



HOUSE OF REPRESENTATIVES

H. No. 6397

---

BY REPRESENTATIVES AGLIPAY-VILLAR, VILLAR, TEODORO, CO, BATOCABE,  
CHIPECO, NOGRALES, DE JESUS, ILAON, HICAP, RELAMPAOS, RIDON,  
CASTELO, ECHIVERRI, PAQUIZ, MENDOZA (R.), GUANLAO, TAN (A.),  
BELLO (S.), SEÑERES, REVILLA, TAMBUNTING, KATOI AND LANETE,  
PER COMMITTEE REPORT NO. 983

---

AN ACT STRENGTHENING COMPLIANCE WITH OCCUPATIONAL  
SAFETY AND HEALTH STANDARDS AND PROVIDING  
PENALTIES FOR VIOLATIONS THEREOF

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

CHAPTER I

DECLARATION OF POLICY

SECTION 1. *Declaration of Policy.* - The State affirms labor as a  
primary social and economic force and that a safe and healthy workforce is an  
integral aspect of nation building.

The State shall ensure a safe and healthful workplace for all working  
people by affording them full protection against all hazards in their work  
environment. It shall ensure that the provisions of the Labor Code of the  
Philippines, all domestic laws, and internationally-recognized standards on  
occupational safety and health are being fully enforced and complied with by  
the employers, and it shall provide penalties for any violation thereof.



1       The State shall protect every worker against injury, sickness or death  
2 through safe and healthful working conditions, thereby assuring the  
3 conservation of valuable manpower resources and the prevention of loss or  
4 damage to lives and properties consistent with national development goals and  
5 with the State's commitment to the total development of every worker as a  
6 complete human being.

7       The State, in protecting the safety and health of the workers, shall  
8 promote strict but dynamic, inclusive and gender-sensitive measures in the  
9 formulation and implementation of policies and programs related to  
10 occupational safety and health.

11       SEC. 2. *Coverage.* - This Act shall apply to all establishments,  
12 projects, sites and all other places in all industries where work is being  
13 undertaken in all branches of economic activity regardless of the number of  
14 employees, nature of operations, and the risk or hazard involved.

15       SEC. 3. *Definition of Terms.* - As used in this Act:

16       (a) *Branches of economic activity* refer to undertakings in which  
17 workers are employed, except those in the public sector;

18       (b) *Certified first-aid* refers to any person trained and duly certified  
19 or qualified to administer first-aid by any organization authorized by the  
20 Secretary of Labor and Employment;

21       (c) *Competency standards* refer to industry-determined specification of  
22 proficiency required for effective work performance. These are expressed as  
23 outcomes with focus on workplace activity rather than training or personal  
24 attributes, and the ability to apply new skills in new situations or changing  
25 work organization;

26       (d) *Employer* refers to any person, natural or juridical, including the  
27 subcontractor, contractor, and principal employer who directly or indirectly  
28 benefits from the services of the employee;



1           (c) *Equipment* refers to any machine with engine or electric motor as  
2 prime mover;

3           (f) *General safety and health inspection* refers to an examination of  
4 the work environment, including the location and operation of machinery other  
5 than those covered by technical safety audits, adequacy of work space,  
6 ventilation, lighting, conditions of work environment, handling, storage or  
7 work procedures, protection facilities, and other possible sources of safety and  
8 health hazards in the workplace;

9           (g) *Imminent danger* refers to a situation caused by a condition or  
10 practice in any place of employment that could reasonably be expected to lead  
11 to death or serious physical harm;

12           (h) *Occupational health personnel* refers to a qualified first-aid,  
13 nurse, dentist or physician engaged by the employer to provide occupational  
14 health services in the establishment, project, site or workplace;

15           (i) *Occupational Safety and Health Standards (OSHS)* refer to the  
16 Occupational Safety and Health Standards prepared by the Department of  
17 Labor and Employment (DOLE) as provided for by law in Articles 162 and  
18 165, Chapter 2, Title I of Book Four of the Labor Code of the Philippines, as  
19 amended;

20           (j) *Safety and health audit* refers to a regular and critical examination  
21 of project sites, safety programs, records, and management performance on  
22 program standards on safety and health;

23           (k) *Safety and Health Committee* refers to a body created within the  
24 workplace tasked with the authority to monitor, inspect and investigate all  
25 aspects of the work pertaining to the safety and health of workers;

26           (l) *Safety and Health Program* refers to a set of detailed rules to  
27 govern the processes and practices in a specific construction project site, mine  
28 site, and in other economic activities to conform with the OSHS, including the  
29 personnel responsible and penalties for any violation;



(m) *Safety officer* refers to any employee or officer of the company trained or accredited by the DOLE and tasked by the employer to implement an occupational safety and health program, and ensure that it is in accordance with the provisions of the OSHS;

(n) *Safety signage* refers to any emergency, warning or danger signpost or any safety instruction using the standard colors of signs for safety instructions and warnings in the workplace prescribed by the DOLE; and

(o) *Workplace* refers to any site or location where workers need to be or to go to by reason of their work, and which are under the direct or indirect control of the employer.

## CHAPTER II

### DUTIES AND RIGHTS OF EMPLOYERS,

### WORKERS, AND OTHER PERSONS

#### SEC. 4. *Duties of Employers, Workers, and Other Persons.* -

(a) Every employer, contractor or subcontractor, if any, and any person who manages, controls, or supervises the work being undertaken shall:

(1) Furnish the workers a place of employment free from hazardous conditions that are causing or are likely to cause death, illness or physical harm to the workers;

(2) Give complete job safety instructions or orientation to all the workers, especially to those entering the job for the first time, including those relating to familiarization with their work environment;

(3) Inform the workers of the hazards associated with their work, health risks involved or to which they are exposed to, preventive measures to eliminate or minimize the risks, and steps to be taken in case of emergency;

(4) Use only approved devices and equipment for the workplace; and

(5) Comply with OSHS including training, medical examination, and provision of protective and safety devices such as personal protective equipment (PPE) and machine guards.



1 (b) Every worker shall participate in ensuring compliance with OSHS  
2 in the workplace. The worker shall make proper use of all safeguards and  
3 safety devices furnished for the workers' protection and that of others, and  
4 shall observe instructions to prevent accidents or imminent danger situation in  
5 the workplace and the steps to be taken in case of emergency.

6 The worker shall report to the supervisor any work hazard that may be  
7 discovered in the workplace.

8 (c) It shall be the duty of any person, including the builder or  
9 contractor or enforcement agent who visits, builds, renovates or installs  
10 devices, or conducts business in any establishment or workplace to comply  
11 with the provisions of this Act and all other regulations issued by the Secretary  
12 of Labor and Employment.

13 SEC. 5. *Workers' Right to Know.* - The right to safety and health at  
14 work shall be guaranteed. All workers shall be appropriately informed by the  
15 employer about all types of hazards in the workplace, provided access to  
16 training and education on chemical safety, and to orientation on the data sheet  
17 of chemical safety, electrical safety, mechanical safety, and ergonomical  
18 safety.

19 SEC. 6. *Workers' Right of Refusal to Work.* - The worker has the  
20 right of refusal to work without threat or reprisal from the employer if, as  
21 determined by the DOLE, an imminent danger situation exists in the  
22 workplace that may result to illness, injury or death, and corrective actions to  
23 eliminate the danger have not been undertaken by the employer.

24 SEC. 7. *Workers' Right to Report Accidents.* - Workers and their  
25 representatives shall have the right to report accidents, dangerous occurrences,  
26 and hazards to the employer, to the DOLE, and to other concerned government  
27 agencies exercising jurisdiction as the competent authority in the specific  
28 industry or economic activity.



1        **SEC. 8. *Workers' Right to Personal Protective Equipment (PPE).* –**

2        Every employer, contractor or subcontractor, if any, shall provide their  
3        workers, free of charge, protective equipment for their eyes, face, hands and  
4        feet, and lifeline, safety belt or harness, gas or dust respirators or masks, and  
5        protective shields whenever necessary by reason of the hazardous work  
6        process or environment, chemical, radiological, mechanical and other irritants  
7        or hazards capable of causing injury or impairment in the function of any part  
8        of the body through absorption, inhalation or physical contact. The cost of the  
9        PPE shall be part of the safety and health program which is a separate pay item  
10       pursuant to Section 20 of this Act.

11       All PPE shall be of the appropriate type as tested and approved by the  
12       DOLE based on its standards. The usage of PPE in all establishments,  
13       projects, sites and all other places where work is being undertaken shall be  
14       based on the evaluation and recommendation of the safety officer.

15                                **CHAPTER III**

16                                **OCCUPATIONAL SAFETY AND HEALTH**

17                                **PROGRAM AND ORGANIZATION**

18        **SEC. 9. *Occupational Safety and Health (OSH) Program.* –** All  
19        establishments, projects, sites and all other places where work is being  
20        undertaken shall have a safety and health program containing policies,  
21        guidelines or information on the following:

- 22                (a) Statement of commitment to comply with OSH requirements;
- 23                (b) General safety and health, including a drug-free workplace;
- 24                (c) Human Immunodeficiency Virus (HIV), and Acquired Immune  
25        Deficiency Syndrome (AIDS)/tuberculosis/hepatitis prevention and control;
- 26                (d) Company or project details;
- 27                (e) Composition and duties of the Safety and Health Committee;
- 28                (f) Occupational safety and health personnel and facilities;
- 29                (g) Safety and health promotion, training and education;



- 1 (h) Conduct of toolbox meetings;
- 2 (i) Accident/incident/illness investigation, recording and reporting;
- 3 (j) Provision and use of PPE;
- 4 (k) Provision of safety signage;
- 5 (l) Dust control and management, and regulations on activities such as
- 6 building of temporary structures, and lifting and operation of electrical,
- 7 mechanical, communication systems and other equipment;
- 8 (m) Provision of workers welfare facilities;
- 9 (n) Emergency preparedness and response plan;
- 10 (o) Waste management system; and
- 11 (p) Prohibited acts, and penalties and sanctions on violations.

12 The safety and health program shall be prepared and executed by the  
13 employer, contractor or subcontractor, if any, and shall be submitted to the  
14 DOLE which shall approve, disapprove or modify the same according to  
15 existing laws, rules and regulations, and other issuances.

16 SEC. 10. *Occupational Safety and Health Committee.* - To ensure that  
17 the safety and health program is observed and enforced, all establishments,  
18 projects, sites and all other places where work is being undertaken shall  
19 organize a Safety and Health Committee composed of the following:

- 20 (a) Employer or a representative as the Chairperson, *ex officio*;
- 21 (b) Safety officer of the company or project as the Secretary;
- 22 (c) Safety officers representing the contractor or subcontractor, as the
- 23 case may be, as members;
- 24 (d) Physicians, nurses, certified first-aiders, and dentists, as members,
- 25 *ex officio*, if applicable; and
- 26 (e) Workers' representatives who shall come from the union if the
- 27 workers are organized or elected by the workers through a simple majority
- 28 vote if they are unorganized, as members.



1       The Committee shall effectively plan, develop, oversee, and monitor the  
2       implementation of the safety and health program.

3       SEC. 11. *Safety Officer.* - To ensure that a safety and health program  
4       is duly followed and enforced, all establishments, projects, sites and all other  
5       places where work is being undertaken shall have full time safety officers who  
6       shall:

7           (a) Oversee the overall management of the safety and health program;

8           (b) Frequently monitor and inspect any health or safety aspect of the  
9       operation being undertaken;

10          (c) Assist government inspectors in the conduct of safety and health  
11       inspection at any time whenever work is being performed or during the  
12       conduct of an accident investigation; and

13          (d) Issue work stoppage order when necessary.

14       The number of safety officers shall be proportionate to the total number  
15       of workers and equipment, and the size of the work area as prescribed by the  
16       DOLE.

17       In addition, each contractor or subcontractor, if any, must provide safety  
18       officers to oversee the management of the safety and health program for the  
19       contractor and subcontractor's workforce, and the specific areas of operation.

20       All safety officers must be accredited by the DOLE.

21       SEC. 12. *Occupational Health Personnel and Facilities.* - All  
22       establishments, projects, sites and all other places where work is being  
23       undertaken shall have qualified occupational health personnel such as  
24       physicians, nurses, certified first-aiders, and dentists duly complemented with  
25       the required medical supplies, equipment, and facilities. The number of health  
26       personnel, equipment, and facilities, and the amount of supplies shall be  
27       proportionate to the total number of workers, the ideal ratio of which shall be  
28       prescribed by the DOLE.



1        SEC. 13. *Safety Signage and Devices.* -- All establishments, projects,  
2 sites and all other places where work is being undertaken shall have safety  
3 signage and devices to warn the workers and the public of the hazards in the  
4 workplace. Safety signage and devices shall be posted in prominent positions  
5 at strategic locations in a language understandable to all and in accordance  
6 with the standards set by the DOLE.

7        SEC. 14. *Safety in the Use of Equipment.* -- In relation to the use of  
8 equipment, the employer, contractor or subcontractor, if any, must comply  
9 with the DOLE requirements in the different phases of the company or project  
10 operation, including the transport to and from the establishment, project site or  
11 place where work is being undertaken.

12       SEC. 15. *Occupational Safety and Health Information.* -- Workers in  
13 all establishments, projects, sites and all other places where work is being  
14 undertaken shall be provided adequate and suitable information by the  
15 employer, contractor or subcontractor, if any, on safety and health hazards,  
16 and the appropriate measures, including the probable location of workers for  
17 the prevention, control, and protection against those hazards.

18       SEC. 16. *Occupational Safety and Health Training.* --

19       (a) All safety personnel shall undergo the mandatory training on basic  
20 occupational safety and health for safety officers as prescribed by the DOLE.

21       (b) All occupational health personnel shall undergo the minimum  
22 safety and health training as prescribed by the DOLE.

23       (c) All workers shall undergo the mandatory one (1) day and eight (8)  
24 hours safety and health seminar as required by the DOLE which shall include  
25 a portion on joint employer-employee orientation.

26       (d) All personnel engaged in the operation, erection, and dismantling  
27 of equipment and scaffolds, structural erections, excavations, blasting  
28 operations, demolition, confined spaces, hazardous chemicals welding, and



1 flame cutting shall undergo specialized instruction and training on the said  
2 activities.

3 **SEC. 17. *Occupational Safety and Health Reports.* --**

4 (a) All employers, contractors, and subcontractors shall submit all  
5 safety and health reports and notifications prescribed by the DOLE.

6 (b) All hospitals and clinics shall submit all reports related to injuries  
7 and illnesses to the DOLE.

8 (c) The Bureau of Labor Standards shall conduct an annual assessment  
9 of the safety and health condition of the Philippine workplace and shall make  
10 its data and reports available to the public with all the necessary information,  
11 including the compliance rate, total number of deaths, injuries and sickness,  
12 and the progress of investigation, rectification, and prosecution of the  
13 employers who violated any OSH standard.

14 **SEC. 18. *Workers Competency Certification.* --** In order to  
15 professionalize, upgrade, and update the level of competence of workers, the  
16 Technical Education and Skills Development Authority (TESDA) shall  
17 establish national competency standards and prepare guidelines on  
18 competency assessment and certification for critical occupations. In this  
19 regard, all critical occupations shall undergo the mandatory competency  
20 assessment and certification by the TESDA.

21 An occupation shall be considered critical when:

- 22 (a) The performance of a job affects the people's lives and safety;  
23 (b) The job involves the handling of tools, equipment, and supplies;  
24 (c) The job requires a relatively long period of education and training;

25 and

26 (d) The performance of the job may compromise the safety, health, and  
27 environmental concerns within the immediate vicinity of the establishment.



- (d) Separate sanitary, washing, and sleeping facilities for men and women workers, as may be applicable.

## CHAPTER IV

**SEC. 21. Employer's Responsibility and Liability.** - The employer, project owner, general contractor, contractor or subcontractor, if any, and any person who manages, controls or supervises the work being undertaken shall be jointly and solidarily liable for compliance with this Act.

## ENFORCEMENT OF OCCUPATIONAL SAFETY

**SEC. 22. *Visitorial Power of the Secretary of Labor and Employment.***  
 - Pursuant to Article 128 of the Labor Code of the Philippines, as amended, and other applicable laws, the Secretary of Labor and Employment or the Secretary's authorized representatives shall have the authority to enforce mandatory occupational safety and health standards in all establishments, and conduct, together with labor and employer representatives, an annual spot



1 audit to ensure compliance with OSH standards. The Secretary or the  
2 Secretary's duly authorized representatives can enter workplaces at any time  
3 of the day or night where work is being performed, to examine records and  
4 investigate facts, conditions or matters necessary to determine compliance  
5 with the provisions of this Act.

6 No person or entity shall obstruct, impede, delay or otherwise render  
7 ineffective the orders of the Secretary of Labor and Employment or the  
8 Secretary's duly authorized representatives, issued pursuant to the authority  
9 granted under Article 128 of the Labor Code of the Philippines, as amended,  
10 and no inferior court or entity shall issue a temporary or permanent injunction  
11 or restraining order or otherwise assume jurisdiction over any case involving  
12 the enforcement orders.

13 The Secretary of Labor and Employment may likewise order stoppage  
14 of work or suspension of operations of any unit or department of an  
15 establishment when noncompliance with law or implementing rules and  
16 regulations poses grave and imminent danger to the health and safety of  
17 workers in the workplace.

18 The Secretary of Labor and Employment or the Secretary's duly  
19 authorized representatives shall inspect establishments and workplaces  
20 regardless of the size and nature of operation, and shall disallow  
21 self-inspection or any form of employer discretion-based compliance with  
22 occupational safety and health laws. However, chartered cities may be  
23 allowed to conduct industrial safety inspections of establishments within their  
24 jurisdiction in coordination with the DOLE: *Provided*, That they have  
25 adequate facilities and competent personnel for the purpose as determined by  
26 the DOLE and subject to national standards established by the latter.

27 **SEC. 23. *Payment of Workers During Work Stoppage Due to Imminent***  
28 ***Danger.*** -- If stoppage of work due to imminent danger occurs as a result of  
29 the employer's violation or fault, the employer shall pay the workers



1 concerned their wages during the period of such stoppage of work or  
2 suspension of operation. For purposes of payment of wages and any other  
3 liabilities arising from a work stoppage order (WSO), the employer is  
4 presumed a party at fault if the WSO is issued secondary to an imminent  
5 danger situation which would imperil the lives of the workers.

6 *SEC. 24. Delegation of Authority.* - The authority to enforce  
7 mandatory OSHS may be delegated by the Secretary of Labor and  
8 Employment to a recognized competent authority.

9 Representatives of legitimate labor organizations and federations may  
10 be authorized to join in the assessment of compliance of establishments with  
11 general labor standards, and OSHS, particularly in the construction and mining  
12 industries.

13 *SEC. 25. Standards Setting Power of the Secretary of Labor and*  
14 *Employment.* - In addition to the preceding sections, the Secretary of Labor  
15 and Employment shall, in consultation with the other concerned government  
16 agencies, by appropriate orders, set and enforce mandatory OSHS to eliminate  
17 or reduce occupational safety and health hazards. The Secretary shall also  
18 institute new, and update existing programs to ensure safe and healthful  
19 working conditions in all workplaces especially in hazardous industries such  
20 as mining, fishing, construction, and the maritime industry.

21 *SEC. 26. Employee's Compensation Claim.* - A worker may file  
22 claims for compensation benefit arising out of work-related disability or death.  
23 Such claims shall be processed independently of the finding of fault, gross  
24 negligence or bad faith of the employer in a proceeding instituted for the  
25 purpose.

26 *SEC. 27. Employment Insurance.* - A worker who is involuntarily  
27 separated from service or employment due to a violation of this Act shall be  
28 entitled to a monthly cash support equivalent to the existing monthly minimum  
29 wage for a maximum of six (6) months: *Provided*, That the worker has at least



1 six (6) months of contribution prior to the involuntary separation. For this  
2 purpose, the Social Security System (SSS) shall promulgate the appropriate  
3 rules and regulations.

4 SEC. 28. *Employer's Liability for Failure to Provide OSH Control*  
5 *Measures.* - In case the worker's injury, illness or death was due to the  
6 failure of the employer to comply with any law or to install, maintain or  
7 provide safety and health control measures or take other precautions for the  
8 prevention of injury, illness or death, the said employer shall pay the State  
9 Insurance Fund a penalty of twenty-five percent (25%) of the lump sum  
10 equivalent of the income benefit payable to the worker after due process.

11 SEC. 29. *Unlawful Acts.* - The following are considered as unlawful  
12 acts:

13 (a) Obstruction, delay or refusal to provide labor officers or any person  
14 authorized by the Secretary of Labor and Employment access to the  
15 establishment, project, site or other place where work is being undertaken;

16 (b) Obstruction, delay or refusal to provide labor officers or any person  
17 authorized by the Secretary of Labor and Employment access or copy of the  
18 employer's records and documents;

19 (c) Obstruction, delay or refusal to allow labor officers or any person  
20 authorized by the Secretary of Labor and Employment to interview workers  
21 and investigate any fact necessary in determining compliance with OSHS;

22 (d) Making any statement, report, or representation in relation to  
23 adherence to OSHS knowing such statement, report or record to be false in any  
24 material aspect;

25 (e) Making retaliatory measures such as termination of employment,  
26 refusal to pay, reducing wages and benefits or in any manner discriminates  
27 against any worker who has given information in relation to letter (c) hereof;



1 (f) Failure to comply with the compliance orders issued by the  
2 Secretary of Labor and Employment or the authorized representatives based on  
3 the findings of violations by labor law compliance officers;

4 (g) Gross negligence of the employers, contractors or subcontractors in  
5 complying with the provisions of OSH standards; or

6 (h) Failure to implement OSH standards, including the failure to report  
7 accidents in the workplace.

8 Any employer or person who commits the unlawful acts enumerated  
9 above shall be administratively fined with a maximum of one hundred  
10 thousand pesos (P100,000.00) per day the violation is being committed or such  
11 amount that may be determined by the Secretary of Labor and Employment  
12 until the violation has ceased or is corrected, without prejudice to the filing of  
13 a criminal or a civil case in the regular courts, as the case may be.

14 The fine collected shall be used for the operation of occupational safety  
15 and health initiatives including occupational safety and health training and  
16 education, and other occupational safety and health programs.

17 Any employer or person who commits any of the unlawful acts shall be  
18 punished, for every resulting injury, with a fine of not less than one hundred  
19 thousand pesos (P100,000.00) but not more than two hundred fifty thousand  
20 pesos (P250,000.00), or imprisonment of not less than one (1) year and (1) day  
21 but not more than six (6) years, or both, at the discretion of the court:  
22 *Provided*, That in consequence of the physical injuries, the person injured shall  
23 have become deformed, or shall have lost any other part of his body, or shall  
24 have lost the use thereof, or shall have been ill or incapacitated to perform the  
25 work habitually engaged for a period of more than ninety (90) days.

26 Any employer or person who commits any of the unlawful acts shall be  
27 punished, for every resulting death, with a fine of more than two hundred fifty  
28 thousand pesos (P250,000.00) but not more than five hundred thousand pesos



1 (P500,000.00), or imprisonment of not less than six (6) years and one (1) day  
2 but not more than twelve (12) years, or both, at the discretion of the court.

3 If the violation is committed by a corporation, trust or firm, partnership,  
4 association or any other entity, the penalty of imprisonment shall be imposed  
5 upon the entity's responsible officers, including the president, vice president,  
6 chief executive officer, general manager, managing director or partner.

7 Any person convicted under this Act shall not be entitled to the benefits  
8 provided for under the Probation Law.

## 9 CHAPTER VI

### 10 MISCELLANEOUS PROVISIONS

11 SEC. 30. *Applicability to Micro and Small Enterprises (MSEs).* -  
12 Specific to MSEs, the DOLE shall develop OSH core compliance standards to  
13 ensure safe and healthy workplaces. All MSEs shall be required to implement  
14 the prescribed standards for housekeeping, materials handling and storage,  
15 electrical and mechanical safety, chemical safety, emergency preparedness,  
16 fire safety, PPE, and monitor hazards regularly.

17 SEC. 31. *Inter-Governmental Coordination and Cooperation.* - The  
18 DOLE shall institute a mechanism for coordination with the Department of  
19 Environment and Natural Resources, the Department of Public Works and  
20 Highways, the Department of Trade and Industry, the Department of the  
21 Interior and Local Government, the Department of Health, and all other  
22 government agencies, including local government units, within sixty (60) days  
23 from the issuance of the implementing rules and regulations of this Act. They  
24 shall regularly convene to monitor the effective implementation of this Act as  
25 well as related programs and projects that are established to prevent and  
26 eliminate the incidence of injury, sickness or death in all workplaces.

27 SEC. 32. *Implementing Rules and Regulations.* - The DOLE, in  
28 coordination with agencies concerned, shall formulate its rules and regulations  
29 within ninety (90) days after the effectivity of this Act.



1        SEC. 33. *Separability Clause.* — If any part, section or provision of  
2 this Act shall be held invalid or unconstitutional, the other provisions not  
3 affected by such declaration shall remain in full force and effect.

4        SEC. 34. *Repealing Clause.* — All laws, acts, decrees, executive  
5 orders, rules and regulations or other issuances or parts thereof which are  
6 inconsistent with this Act are hereby modified or repealed.

7        SEC. 35. *Effectivity.* — This Act shall take effect fifteen (15) days after  
8 its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,

O