

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

SEVENTEENTH CONGRESS
Third Regular Session

HOUSE BILL NO. 7984



INTRODUCED BY HONORABLE MICHAEL L. ROMERO

EXPLANATORY NOTE

The 1987 Philippine Constitution specifically Section 16, Article II, laid down the framework for the protection and advancement/promotion of the people's right to a balanced and healthful ecology in accord with the rhythm and harmony of nature.

The right to a clean environment is recognized as a human right in the Philippines, it being a duty imposed upon the State and responsibility required of individuals.

The State shall instill environment consciousness among our people to effectively carry out the different environmental programs and projects of the government essential for the protection, preservation and revival of the quality of the environment and natural resources of the country.

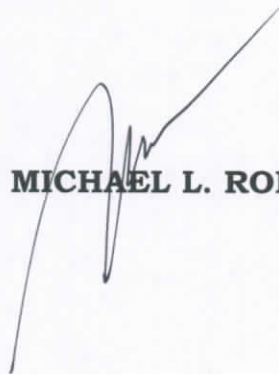
This Bill aims: (a) to promote and improve the health, physical safety, social and economic well-being of the environment and natural resources personnel, their living and working conditions, security and terms of employment; (b) to develop their skills and capabilities in order that they will be more responsive and better equipped to deliver environmental management functions in the attainment of projects and programs; and (c) to encourage those with proper qualifications and excellent abilities to join, contribute their expertise and remain in government service and in the country.

The Environment and Natural Resources (ENR) Personnel includes but is not limited to the personnel of the DENR, its Bureaus, Regional

Offices, and attached Agencies, environmental units in the other government agencies and the ecological waste management and climate change adaptation and disaster risk management departments of the local government units.

This includes the forest rangers and park rangers that look after our forest and protected areas. A forest ranger guards or has jurisdiction over a very large forest area, around 5,000-10,000 hectares. However, his salary, is not as large as the area he is protecting.

Passage of this Bill is earnestly sought to encourage those with proper qualifications and excellent abilities to remain in government service and in the country to work together for a clean and healthy environment.



MICHAEL L. ROMERO, Ph.D.

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**AN ACT PROVIDING FOR THE MAGNA CARTA FOR ENVIRONMENT AND
NATURAL RESOURCES PERSONNEL**

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

Chapter I. General Provisions

Sec. 1. Title. This Act shall be known as the "**Magna Carta for
Environment and Natural Resources Personnel.**"

Sec. 2. Declaration of Policy and Objective. The State shall instill
environment consciousness among our people to effectively carry out the
different environmental programs and projects of the government essential
for the protection, preservation and revival of the quality of the environment
and natural resources of the country.

Towards this end, this Act aims: (a) to promote and improve the
health, physical safety, social and economic well-being of the environment
and natural resources personnel, their living and working conditions,
security and terms of employment; (b) to develop their skills and capabilities
in order that they will be more responsive and better equipped to deliver
environmental management functions in the attainment of projects and
programs; and (c) to encourage those with proper qualifications and
excellent abilities to join, contribute their expertise and remain in
government service and in the country.

Chapter II. Definition and Coverage

Sec. 3. Definition. For purposes of this Act,
"**Department**" shall mean the Department of Environment and Natural
Resources.

"**Environment and Natural Resources Personnel or ENR Personnel**" shall
mean:

1. all persons who are engaged in the protection of the environment, environmental management, and environment-related work;
2. all persons employed as environment and natural resources officers and personnel in the environmental and ecological solid waste management and climate change adaptation and disaster risk management units in all local government units, and administrative and support personnel employed regardless of their employment status;
3. all persons employed in the environmental units of the national and regional government agencies and companies owned and operated by the Government, environmental protection officers and personnel, and administrative and support personnel employed regardless of their employment status; and
4. all persons employed in the environmental unit of private corporations/enterprises including but not limited to pollution control officers regardless of their employment status; and
5. all persons employed with the Department, its Bureaus, Regional Offices and attached Agencies, regardless of employment status, including but not limited to permanent, temporary, contractual service/procurement service/Object 29 employment status.

Sec. 4. Coverage. This Act shall cover all environment and natural resources personnel employed in the government service and private sector regardless of their employment status.

Chapter III. Recruitment, Qualification and Promotion

Sec. 5. Recruitment and Qualification. Recruitment policy and minimum requirements with respect to the selection and appointment of an environment and natural resources personnel shall be developed and implemented by the appropriate government agencies concerned in accordance with policies and standards of the Civil Service Commission: Provided, That in the absence of appropriate eligibles and it becomes necessary in the public interest to fill a vacancy, a temporary appointment shall be issued to the person who meets all the requirements for the position to which he/she is being appointed except the appropriate civil service eligibility: Provided, further, That such temporary appointment shall not exceed twelve (12) months nor be less than three (3) months renewable thereafter but that the appointee may be replaced sooner if (a) qualified civil service eligible becomes available, or (b) the appointee is found wanting in performance or conduct befitting a government employee.

Sec. 6. Merit Promotion and Career System. The Secretary of Environment and Natural Resources, upon consultation with the proper government agencies concerned and the Environment and Natural Resources workers' organization, shall prepare a uniform career and personnel development plan applicable to all environment and natural resources personnel. Such career and personnel development plan shall include provisions on merit promotion, performance evaluation, in

1 service training grants, job rotation, suggestions and incentive award
2 system.

3 The performance evaluation plan shall consider foremost the
4 improvement of individual employee efficiency and organizational
5 effectiveness: Provided, That each employee shall be informed regularly by
6 his/her supervisor of his/her performance evaluation.

7 The merit promotion plan shall be in consonance with the rules of the Civil
8 Service Commission.

9 **Sec. 7. Code of Conduct.** Within six (6) months from the approval of this
10 Act, the Secretary of Environment and Natural Resources, upon
11 consultation with other appropriate agencies, professional and environment
12 and natural resources worker's organization, shall formulate and prepare a
13 Code of Conduct for ENR personnel, which shall be disseminated as widely
14 as possible.

15 **Chapter IV. Rights and Benefits of ENR Personnel**

16 **Sec. 8. Normal Hours of Work.** The normal hours of work of any
17 environment and natural resources personnel shall not exceed eight (8)
18 hours a day or forty (40) hours a week.

19 Hours worked shall include:

20 a) the time during which an environment and natural resources personnel
21 is required to be on active duty or to be at a prescribed workplace; and

22 b) the time during which an environment and natural resources personnel is
23 permitted to work.

24 c) the time during which an environment and natural resources personnel
25 is required in a place other than the prescribed workplace.

26 Provided, That, the time when an environment and natural resources
27 worker is placed on "On Call" status shall not be considered as hours
28 worked but shall entitle the environment and natural resources worker
29 to an "On Call" pay equivalent to fifty percent (50%) of his/her regular
30 wage. "On Call" status refers to a condition when environment and natural
31 resources workers are called upon to respond to urgent or immediate need
32 for pollution incidences during emergencies such that he/she cannot devote
33 the time for his/her own use.

34
35 An environment and natural resources personnel can also teach or practice
36 their profession after office hours.

37 **Sec. 9. Overtime Work.** Where the exigencies of the service so require, any
38 environment and natural resources personnel may be required to render

1 service beyond the normal eight (8) hours a day, inclusive of Saturdays,
2 Sundays or nonworking holidays. In such a case, the environment and
3 natural resources personnel shall be paid an additional compensation in
4 accordance with existing laws and prevailing practices

5 **Sec. 10. Work During Rest Day.** a) Where an environment and natural
6 resources personnel is made to work on his/her scheduled rest day,
7 he/she shall be paid an additional compensation in accordance with
8 existing laws.

9 b) Where an environment and natural resources personnel is made to work
10 on any special holiday he/she shall be paid an additional compensation in
11 accordance with existing laws. Where such holiday work falls on the
12 personnel's scheduled rest day, he/she shall be entitled to an additional
13 compensation as may be provided by existing laws.

14 **Sec. 11. Compensation.** The existing laws on the salary scale of
15 government employees shall apply in determining the salaries of
16 environment and natural resources personnel. In case of violations of this
17 provision, the ENR personnel concerned shall file the necessary complaint
18 to the Civil Service Commission (CSC) or NLRC through the ENR
19 Management and Consultative Council.

20 **Sec. 12. Leave Benefits for ENR personnel.** Environment and natural
21 resources personnel are entitled to all leave benefits and privilege such as
22 but not limited to maternity, paternity, sick leave and vacation leaves, as
23 provided for under existing laws: Provided, That upon separation of ENR
24 personnel from service, they shall be entitled to all accumulated leave
25 credits with pay.

26 **Sec. 13. Highest Basic Salary Upon Retirement.** Upon retirement, the
27 Environment and natural resources personnel shall automatically be
28 granted an increase of one (1) salary range or grade higher than his/her
29 basic salary and his/her retirement benefit thereafter, computed on the
30 basis of his/her highest salary received: Provided, That he/she has
31 reached the age and fulfilled service requirements under existing laws.

32 **Sec. 14. Other Benefits.** Aside from the benefits received as required under
33 existing laws and executive orders, an environment and natural resources
34 personnel shall receive the following allowances:

35 **1. Honorarium.** ENR personnel who rendered services beyond the
36 established irregular workload of ENR personnel whose broad
37 and superior knowledge, expertise or professional standing in a
38 specific field contributes to productivity and innovativeness shall
39 be entitled to receive honorarium subject to rules to be set by the
40 Department.

41 **2. Hazard Allowance.** ENR personnel involved in hazardous
42 undertakings such as, but not limited to conduct of field

1 inspections and air/water/chemical and hazardous waste
2 monitoring and sampling, forest ranger work and assigned in the
3 following units: environmental impact assessment division,
4 environmental quality division, compliance and permitting division,
5 environmental monitoring and enforcement division, mine safety
6 environment and social development division, environment health
7 and safety division, pollution control divisions, environmental
8 protection units, and environmental research and laboratory
9 services divisions and other environment and natural resources
10 offices/field offices located in difficult areas which expose them to
11 great danger, contagion, radiation, volcanic activity/eruption,
12 occupational risks or threats to life, shall be compensated with
13 hazard allowances equivalent to at least twenty-five percent (25%)
14 of the monthly basic salary.

15 **3. Subsistence Allowance/Transportation Allowance.** ENR
16 personnel who are required to render service in forest/watershed
17 areas, pollution incident sites and other areas, in order, to make
18 their services available at all times, shall be entitled to daily full
19 subsistence allowance for three (3) meals which shall be
20 computed in accordance with prevailing circumstances. Those
21 assigned out of their regular work stations shall be entitled per
22 diem in place of this allowance. Actual transportation allowance
23 shall also be provided to environment and natural resources
24 personnel on field work.

25 **4. Clothing and Laundry Allowance.** All ENR personnel shall be
26 entitled to a minimum of One thousand five hundred pesos (PhP
27 1,500.00) clothing allowance annually, which amount shall be
28 adjusted annually as needed.

29 In addition to the above, all environment and natural resources
30 personnel who are required to wear uniforms regularly shall be
31 entitled to a minimum of Two hundred fifty pesos (PhP250.00)
32 per month laundry allowance. Provided further, that these
33 rates shall be reviewed periodically and increased accordingly
34 as needed.

35 **5. Housing and Living Quarters Allowance.** All environment and
36 natural resources personnel who are transferred to another
37 assignment due to the exigency of the service shall be entitled to
38 free housing within the agency concerned: Provided, that if living
39 quarters are not available within the agency and the personnel has
40 his/her residence outside of fifty (50) kilometer radius from such
41 government facility, he/she shall receive a housing allowance, and:
42 Provided further, that the rate of such housing allowance shall be
43 periodically adjusted for inflation.

1 For purposes of this Section, the Department of Environment and
2 Natural Resources is authorized to develop housing projects in its
3 own lands, not otherwise devoted for other uses, for ENR personnel
4 in coordination with appropriate government agencies.

5 **6. Longevity Pay.** A monthly longevity pay equivalent to ten
6 percent (10%) of the monthly basic pay shall be paid to an ENR
7 personnel for every five (5) years of continuous, efficient and
8 meritorious services rendered as certified by the chief of office
9 concerned, commencing with the service after the approval of this
10 Act.

11 **7. Remote Assignment Allowance.** ENR personnel who accept
12 assignments as such in remote areas or isolated stations, which
13 for reasons of far distance or hard accessibility, such positions had
14 not been filled for the last two (2) years prior to the approval of this
15 Act, shall be entitled to an incentive bonus in the form of remote
16 assignment allowance equivalent to fifty percent (50%) of their
17 basic pay, and shall be entitled to reimbursement of the cost of
18 reasonable transportation to and from such remote post or
19 station, upon assuming or leaving such position and during
20 official trips.

21 In addition to the above, such ENR personnel mentioned in the
22 preceding paragraph shall be given priority in promotion or
23 assignment to better areas. Their tour of duties in the remote areas
24 shall not exceed two (2) years, except when there are no positions
25 for their transfer or they prefer to stay in such posts in excess of
26 two (2) years.

27 **8. Medical Examination and Immunization.** During the tenure of
28 their employment, ENR personnel shall be given a compulsory
29 medical examination once a year and immunization as the case
30 may warrant. The medical examination shall include, but not be
31 limited to:

- 32 a. Complete physical examination;
- 33 b. Routine laboratory, chest x-ray and ECG;
- 34 c. Psychometric examination;
- 35 d. Dental examination; and
- 36 e. Other indicative examination.

37 Provided, that where medical examination shows that medical
38 treatment and/or hospitalization is necessary for those already in
39 government service, the treatment and/or hospitalization including
40 medicines shall be provided free either in a government or a
41 private hospital by the government entity paying the salary of the
42 ENR personnel especially in occupational-health related illness.
43 Provided, further, that the cost of such medical examination and
44 treatment shall be included as automatic appropriation in said

agency's annual budget.

9. Personal Protective Equipment. ENR personnel which regularly conduct field inspection, monitoring and sampling shall be provided by their respective offices with the proper personal protective equipments (PPEs) in accordance with existing laws on occupational health and safety.

10. Medical Examination and Immunization for the Dependents of ENR Personnel. During the tenure of their employment, dependents of ENR personnel shall be given a compulsory medical examination once a year and immunization as the case may warrant. The medical examination shall include, but not be limited to:

- a. Complete physical examination;
- b. Routine laboratory, chest x-ray and ECG;
- c. Psychometric examination;
- d. Dental examination; and
- e. Other indicative examination.

Provided, that the cost of such medical examination and immunization shall be included as automatic appropriation in said agency's annual budget.

Sec. 15. Compensation for Injuries/Illnesses/Death. ENR personnel shall be protected against the consequences of employment injuries/occupational-related illnesses/death in accordance with existing laws. Injuries incurred while doing overtime work shall be presumed work-connected.

Sec. 16. Non-DENR ENR Personnel. ENR Personnel not employed by the Department, who are involved in environmental management and environment and natural resources protection functions, and regardless of their employment status may avail of the benefits of this Act, chargeable against their respective agencies/local government units/offices/private corporations, upon certification of the Secretary of the Department.

Sec. 17. Honorarium for other services. ENR personnel shall be allowed to render consultancy services to the private sector and shall be entitled to receive such honorarium that may be paid to them by the private entity concerned. Such payments shall be over and above their salary from the government during the period of the consultancy and shall not be considered as double compensation: *Provided*, That the consultancy work will not jeopardize or adversely affect the operations or activities of his originating office: *Provided, further*, That the Secretary of the Department approves such consultancy.

Sec. 18. Exemption from the Attrition Law and Civil Service Rule on nepotism. — Appointment of ENR personnel to positions of research

1 assistant and upwards shall not be covered by the Attrition Law and CSC
2 rule on nepotism in consideration of the highly technical nature of these
3 positions.

4 **Sec. 19. Rights of an ENR Personnel.** ENR personnel shall have the
5 following rights:

- 6 1. Protection from discrimination by reason of sex, sexual orientation,
7 age, political or religious beliefs, civil status, physical
8 characteristics/disability or ethnicity;
- 9 2. Protection from any form of interference, intimidation, harassment
10 or punishment to include, but not limited to, arbitrary reassignment
11 or termination of service, in the performance of his/her duties and
12 responsibilities.
- 13 3. Join, organize, or assist organizations or unions for lawful purposes;
- 14 4. Protection from any act that will prevent his/her applying
15 professional interventions that the clients situation may require; and
- 16 5. Opportunities for continuing professional growth and development.

17 **Sec. 20. Reassignment of ENR Personnel.**

- 18 a) a transfer is a movement from one position to another which is of
19 equivalent rank, level or salary without break in service;
- 20 b) a geographical reassignment, hereinafter referred to as
21 "reassignment," is a movement from one geographical location to
22 another; and
- 23 c) Except in the interest of public service, no transfer or geographical
24 reassignment shall be made or effected without written notice to an
25 environment and natural resources personnel: Provided, That said
26 written notice, stating the reasons for the reassignment, shall be made
27 at least thirty (30) days prior to the date of transfer or reassignment:
28 Provided, further, That, if the environment and natural resources
29 personnel believes that there is no justification for the transfer and/or
30 reassignment, he/she may appeal his/her case to the CSC, which shall
31 cause his/her transfer and/or reassignment to be held in abeyance:
32 Provided, furthermore, That reassignment coinciding with any local
33 or national election shall be made in compliance with Election Code
34 and other existing laws and rules: Provided, finally, That the necessary
35 expenses of the transfer and/or reassignment of the environment
36 and natural resources personnel and his/her immediate family shall
37 be paid for by the agency concerned.

38 **Sec. 21. Married ENR Personnel.** Whenever possible, the proper
39 authorities shall take steps to enable married couples, both of whom are
40 ENR personnel, to be employed or assigned in the same office, but not in the
41 same unit. Provided, that it shall not apply to married ENR personnel
42 already assigned in the same office at the time that this Act takes effect.

1 **Sec. 22. Freedom from Interference or Coercion.** It shall be unlawful
2 for any person to commit any of the following acts of interference or
3 coercion:

- 4 a) to require as a condition of employment that an ENR personnel shall
5 not join an ENR workers' organization or union or shall relinquish
6 membership therein;
- 7 b) to discriminate in regard to hiring or tenure of employment or any
8 item or condition of employment in order to encourage or discourage
9 membership in any ENR workers' organization or union;
- 10 c) to prevent an ENR personnel from carrying out duties laid upon
11 him/her by his/her position in the organization or union, or to
12 penalize him/her for the action undertaken in such capacity;
- 13 d) to harass or interfere with the discharge of the functions of the ENR
14 personnel when these are calculated to intimidate or to prevent the
15 performance of his/her duties and responsibilities; and
- 16 e) to otherwise interfere in the establishment, functioning, or
17 administration of ENR workers' organizations or unions through acts
18 designed to place such organization or union under the control of
19 government authority.

20 **Sec. 23. Freedom from Discrimination.** It shall be unlawful for any
21 person or employer to discriminate against ENR personnel who falls under
22 any of the following:

- 23 a) ENR Personnel that are Solo Parents;
- 24 b) ENR Personnel that are Benefactors of Senior Citizens. Benefactor
25 shall mean any person related to a Senior Citizen or not who takes
26 care of him/her as a dependent;
- 27 c) ENR Personnel that are Person with Disabilities (PWD); and
- 28 d) ENR Personnel that are Benefactors or Parents of a Person with
29 Disabilities (PWD) or Person with Special Needs or Person with
30 Developmental Disorders.

31 **Chapter V. Periodic Review Clause**

32 **Sec. 24. Human Resource Development.** The Department shall conduct
33 a periodic human resource development/management study into, among
34 others, the following areas:

- 35 a) Adequacy of facilities and resources to render quality environment
36 and natural resources management functions;

- b) Opportunities for ENR personnel to grow professionally and develop their potentials and experience a sense of worth and dignity in their work;
- c) Mechanism for democratic consultations;
- d) Ways and means of enabling the rank-and-file workers to avail of educational opportunities for personal growth and development;
- e) Upgrading of working conditions, reclassification of positions and salaries of ENR personnel, regardless of employment status to correct disparity vis-a-vis other professions; and
- f) Allocation of funds for the participation of ENR personnel in seminars, conferences, conventions, physical fitness and sports development program/activities and similar activities as part of their continuing professional growth.

Chapter VI. Security of Tenure and Retirement

Sec. 25. Security of Tenure. — No ENR personnel holding a permanent position shall be terminated except for cause: Provided, That, in the event the environment and natural resources personnel is found to be unjustly dismissed by the CSC or the NLRC; as the case may be, he/she shall be entitled to reinstatement without loss of seniority rights and backwages with twelve per centum (12%) interest to be computed from the time his/her compensation was withheld from him/her up to the time of reinstatement.

Sec. 26. Highest basic salary upon retirement. — Upon retirement, the ENR personnel concerned shall automatically be granted one (1) salary grade higher than his/her basic salary and his/her retirement benefits shall be computed on the basis of his/her highest salary received.

Sec. 27. Hiring of retired ENR personnel. — An employee retired under any existing law, who, in the judgment of the governing board or head of a environmental agency, possesses technical qualifications and the capability to undertake environmental management activities, may be rehired on contractual basis without refunding the unexpired portion of the gratuity and accumulated leave benefits received by him from the Government: *Provided*, That no qualified environment and natural resources expert is available to undertake said technical activities.

Sec. 28. Environmental Awards. - There shall be established an Environment and Natural Resources Awards Committee which shall confer annually the Environment and Natural Resources Awards for outstanding achievement/s and excellence or original contribution to environmental protection/management. The Committee shall promulgate the guidelines in implementing this Section and shall specify the categories of awards to be given and the amount of financial reward for each category.

Chapter VII. Congressional Commission

Sec. 29. Congressional Commission on Environment and Natural Resources. - There is hereby created a Congressional Commission on Environment and Natural Resources (ENVICOM) that shall Oversee the implementation of all the Environment and Natural Resources laws; review and assess, among others, the state of the Philippine environmental security, human resources development in Environment and Natural Resources field; and the implementation of this Act. The Commission shall be composed of five (5) Members of the House of Representatives and five (5) Members of the Senate. It shall be co-chaired by the Chairpersons of the Committee on Environment and Natural Resources of the Senate and the Committees of Ecology and Natural Resources of the Lower House. Such congressional review shall be undertaken at least once every five (5) years.

Chapter VIII. Implementing Rules and Regulations

Sec. 30. Implementing Rules and Regulations. The Secretary of the Environment and Natural Resources after consultation with appropriate agencies of the Government as well as professional and environment and natural resources workers' organizations or unions, shall formulate and prepare the necessary rules and regulations to implement the provisions of this Act. Rules and regulations issued pursuant to this Section shall take effect thirty (30) days after publication in a newspaper of general circulation.

Chapter IX. Prohibitions

Sec. 31. Prohibition Against Double Recovery of Benefits. Whenever other laws provide for the same benefits covered by this Act, the Environment and Natural Resources personnel shall have the option to choose which benefits will be paid to him/her. However, in the event that the benefits chosen are less than that provided under this Act, the ENR personnel shall be paid only the difference.

Sec. 32. Prohibition Against Elimination and/or Diminution. Nothing in this law shall be construed to eliminate or in any way diminish benefits being enjoyed by an Environment and Natural Resources workers at the time of the effectivity of this Act.

Sec. 33. Penal Provision. Any person who shall willfully interfere with, restrain or coerce any Environment and Natural Resources personnel in the exercise of his/her rights or shall in any manner commit any act in violation of any of the provisions of this Act, upon conviction, shall be punished by a fine of not less than Thirty thousand pesos (P30,000.00) but not more than Fifty thousand Pesos (P50,000.00) or imprisonment of not more than one (1) year or both at the discretion of the court.

1 If the offender is a public official, the court, in addition to the penalties
2 provided in the preceding paragraph, may impose the additional penalty of
3 disqualification from office.

4 **Chapter X. Transitory Provisions**

5 **Sec. 34. Special Treatment for Benefits of ENR Personnel.** All benefits
6 received by an Environment and Natural Resources Personnel under this
7 law, including but not limited to, benefits given to rank-and-file employees,
8 whether granted under a collective bargaining agreement or not, fringe
9 benefits and de minimis benefits, are not taxable pursuant to Section
10 33.C.3 of the Republic Act 8424 (Tax Reform Act of 1997).

11 **Sec. 35. Appropriations/Funding.** The amount necessary to fully
12 implement this Act shall be provided in the General Appropriations Act
13 (GAA) of the year following its enactment into law under the budgetary
14 appropriations of the DENR, concerned agencies and local government
15 units.

16 Private companies with ENR personnel shall allocate their respective funds
17 for their companies' implementation of this Act.

18 **Sec. 36. Annual Report.** The Secretary of the Department shall submit to
19 the Congressional Commission on Environment and Natural Resources an
20 annual report on the implementation of this Act.

21 **Chapter XI. Separability and Repealing Clauses**

22 **Sec. 37. Separability Clause.** The provisions of this Act is declared
23 separable. In the event that any provision hereof is rendered
24 unconstitutional, those that are not affected shall remain valid and effective.

25 **Sec. 38. Repealing Clause.** All laws, presidential decrees, executive
26 orders and their implementing rules, or parts thereof, inconsistent with the
27 provisions of this Act are hereby, repealed; amended or modified
28 accordingly.

29 **Chapter XII. Effectivity Clause**

30 **Sec. 39. Effectivity.** This Act shall take effect fifteen (15) days after its
31 publication in at least two (2) national newspapers of general circulation.

32 Approved,