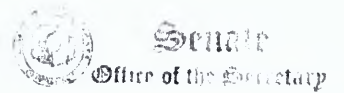


**NINETEENTH CONGRESS OF THE
REPUBLIC OF THE PHILIPPINES**
First Regular Session

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SENATE

S.B. No. 377

RECEIVED BY: _____

INTRODUCED BY SENATOR RISA HONTIVEROS

**AN ACT
PROVIDING FOR A NATIONAL FRAMEWORK FOR INTERNS' RIGHTS AND
WELFARE**

EXPLANATORY NOTE

Interns are more than just students seeking hands-on training experience: they also contribute greatly to the productivity of the company or organization hosting them. It is then to the country's best interest that the interns have their rights protected and their service recognized through just compensation.

Internship programs are mutually beneficial for all the parties involved. For the Higher Education Institutions, the industry exposure of their students elevates their learning from one that is heavily theoretical to one that is translated into technical know-how. For industries, interns in their workplaces could provide unique insights for improvement, provide new talent that can invigorate their operations and overall performance, and offer fresh perspectives for solving issues in their organizations. For the students, internships provide avenues to apply and test theoretical knowledge from the classroom to the real-world, prepare them for the realities of the workplace, and help them in developing essential skills.

It is then in the interest of everybody that our interns are developed to be competent members of the workforce who know their rights and responsibilities. In relation to this, the Interns' Rights and Welfare Bill is written with the end in view of protecting interns' rights and providing measures that will secure their welfare during the whole duration of their internships. The bill also seeks to protect the interns from exploitative practices while simultaneously ensuring that their safety is the foremost concern of the parties involved.

Moreover, this bill underlines the importance of a proper and relevant learning experience for our interns and acknowledges the economic contribution that they inject into our economy and the workforce.

In view of the foregoing, the immediate passage of this bill is earnestly sought.

Risa Montiveros Garapell
RISA HONTIVEROS
Senator

SENATE

S.B. No. 377

RECEIVED BY: _____



INTRODUCED BY SENATOR RISA HONTIVEROS

**AN ACT
PROVIDING FOR A NATIONAL FRAMEWORK FOR INTERNS' RIGHTS AND
WELFARE**

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

1 SECTION 1. *Short Title.* – This Act shall be known as the '*Interns' Rights and*
2 *Welfare Act of 2022*'.

3 Sec. 2. *Declaration of Principles.* – The State recognizes its vital responsibility to
4 enable the youth to fulfill its vital role and responsibility in nation building. It is the
5 government principle of this Act that the youth be accorded opportunities for growth and
6 employment.

7 Towards this end, the goals and objectives of this Act are to:

- 8 1. Maintain quality training and education through enhanced internship programs
9 with optimized capacity-building for all technical, vocational and professional fields
10 of study;
- 11 2. Consistently monitor the NGAs/implementing bodies, higher education institutions
12 (HEIs), host training establishments (HTEs) in guiding the interns and assessing
13 their performances during the internship, with strong grievance mechanism to
14 protect the integrity of each institution and promote transparency among all;
- 15 3. Recognize the interns as part of the labor force, therefore in their chosen
16 workplaces they should receive fair treatment and just compensation;
- 17 4. Strengthen the rights of the interns to avoid any form of abuse or violation from
18 the implementing bodies; and
- 19 5. Ensure the safety and welfare of the interns throughout the internship.

20 Sec. 3. *Definition of Terms.* – For the purposes of this Act, the following definitions
21 shall apply:

- 1 a. Internship refers to a period of work experience for a limited amount of time taken
2 up by students and graduates looking to gain relevant skills and experience in a
3 particular field. It is the practical application of classroom learning to an actual
4 regular work environment. It is also synonymous to practicum, field practice, or
5 On-The-Job Training. It is not synonymous to apprenticeship and learnership.
- 6 b. Intern refers to a student or graduate undergoing an internship at a Host Training
7 Establishment (HTE) as partial fulfillment of their academic requirements as
8 prescribed by their respective Higher Education Institutions (HEIs), Certified
9 Training Institutions (CTIs), or as a requisite for board examinations.
- 10 c. Internship Contract refers to a formal agreement concurred by all the parties which
11 shall be accompanied with the agreed upon Internship Plan.
- 12 d. Internship Plan refers to the outlined goals and objectives, knowledge, skills and
13 competencies that the student intern should acquire in each training area. This will
14 include a schedule of activities and assignments along with a clear set of duties to
15 be fulfilled by the intern, and this Internship Plan will be formulated and approved
16 by both the HEI, CTI, and HTE.
- 17 e. Higher Education Institution (HEI) refers pertain to public and private schools and
18 universities that require students to undergo internships as part of their official
19 curriculum.
- 20 f. Certified Training Institutions (CTI) refers to certificate issuing and TESDA
21 accredited training institutions that require students to undergo internships as part
22 of their official curriculum.
- 23 g. Local universities and colleges (LUCs) refer to CHED-accredited public HEIs
24 established by local government units (LGUs) through an enabling ordinance,
25 financially supported by the LGU concerned, and compliant with the policies,
26 standards and guidelines of the CHED;
- 27 h. State universities and colleges (SUCs) refers to public HEIs established by national
28 government and are governed by their respective independent boards of trustees
29 or regents; and
- 30 i. Host Training Establishment (HTE) refers to a duly authorized and registered
31 entity, institution, or establishment in the Philippines by the Security Exchange
32 Commission (SEC) or the Department of Trade and Industry (DTI) and with
33 established systems of training.

34 Sec. 4. *Rights of Interns.* – Interns shall enjoy, on an equal and non-discriminatory
35 basis, all rights guaranteed by the Constitution as well as those recognized under the EO

1 no. 139, s. 1993, CMO no. 104, s. 2017, and all other relevant international and regional
2 human rights conventions and declarations.

3 As such, interns have the right to:

- 4 1. Have the freedom to select their own HTEs;
- 5 2. Reasonable work hours;
- 6 3. Protected leaves (personal leave, medical leave, leave for internship-related illness
7 and injury);
- 8 4. Just compensation for hours of services rendered;
- 9 5. Receive allowances for travel, food, and any other expenses that may be agreed
10 upon by the HTE and intern;
- 11 6. Acquire medical, dental and mental health services;
- 12 7. Access basic services in their chosen workplaces;
- 13 8. Access information of fees and performance records from HEIs, CTIs and HTEs;
- 14 9. Opt-out in paying miscellaneous fees upon enrollment of internship;
- 15 10. Be protected against discriminatory practices based on sexual orientation, gender
16 identity and expression, age, ethnicity, religion, and disability;
- 17 11. Be protected against sexual harassment and other derogatory or exploitative
18 activities at any point during their internship;
- 19 12. Be informed of clearly outlined duties during the internship; and
- 20 13. Due process prior to termination with HTE for any committed violation or
21 insufficient requirements with HEIs or CTIs in the entire internship.

22 *Sec. 5. Guidelines on Internship Programs.* – The following shall be the guidelines
23 for the implementation of internship programs:

- 24 1. Government Internship Programs
 - 25 a. All government agencies and instrumentalities, including government-owned-
26 and-controlled corporations are hereby obliged to create a Government
27 Internship Program for their respective offices.
 - 28 b. The Government Internship Program shall prescribe standard Internship Plans
29 for applying interns to ensure that their duties are confined to official tasks
30 only.
- 31 2. Industry-Based Internships
 - 32 a. TEs, HEIs, and CTIs shall, in conjunction, develop an Internship Plan outlining
33 the scope and limitations of the interns' duties for the duration of the
34 internship. Interns shall not be obligated to do work outside of this internship
35 plan.
 - 36 b. HTEs shall provide interns with compensation for hours of service rendered.

1 3. School and Internship Fees

- 2 a. HEIs and CTIs shall not charge interns with school fees that is beyond the
3 administrative cost corresponding with units of the internship subject.
- 4 b. Interns shall have the opt-out option in paying miscellaneous fees especially if
5 their internship is conducted outside of the HEIs' premises.
- 6 c. In an event of extension of the internship program, no additional extension
7 fee shall be collected either by the HEI/CTI or the HTE.
- 8 d. HTEs shall not be allowed to charge fees from their interns, with the exception
9 of fees that are directly related to conducted training sessions and affiliation
10 fees for health-allied internship programs. *Provided*, that the affiliation fees to
11 be collected shall comprise no more than 1% of the tuition fee of the internship
12 subject.
- 13 e. Collection of all internship-related fees shall be centralized in the HEIs in order
14 to avoid redundant payments or exploitative practices.
- 15 f. All information regarding the school fees collected by the HEI and internship
16 fees collected by the HTE shall be accessible to the public and the students if
17 and when they request for it. The composition of the fees collected shall be
18 indicated to promote transparency.

19 4. Additional Guidelines

- 20 a. HTEs, HEIs, and CTIs shall create an Internship Contract that will be an official
21 and binding document stating the duties and responsibilities of all parties, the
22 duties prescribed in the internship plans, and the agreed upon remuneration
23 agreements between the HTE and the intern.
- 24 b. HEIs and CTIs shall not constrain their student interns to apply to a specific
25 office, establishment, or training institution. The interns shall be allowed to
26 undertake an internship in any office, establishment, or training institution as
27 long as the said establishments comply with the requirements for HTEs.
- 28 c. HTEs shall conduct trainings, seminars, and other developmental interventions
29 for the interns including, but not limited to: mentoring, coaching, and
30 performance evaluation.
- 31 d. Social protection shall be provided to the interns and are encouraged for
32 consideration by the institutions such as accident insurance, as they may be
33 applicable.
- 34 e. Interns that contracted and illness and/or injury during their internship or as a
35 result of it shall be excused during the duration of their illness and/or injury.
36 HEIs, CTIs, and HTEs shall jointly claim responsibility for the intern.

- 1 f. Interns in the health-allied professions and other highly technical fields shall be
2 given the necessary materials, equipment, and safety gears necessary to carry
3 out their tasks. These shall be given at no cost to the interns.
- 4 g. Interns shall be given at least 96 hours of advance notice of their internship
5 schedule.
- 6 h. HEIs and CTIs shall assist their student-interns in meeting their health
7 requirements as prescribed by the HTEs, through HEI and CTI funded
8 vaccination or check-up programs.
- 9 i. Interns are not required and cannot be obliged to report to their HTEs after
10 the prescribed number of internship hours are completed.
- 11 j. In cases where the internship contract is abruptly terminated, the hours of
12 services rendered by the intern based on the daily time record shall be credited
13 as hours completed for the internship program.
- 14 k. Students who applied in internship programs abroad shall be provided with
15 assistance from the relevant government agencies before and during the
16 duration of their internship programs, if and when necessary. HEIs and CTIs
17 where these student interns are enrolled are obliged to strictly monitor the
18 status of their students' welfare during the duration of the internship to ensure
19 that standard protections for interns are upheld. Student interns should not be
20 required to pay for the flight, food, accommodation and other expenses of the
21 HEI's faculty or staff, should the HEI or CTI require a chaperon abroad.

22 *Sec 6. Mechanics of Internships.* – The following process must be followed in the
23 hiring of interns:

24 1. Qualifications of Interns

25 Applicants to internship programs shall:

- 26 a. be currently enrolled in a TESDA certificate course or a tertiary-level
27 internship subject
28 b. be between 18 to 30 years old from the start of the internship period

29 2. Duration

30 a. Government Internship Programs

31 The duration of the Government Internship Program shall not exceed 300
32 hours and not last for more than 6 months.

33 b. Industry-Based Internships

34 Internship programs that are not highly technical in nature shall be allowed
35 to have a maximum of twenty-four (24) units of internship subjects for the
36 duration of their baccalaureate; *Provided*, that one (1) unit of internship

1 subject correspond to one (1) hour of internship/laboratory/practicum/OJT
2 work per week. *Provided further*, that the internship period should not
3 exceed twelve (12) months.

4 Highly technical internship programs conducted by HTEs that may need
5 additional hours of training, like those in the fields of health, engineering,
6 and architecture, shall be allowed to have a maximum of thirty (30) units of
7 internship subjects for the duration of their baccalaureate; *Provided*, that
8 one (1) unit of internship subject correspond to two (2) hours of
9 internship/laboratory/practicum/OJT work per week. *Provided further*, that
10 the internship period should not exceed twelve (12) months.

11 Interns shall have an 8-hour rest period between their internship shifts. In
12 addition, they are only obliged to work during work days and within office
13 hours. If interns are tasked to work on weekends of holidays or hours
14 beyond the normal operating hours of the establishment, they should be
15 subjected to special or additional remuneration.

16 In the event of tardiness and absences, whether excused or unexcused,
17 make-up hours shall only be equivalent to the number of internship hours
18 missed. HEIs and HTEs shall not accept and expect payment from students
19 to offset their tardiness and/or absences.

20 HEIs shall have the jurisdiction on how the maximum allotted number of
21 units shall be distributed in their respective curricula. Only the curricula with
22 internship/laboratory/practicum/OJT credits shall be allowed to have
23 required internship programs. HEIs with curricula that does not have
24 internship/laboratory/ practicum/OJT credits cannot require their students
25 to undergo an internship program but could encourage their students to
26 have internships on a voluntary basis.

27 3. Scope of work

28 The Government Internship Program and industry-led workplace internships shall
29 cover all technical, vocational, and professional fields of study and shall cater to
30 all students from CHED and TESDA recognized universities or degree and
31 certificate awarding institutions.

32 The purpose of the internship is for the intern to learn and gain practical
33 experience in their choice of employment. As such, interns are hired for official
34 purposes only and are prohibited from taking tasks that go beyond official duties.

35 4. Termination of Contract

1 Any of the following, in respect to the Labor Code of the Philippines, shall be a
2 valid cause to terminate the internship contract with due process, where notice
3 should be given, both oral and written for proper documentation:

4 By the institution:

- 5 a. Habitual absenteeism of the intern;
- 6 b. Willful disobedience by the intern of the institution's rules, or persistent
7 insubordination of the lawful orders of a supervisor;
- 8 c. Theft or malicious destruction of the institution's property by the intern;
- 9 d. Engaging in violence and/or other forms of misconduct during the internship
10 and/or inside the institution's premises by the intern; and
- 11 e. Persistent poor performance for a prolonged period despite warning duly
12 given to the intern.

13 By the intern:

- 14 a. Substandard and/or harmful working conditions within the institution's
15 premises;
- 16 b. Violation of any or all of the guidelines prescribed in Section 5 of this Act;
- 17 c. Harassment by any and all members of the institution whether it occurred
18 in or outside of the premises of the HTE;
- 19 d. Cruel and inhumane treatment; and
- 20 e. Prolonged or continuing illness of the intern.

21 *Sec. 7. Internship Contract and Plan.* - The HEIs and CTIs, together with the
22 HTEs, shall draft and produce an Internship Contract that will be used by their student-
23 interns. The HEIs and CTIs shall ensure that these documents are legally binding to
24 ensure the protection of the interns' interest and well-being and assist the students in
25 the process of notarizing the said document. The contract shall properly indicate the
26 educational objectives of the internship, the rights and obligations of all the parties, the
27 duration of the internship, and the agreed upon remuneration.

28 The Internship Contract shall be accompanied with an Internship Plan drafted and
29 approved together with the selected HTEs to ensure that the internship program adheres
30 to the quality of learning that is expected from the contract. The Internship Plan shall
31 include the following: identification of skills to be acquired, job scope and specifications,
32 guidelines on the supervision and mentoring of the interns, monitoring of the interns'
33 progress, timeline of the internship and the respective performance indicators to be
34 achieved, among others.

35 *Sec. 8 Remuneration.* - Interns who are subscribed to the Government Internship
36 Program shall be provided with a stipend accounting to seventy-five (75%) of the existing

1 salary rate of Step 1, Salary Grade 1 of the current government salary standardization
2 law and shall be non-taxable. The amount of the stipend shall be based on the intern's
3 actual attendance, absences and/or tardiness incurred. It shall be paid in accordance with
4 existing labor laws and civil service laws, rules, and regulations.

5 Interns in private HTEs shall be provided with a stipend accounting to 75% of the existing
6 minimum wage in their respective regions and shall be non-taxable.

7 Sec 9. *Grievance Mechanism.* – A grievance committee shall be created in
8 participating government agencies and their instrumentalities as well as the HTEs and
9 CTIs that have internship programs. They have the initial responsibility for settling
10 differences in case of any violation or transgression of the internship contract or upon the
11 filing of a complaint by an aggrieved party.

12 The grievance committee shall be composed of a representative from the Head Office of
13 the HEI, CTI, and HTE, the Human Resource Office of the HEI, CTI, HTE and/or
14 government agency, the Student Government of the HEI, CTI, and the legal office of the
15 HEI, CTI, and HTE.

16 The committee shall render a decision after affording the concerned parties due process
17 of law. In case of failure by the grievance committee to settle the issue, render a decision,
18 or in case the complaint is against the grievance committee or any of its members, the
19 case shall be referred to the National Task Force.

20 Sec. 10. *Reportorial Requirements.* – All HEIs, CTIs, HTEs, government agencies
21 and its instrumentalities that have established internship programs shall submit an annual
22 report to the Task Force assessing the program. The report shall review and assess the
23 implementation of their program, suggest improvements if there are any, include a
24 database of all past and present interns, and monitor the faithfulness of the internship
25 plan versus its actual implementation, among other things.

26 Sec 11. *Responsibilities of HEIs, CTIs, and HTEs.* - Higher Education Institutions
27 and Certified Training Institutions with internship courses must have an official
28 government recognition for private Higher Education Institutions, a Board Resolution for
29 State Universities, and a Local Government Ordinance for local universities.

30 Their responsibilities in relation to their student-interns include:

- 31 1. Assuming full responsibility over students;
- 32 2. Creating and notarizing an Internship Contract with selected HTEs to
33 safeguard the interest and well-being of the interns;
- 34 3. Ensure that the students' interest is well-represented during the drafting of
35 the Internship Contract;

- 1 4. Formulating local school internship policies (regarding selection, placement,
2 monitoring, and assessment);
- 3 5. Prepare a roster of accredited HTEs with internship programs for student-
4 interns to choose from;
- 5 6. Facilitate the entry of interns to their HTEs of choice;
- 6 7. Developing an Internship Plan specifying objectives and scope in
7 collaboration with the HTEs;
- 8 8. Ensuring intern will acquire the relevant competencies in each learning area
9 through the drafting of relevant internship plans to be a part of the contract
10 signed by the intern, the HEI or CTI, and the HTE;
- 11 9. Providing free medical and dental services and certification by medical
12 doctor and dentist to interns;
- 13 10. Providing appropriate insurance coverage, including travel and medical, to
14 interns within the duration of the internship;
- 15 11. Conducting pre-internship orientation as prerequisite to deployment.
16 Orientation should be on work environment issues (such as work ethics and
17 laws against sexual harassment);
- 18 12. Taking appropriate action on complaints against student intern;
- 19 13. Conducting inspection of the HTE to ensure safety;
- 20 14. Monitoring performance of intern together with HTE;
- 21 15. Ensuring that the intern's basic needs are met at the HTE (such as food,
22 water, access to clean restrooms, etc.) in coordination with HTE, CHED,
23 TESDA, etc.;
- 24 16. Conducting post-training evaluations of the program;
- 25 17. Evaluating related prior training experience and provide credits for
26 internship;
- 27 18. Issuing a final grade to the intern upon completion of requirements, in
28 accordance with assessment of HTE, and;
- 29 19. Submitting relevant documents to CHED and TESDA (i.e. annual report per
30 SY on implementation of program, copy of notarized internship agreement,
31 list of partner HTEs, and interns certified by school officials to have
32 completed internship).

33 Host Training Establishments that will receive and train interns must be authorized
34 by the appropriate government entities and are capable of providing appropriate
35 internship programs. These establishments must also have the capacity to provide
36 technical training and to mentor interns applying to them.

1 Their responsibilities in relation to their student-interns include:

- 2 1. Implementing the agreed-upon Internship Contract and Internship Plan in
3 coordination with the HEI and CTI;
- 4 2. Assigning a point person for implementation of all internship phases;
- 5 3. Orienting intern on rules of the establishment before the signing of the
6 contract;
- 7 4. Entering into a legal contract with the intern;
- 8 5. Providing work experience in accordance with plan;
- 9 6. Providing basic allowances, such as for travel or food;
- 10 7. Providing the necessary equipment, materials, and safety gears needed by
11 the interns in order to perform their tasks and duties at no cost to the
12 interns;
- 13 8. Provide readily accessible wash rooms, showers, changing rooms, resting
14 rooms or lounges, particularly for interns who will be on duty for extended
15 periods of time, particularly during night shifts;
- 16 9. Ensuring interns do not perform tasks of regular position in HTEs;
- 17 10. Developing feedback mechanism with the intern;
- 18 11. Developing feedback mechanism with the HEI and CTI on implementation
19 and student performance;
- 20 12. Providing evaluation reports on intern's performance;
- 21 13. Notifying at least 30 working days prior written notice to HEI or CTI of
22 intern's breach of contract, and;
- 23 14. Issuing certificate of completion for interns not later than 2 weeks after
24 completion.

25 Sec 12. Implementation Structure. – An Interns' Rights and Welfare Task Force
26 shall be formed and be composed of the following:

- 27 a. The Department of Labor and Employment (DOLE) Undersecretary for
28 Regional Operations and Special Concerns cluster as the Chairperson;
- 29 b. The Commission on Higher Education (CHED) Chair as Co-Chairperson;
- 30 c. Senior officials (at least Assistant Secretary Level) of the Technical Education
31 and Skills Development Authority (TESDA), Department of Trade and Industry
32 (DTI), and Civil Service Commission (CSC) as ex-officio members;
- 33 d. Five representatives of University Student Councils and Student Associations
34 from various fields of study, provided that there are representatives from
35 Medical and Allied Health Professions, Hospitality and Restaurant
36 Management, and Tourism fields.

1 At the National level, the Task Force members shall have the following duties and
2 functions in accordance to their mandates and in relation to the implementation of
3 this Act:

4 1. The DOLE shall:

- 5 a. Strictly monitor and ensure compliance of the HTEs in the implementation
6 of this Act;
- 7 b. Prepare and publish quarterly and annual report of internship program
8 accomplishments, including issues and challenges, and provide further,
9 analysis and recommendation on the improvement of program
10 implementation; and
- 11 c. Maintain updated list of HTEs in coordination with government agencies;
- 12 d. Decide on cases involving interns with their assigned HTEs.

13 2. The CHED and TESDA shall:

- 14 a. Conduct orientation to HEIs and CTIs regarding the proper guidelines
15 regarding internship programs and check the legality of any and all contracts
16 between HTEs, HEIs, CTIs, and the interns;
- 17 b. Ensure the safety of interns;
- 18 c. Establish linkages between government agencies and their instrumentalities
19 and HTEs for the successful implementation of internship programs;
- 20 d. Ensure that all HEIs, CTIs, and partner HTEs comply with the guidelines for
21 the protection of interns; and
- 22 e. Provide feedback mechanisms to HEIs, CTIs, and HTEs

23 3. The DTI shall:

- 24 a. Ensure that all the partner HTEs of the HEIs and the CTIs are officially
25 accredited business with proper safety and occupational health standards
26 and
- 27 b. Formulate a possible incentive scheme for HTEs to encourage them to take
28 more interns.

29 4. The CSC shall:

- 30 a. Ensure that grievance committees are properly established in government
31 agencies and their instrumentalities.

32 **Sec. 13. *Liabilities and Sanctions.*** – The following liabilities and sanctions shall
33 apply in cases of breach of the internship contract:

34 a. HEIs and CTIs:

- 35 1. Written reprimand, with warning that repeated violations may result in
36 downgrading of government recognition;

- 1 2. Downgrading of government recognition to permit status or grant of
- 2 Autonomous to Deregulated status, Center of Excellence to Center of
- 3 Development status;
- 4 3. Revoke program recognition; and
- 5 4. Filing of administrative and criminal case as appropriate.

6 b. HTE

- 7 1. Written reprimand with warning that a repeat of a violation shall result to the
- 8 blacklisting of HTE. Provided, that the agreed upon compensation and credited
- 9 hours of the intern shall still be followed upon the basis of the hours of service
- 10 rendered by the latter.
- 11 2. Filing of administrative and criminal case as appropriate.

12 c. Intern

- 13 1. Subject to sanctions in accordance with HEI's and CTI's rules and
- 14 regulations.

15 *Sec. 14. Appropriations.* – All concerned government agencies shall include in their

16 annual budgets the necessary funds that will be contributory to the implementation of

17 this Act.

18 Further, at least one percent (1%) shall be appropriated under the maintenance and

19 Other Operating Expenses (MOOE) of the agencies for the implementation of the GIP in

20 their respective jurisdictions and shall be included in the General Appropriations Act.

21 *Sec 15. Separability Clause.* – If for any reason, any part or provision of this Act

22 shall be held unconstitutional or invalid, other parts of provisions thereof not affected

23 thereby shall continue to be in full force and effect.

24 *Sec 16. Repealing Clause.* – All laws, decrees, executive orders, proclamations,

25 rules and regulations, and other issuances or part or parts thereof contrary to or

26 inconsistent with this Act are hereby repealed or modified accordingly.

27 *Sec. 17. Effectivity.* – This Act shall take fifteen (15) days after its publication in at

28 least two (2) newspapers of general circulation.

Approved.