Administration, the  
9 Director of the International Labor Affairs Bureau of  
10 DOLE, the Director of the National Reintegration Center  
11 for OFWs of OWWA, the Director of the National Maritime  
12 Polytechnic of DOLE and the Director of the Office of the  
13 Social Welfare Attache of the DSWD.

14 The Transition Committee shall facilitate the  
15 complete and full operation of the Department which shall  
16 not be later than two (2) years after the effectivity of this  
17 Act. It shall likewise promulgate the implementing rules  
18 and regulations necessary to effectively implement the  
19 smooth and orderly transfer to the Department of the  
20 subsumed agencies.

1           The Transition Committee shall be tasked with the  
2 following:

3           (a) Formulate the necessary implementing rules and  
4 regulations of the Department within sixty (60) days after  
5 the effectivity of this Act;

6           (b) Publish the implementing rules and regulations of  
7 the Department within seventy-five (75) days after the  
8 effectivity of this Act;

9           (c) Create a staffing pattern of the Department, in  
10 consultation with the Department of Budget and  
11 Management (DBM), within one hundred twenty (120)  
12 days after the effectivity of this Act;

13           (d) Submit to the DBM the Department's budget for  
14 fiscal year 2023;

15           (e) Implement the training of the personnel of the  
16 Department.

17           The Department shall not be constituted without an  
18 appropriation in the 2023 General Appropriations Act; an  
19 effective implementing rules and regulations; and a  
20 staffing pattern.

1           SEC. 24. *Coordination with the Bangsamoro Ministry*  
2   *of Labor and Employment.* – The Department shall closely  
3   coordinate with the Bangsamoro Ministry of Labor and  
4   Employment (MOLE) on the training, protection and  
5   deployment of overseas Bangsamoro workers. Nothing  
6   herein, however, shall be construed to affect or impede the  
7   authority of Bangsamoro MOLE on labor, employment and  
8   occupation. For the avoidance of doubt, transferred field  
9   offices of POEA and other related offices pursuant to  
10   Republic Act No. 11054, or the Bangsamoro Organic Law  
11   (BOL), shall be excluded from the coverage of this Act.

12          SEC. 25. *Congressional Oversight Committee on*  
13   *Submission of Annual Reports.* – There shall be created a  
14   Congressional Oversight Committee on Migrant Workers  
15   to monitor and oversee the implementation of the  
16   provisions of this Act.

17          The Committee shall be composed of six (6) members  
18   from the Senate and six (6) members from the House of  
19   Representatives with the Chairperson of the Committee on  
20   Overseas Workers Affairs of the House of Representatives

1 and Committee on Labor, Employment and Human  
2 Resources Development of the Senate as Co-chairpersons.  
3 The other members from each Chamber are to be  
4 designated by the Senate President and the Speaker of the  
5 House of Representatives, respectively. The minority shall  
6 be entitled to *pro rata* representation but shall have at  
7 least two (2) representatives from each Chamber.

8 In addition, the Department shall submit an annual  
9 report to the Congressional Oversight Committee within  
10 thirty (30) days from the end of each calendar year,  
11 detailing the number of OFWs in each country and/or  
12 region, a status report of their situations, including the  
13 problems and issues they encountered, and such other  
14 relevant information to properly inform the public and the  
15 policymakers of the performance of the Department and  
16 the situation of OFWs around the world. The annual report  
17 shall include:

18 (a) Master list of Filipino migrant workers, and  
19 inventory of pending cases involving them, including those  
20 serving prison terms;

1 (b) Working conditions of Filipino migrant workers;

2 (c) Problems encountered by the migrant workers,

3 specifically violations of their rights;

4 (d) Initiatives/actions taken by the Philippine FSPs to

5 address the problems of Filipino migrant workers;

6 (e) Changes in the laws and policies of host countries;

7 and

8 (f) Status of negotiations on bilateral labor

9 agreements between the Philippines and the receiving

10 country.

11 Any officer of the government who fails to submit the

12 report as stated in this section shall be subject to an

13 administrative penalty of dismissal from the service with

14 disqualification to hold any appointive public office for five

15 (5) years.

16 SEC. 26. *Appropriations.* – The amount needed for the

17 initial implementation of this Act shall be taken from the

18 current year's appropriations of the agencies, entities,

19 divisions, sections or bodies subsumed or transferred to the

20 Department by virtue of this Act. Thereafter, such sums as

1 may be necessary for its continued implementation shall be  
2 included in the annual General Appropriations Act.

3       SEC. 27. *Mandatory Review by the Reorganization*  
4 *Commission.* – Five (5) years after the effectivity of this  
5 Act, or as the need arises, the President shall constitute a  
6 Reorganization Commission which shall conduct a  
7 systematic evaluation of the accomplishments and impact  
8 of this Act, as well as the performance and organizational  
9 structure of its implementing agencies, for purposes of  
10 determining remedial legislation. In the conduct of this  
11 systematic evaluation, the Commission shall spearhead  
12 and facilitate the holding of in-depth consultations with  
13 organizations and stakeholders involved in migration  
14 governance, particularly OFWs, national government  
15 agencies, workers organizations, employers, and civil  
16 society, to ensure an evidence-based and data-backed  
17 analysis with the appropriate gender and cultural lens.  
18 This evaluation report shall be released and made  
19 available to the stakeholders and the public.

1           Five (5) years from the creation of this Department,  
2   the Commission may recommend the reorganization,  
3   consolidation, or abolition of the Department should  
4   circumstances prove that there is no more need for its  
5   existence. The relevance and practicality of maintaining  
6   the Department shall be reviewed every five (5) years after  
7   the five (5)-year mandatory review period. Indicators shall  
8   include, but shall not be limited to, number of decent jobs  
9   created, broader social protection coverage, more job  
10   options for women and cultural minorities, and less  
11   proportion of OFWs in high-risk and precarious  
12   occupations.

13           The Commission shall include the secretaries of this  
14   Department, the DFA, the DOLE, the NEDA and the  
15   DBM as members.

16           SEC. 28. *Implementing Rules and Regulations.* – The  
17   Transition Committee shall promulgate the implementing  
18   rules and regulations within seventy-five (75) days after  
19   the effectivity of this Act.

1           SEC. 29. *Separability Clause.* – Should any provision  
2   of this Act or part thereof be declared unconstitutional, the  
3   other provisions or parts not affected thereby shall remain  
4   valid and effective.

5           SEC. 30. *Repealing Clause.* – All other laws, decrees,  
6   orders, rules and regulations or parts thereof inconsistent  
7   with this Act are hereby repealed or modified accordingly.

8           SEC. 31. *Effectivity.* – This Act shall take effect fifteen  
9   (15) days after its complete publication in the Official  
10   Gazette and in at least two (2) newspapers of general  
11   circulation.

          Approved,