

NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Third Regular Session)



HOUSE OF REPRESENTATIVES

House Bill No. **11314**

Introduced by Hon. Antonio B. Legarda Jr.

AN ACT
PROVIDING FOR THE MAGNA CARTA OF WASTE WORKERS

EXPLANATORY NOTE

Waste management is a critical aspect of public health and environmental sustainability, and waste workers play a vital role in ensuring the proper collection, disposal, and recycling of waste materials.

In the Philippines, waste workers are divided into formal and informal sectors. Formal waste workers are those employed by government agencies, private companies, or cooperatives, while informal waste workers, commonly referred to as "waste pickers" or "scavengers," operate independently or as part of small groups, often without formal employment contracts or legal recognition.

Both formal and informal waste workers face numerous challenges, including low wages, lack of job security, exposure to hazardous materials, and limited access to social protection and healthcare services. Despite their indispensable role in waste management, waste workers are often marginalized and face discrimination and stigma due to the informal nature of their work.

Given the significant contributions and vulnerabilities of both formal and informal waste workers, there is a pressing need for a Magna Carta or comprehensive legislation to protect their rights, improve their working conditions, and integrate them into formal waste management systems.

A Magna Carta for waste workers would not only safeguard their rights and well-being but also contribute to the development of a more inclusive, sustainable, and equitable waste management system in the Philippines. It would recognize the dignity and value of waste workers' labor and empower them to lead healthier, more secure lives while contributing to environmental conservation and community resilience.

In line with the policy adopted by its original proponent Senator Loren Legarda, this bill serves as a counter-part House Bill. It is for the reasons stated above that the passage of this bill is earnestly sought.


HON. ANTONIO B. LEGARDA JR.

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

TITLE I

GENERAL PROVISIONS

CHAPTER I

BASIC PRINCIPLE

SECTION 1. *Short Title.* This Act shall be known as the “Magna Carta of Waste Workers.”

SEC 2. *Declaration of Policy.* In recognition of the vital role played by Waste Workers in preserving public health, environmental sustainability, and the overall well-being of our communities, the State shall endeavor to develop plans, policies, programs, measures, and mechanisms rooted in principles of fairness and social justice, safeguarding the rights and dignity of Waste Workers. These policies shall seek to empower and create a conducive and safe working environment for those engaged in the critical task of waste management.

1 The State, shall give an assurance of the inherent right of Waste Workers to a
2 work environment that preserves their dignity, safety, and well-being.
3 Discrimination, harassment, or exploitation in any form shall be unequivocally
4 condemned. Moreover, Waste Workers shall be entitled to fair compensation
5 reflective of their responsibilities, skills, and the hazardous nature of their work,
6 accompanied by comprehensive benefits that prioritize their health and safety.

7 The State, acknowledging the unique challenges of the job, shall emphasize
8 the importance of establishing and enforcing robust occupational health and safety
9 standards. Adequate training, provision of protective gear, and access to medical
10 support are essential components of ensuring the overall welfare of Waste Workers.
11 R.A. 6969 or Toxic Substances and Hazardous and Nuclear Wastes Control Act of
12 1990, Section 4, provides that one of the objectives of the Act is to give specific
13 attention to active implementation and monitoring. And period reviews shall be
14 directed towards the management of hazardous waste, with the implementation of
15 stringent measures and specialized training to mitigate associated risks.

16 The State, beyond individual well-being, shall place a spotlight on advocacy
17 and awareness through state-funded training and education regarding the proper
18 handling, segregation and disposal of solid waste which is in line with Article 3
19 Section 23 of R.A. 9003 or the Ecological Solid Waste Management Act of 2003, and
20 the identification and handling of hazardous and toxic chemicals and substances
21 including but not limited to residual and healthcare wastes. Collaborative efforts
22 involving the government, civil society, and the private sector aim to raise public
23 awareness about the vital contributions of Waste Workers and foster a culture of
24 respect for their profession. Simultaneously, Waste Workers shall be positioned as
25 advocates for sustainable waste management practices, playing a crucial role in
26 promoting waste reduction and diversion initiatives.

27 The State, in the implementation and monitoring, shall establish mechanisms
28 to ensure the effective enforcement of this Act. A dedicated government body shall
29 oversee compliance with its provisions, addressing any violations promptly. There
30 shall be regular assessments of working conditions, benefits, and overall well-being

1 of Waste Workers conducted, with policy adjustments made as necessary to address
2 emerging challenges.

3 SEC 3. *Coverage*. The provisions of this law shall apply to all persons
4 employed, contracted or engaged, and all those economically dependent from the
5 marginalized sectors, in activities on the management, collection, transportation,
6 processing and disposal of solid wastes, hazardous wastes, and toxic chemicals and
7 substances including but not limited to residual and healthcare wastes.

8 CHAPTER II

9 DEFINITION OF TERMS

10 SEC 4. *Definitions*. For purposes of this Magna Carta, the following terms shall
11 mean:

12 (a) *Waste Workers* shall include all persons in the marginalized sectors
13 whose livelihood is dependent on waste management, collection,
14 transportation, processing, and disposal, including but not limited to,
15 garbage collectors, waste pickers, segregators and recyclers.

16 Regardless of whether employed by the government or private sector,
17 contracted for services, or belonging to the informal waste sector, the
18 determination of being a waste worker, for the purposes of this Act,
19 shall lie on the nature of their livelihood, and their inclusion to the
20 disadvantaged, and vulnerable groups who are mostly living in
21 poverty and have little or no access to basic resources, social and
22 economic services such as health care, education, housing security, and
23 the justice system.

24 (b) *Rights and benefits* shall refer to all rights and benefits accorded to
25 workers by the 1987 Philippine Constitution, Presidential Decree No.
26 442 or the Labor Code of the Philippines, and relevant local and
27 international human rights instruments and labor standards. These
28 refer to the rights and benefits that the State shall guarantee to all
29 workers.

- 1 (c) *Government* refers to entities established by the government or
2 government-operated services and facilities, which may include
3 departments, agencies, authorities, training institutions, and local
4 government units that work on the protection and welfare of Waste
5 Workers.
- 6 (d) *Private sector* refers to persons, partnerships, corporations, firms, or
7 associations privately owned and established, whether or not
8 organized for profit, that privately run waste management system.
- 9 (e) *Informal sector* refers to the individuals and families who are
10 independent, neither organized, contracted, financed, managed, nor
11 reported upon by the governmental authorities.
- 12 (f) *Self-organization* refers to the act of forming, joining and/or assisting
13 organizations or associations, not contrary to law, in order to promote,
14 defend, and/or protect their mutual interests and/or extend mutual
15 aid.

16 TITLE II

17 RIGHTS AND PROTECTION OF WASTE WORKERS

18 CHAPTER I

19 COMMON PROVISIONS

20 SEC 5. *Right to Decent Work*. The State shall progressively realize and ensure
21 decent work standards for Waste Workers that are just and centered on the rights of
22 the Waste Workers. The State shall further ensure protection from occupational and
23 health hazards, and support services that will promote and fulfill the rights of Waste
24 Workers. Decent work involves job security, social protection, work opportunities
25 that provide for just and humane compensation, and a safe working environment,
26 which includes safe equipment, policies, and procedures.

27 SEC 6. *Right to Participation and Information*. All waste workers have the right
28 to participate, as well as decide, and access information relating to policies on Waste

Workers that affect their lives and well-being, including but not limited to programs, projects, training, and workshops. Waste workers shall have the right to participate actively and meaningfully in decisions that affect their work, health, and welfare. Participation shall encompass involvement in the formulation, implementation, and evaluation of policies, regulations, and practices related to waste management.

Acknowledging the critical importance of workers' participation, it is mandated that waste workers be represented in both the City or Municipality Solid Waste Management Board (SWM Board) and the Barangay Solid Waste Management Board (BSW Board), governed by the following guidelines:

- a) At least one seat in the SWM Board shall be allocated for a representative(s) of waste workers directly involved in solid waste management activities within the jurisdiction.
- b) The waste worker representative(s) shall be selected through a transparent and inclusive process.
- c) The waste worker representative(s) shall report back to their respective constituencies on SWM Board activities, decisions, and outcomes.
- d) The SWM Board shall periodically review the effectiveness of worker representation and make adjustments as necessary to ensure meaningful participation and accountability.

SEC 7. *Social Protection.* The State shall ensure that all Waste Workers are afforded with Social Security System (SSS) or Government Service Insurance System (GSIS), as the case may be, Home Development Mutual Fund (Pag-Ibig), and Philippine Health Insurance Corporation (PhilHealth).

SEC 8. *Right to Recognition.* The State, private sector, society in general, and all individuals shall actively work towards the recognition, respect, and promotion of the rights of Waste Workers defined and guaranteed under this Act.

SEC 9. *Protection from Discriminatory Acts.* Waste Workers shall not be subjected to any form of discrimination. Any person who shall discriminate against Waste Workers shall be guilty of discrimination acts and shall suffer a penalty of arresto mayor in its maximum period and/or a fine of not less than fifty thousand

1 pesos (P50,000), but not more than One hundred fifty thousand pesos (P150,000), at
2 the discretion of the court.

3 SEC 10. *Hazard Allowance.* Waste Workers, who are exposed to health and
4 occupational hazards or elements involving high risk of perils to life, limbs, or likely
5 deterioration of health shall be compensated with hazard allowance.

6 SEC 11. *Annual Medical, Dental, Mental, and Psychosocial Examination.* Waste
7 workers shall be provided with annual medical services including but not limited to
8 physical, dental, mental, and psychosocial examinations.

9 SEC 12. *Personal Protective Equipment, Vaccination, and Other Prophylaxis.* Waste
10 Workers, as frontliners of solid waste management, shall be provided with
11 appropriate personal protective equipment, free vaccinations, multivitamins, and
12 other prophylaxis medicines against common and present diseases.

13 SEC 13. *Occupational Health and Safety Standards Program.* The State shall take
14 measures to establish, organize, and maintain an occupational health program for all
15 Waste Workers.

16 CHAPTER II

17 WASTE WORKERS IN THE PRIVATE SECTOR

18 SEC 14. *Minimum wage.* Waste workers shall be paid no less than the
19 minimum wage for non-agricultural workers set by the Regional Tripartite Wages
20 and Productivity Board in their respective regions. Payment of wages shall be made
21 at least once every two (2) weeks or twice a month at intervals not exceeding sixteen
22 days. Except in cases of force majeure or circumstances beyond the employer's
23 control, no employer shall make payment with less frequency than once a month.
24 The employer shall pay the wages immediately after such force majeure or
25 circumstances have ceased.

26 SEC 15. *Work Days and Work Hours.* The normal hours of work of Waste
27 Workers should not exceed eight (8) hours per day for five (5) days a week,
28 including Saturdays. If their work hours fall between 10:00 p.m. and 6:00 a.m., they

are entitled to night shift differential pay of not less than ten percent (10%) of their regular wage for each hour of work in addition to their pay for regular work hours.

SEC 16. *Overtime Pay.* A Waste Worker who performs work beyond eight (8) hours a day shall be paid with additional compensation of overtime pay equivalent to his regular wage plus at least twenty-five percent (25%) thereof. Work performed beyond eight hours on a holiday or rest day shall be paid an additional compensation equivalent to the rate of the first eight hours on a holiday or rest day plus at least thirty percent (30%) thereof.

SEC 17. *Holiday Pay.* Where a Waste Worker is made or permitted to work on his or her scheduled rest day, he or she shall be paid an additional compensation of at least thirty percent (30%) of his or her regular wage.

The Waste Worker may be required by his or her employer to work on a regular holiday but he or she shall be paid a compensation twice his or her regular rate. For the purpose of this paragraph, "holiday" shall mean any of the days enumerated under Para. C, Art. 94 of the Labor Code of the Philippines.

Work performed on any special holiday shall be paid an additional compensation of at least thirty percent (30%) of the regular wage of the employee. Where such holiday work falls on the employee's scheduled rest day, he or she shall be entitled to an additional compensation of at least fifty percent (50%) of his regular wage.

Where the collective bargaining agreement or other applicable employment contract stipulates the payment of a higher premium pay than that prescribed under this Section, the employer shall pay such a higher rate.

SEC 18. *Enforcement of Labor Laws.* All other relevant provisions including but not limited to conditions of employment, health, safety and social welfare, labor relations, and post-employment set forth by Presidential Decree No. 442 or the Labor Code of the Philippines and Presidential Decree 851 shall apply to Waste Workers.

SEC 19. *Health Services.* Waste Workers shall have access to comprehensive health services provided by a Health Maintenance Organization (HMO), which covers hospitalization and regular medical check-ups in accredited hospitals, medical facilities, and clinics.

1 SEC 20. *Security of Tenure.* No Waste Worker can be dismissed from work
2 except for a just or authorized cause, and only after due process.

3 SEC 21. *Independent Waste Worker Organization.* Waste Workers have the right
4 to self-organization, to form or join a legitimate worker's union, free from
5 interference of their employer or the government in order to promote, defend, and
6 protect their mutual interests and/or extend mutual aid. All Waste Workers may
7 join a union for the purpose of collective bargaining and are eligible for union
8 membership on the first day of their employment.

9 SEC 22. *Non-Abridgement of the Right to Self-Organization.* No person shall be
10 allowed to restrain, coerce, or unduly interfere with the Waste Workers in the
11 exercise of their right to self-organization in accordance with law.

12 It shall be unlawful for any person to commit the following acts of restraint,
13 coercion, or undue interference:

- 14 a) To prevent a Waste Worker from carrying out his or her duties in his
15 organization or association;
- 16 b) To discriminate in hiring a Waste Worker or setting unfavorable
17 conditions upon him or her to discourage him or her from membership
18 in any organization or association;
- 19 c) To require as a condition of employment that a Waste Worker must not
20 join any organization or association;
- 21 d) To interfere in the functioning and administration of the organization
22 or association.

23 SEC 23. *Transportation, Communication, and Subsistence Allowance.* Waste
24 Workers who are required to render service in the field during emergencies and
25 disasters in order to make their services available at any time shall be entitled to a
26 full subsistence allowance of three (3) meals which may be computed under
27 prevailing circumstances.

28 SEC 24. *Longevity Pay.* A monthly longevity pay equivalent to five percent (5%)
29 of the monthly basic pay shall be paid to a Waste Worker for every five (5) years of
30 continuous, effective, and meritorious services rendered as certified by the
31 immediate supervisor concerned.

1 Government Unit shall grant an annual cash incentive for all Waste Workers without
2 distinction.

3 SEC 32. *Socialized Housing Program.* The Local Government Unit shall, in the
4 implementation and development socialized housing program, ensure that Waste
5 Workers who are able to qualify under the guidelines shall be included as target
6 beneficiaries.

7 SEC 33. *Hazard Allowance.* Waste Workers in the government Sector, who are
8 exposed to health and occupational hazards or elements involving a high risk of
9 perils to life, limbs, or likely deterioration of health shall be compensated with
10 hazard allowance.

11 CHAPTER IV 12 INFORMAL WASTE WORKER SECTOR

13 Waste Workers in the informal sector are hereby guaranteed all civil, political,
14 social and economic rights recognized, promoted and protected under existing laws,
15 including, but not limited to, Article II, Section 9 of the 1987 Constitution, the
16 Republic Act No. 8425, otherwise known as the Social Reform and Poverty
17 Alleviation Act , and Republic Act No. 7875, otherwise known as the National
18 Health Insurance Act.

19 SEC 34. *Formalization of Waste Workers.* Waste Workers in the informal sector
20 shall have the right to form or join an association of waste workers for purposes not
21 contrary to law, and to promote, defend, and protect their mutual interests and/or
22 to extend mutual aid.

23 SEC 35. *Recognition of Informal Waste Workers Organization.* The organizations
24 or associations founded, formed, and established by Waste Workers in the informal
25 sector shall be registered with the Department of Labor and Employment.

26 SEC 36. *Social Protection and Inclusion.* The Department of Labor and
27 Employment, in consultation with the Department of Environment and Natural
28 Resources, Department of Health, Commission on Human Rights, and the Local
29 Government Units, shall develop programs for the informal sector of Waste Workers

1 and ensure their access to medical assistance, burial, transportation, education, food,
2 or financial assistance for other support services or needs.

3 TITLE III

4 PARTICIPATION OF GOVERNMENT AGENCIES

5 SEC 37. *Role of DOLE and the Local Government Units.* The local government
6 units shall be charged with the implementation of this Act in their respective
7 localities, in coordination with the Department of Labor and Employment. It shall be
8 the responsibility of the LGU to:

- 9 a) Ensure the proper enforcement of labor standards, occupational safety,
10 and health regulations, as well as other pertinent laws and policies
11 related to Waste Workers within their jurisdiction. The LGU shall also
12 assist waste workers in their registration with DOLE;
- 13 b) Establish local mechanisms to monitor and address issues related to
14 Waste Workers, including but not limited to, workplace safety, social
15 protection, and access to training and skills development programs;
- 16 c) Submit periodic reports to the DOLE on the status of Waste Workers
17 within their jurisdictions, outlining the measures taken to address
18 issues related to employment and working conditions;
- 19 d) Advocate for the inclusion of Waste Workers in social protection
20 programs, working with DOLE to explore avenues for health insurance,
21 retirement benefits, and other welfare initiatives.
- 22 e) Implementation of barangay and municipality practices on Solid Waste
23 Management;
- 24 f) Drafting and Implementation of 10-year plans on Solid Waste
25 Management and Disposal;
- 26 g) Equip the Waste Workers directly dealing with waste with personal
27 protective equipment, and other necessary resources to ensure
28 protection from hazards brought about by handling waste;
- 29 h) Submit periodic reports to the DENR on the status of the

1 implementation of the Solid Waste Management and Disposal to
2 address issues and concerns related to waste management and
3 disposal;

- 4 i) Ensure inclusion and active participation of Waste Workers groups or
5 associations in governing bodies or councils responsible for waste
6 management oversight.

7 The DOLE shall:

- 8 a) Establish guidelines and mechanisms for coordination in overseeing
9 the working conditions, rights, and benefits of Waste Workers;
10 b) Provide technical assistance to LGUs in the formulation and
11 implementation of programs and initiatives aimed at improving the
12 welfare of Waste Workers;
13 c) Conduct capacity-building programs for local authorities, waste
14 management agencies, and other relevant stakeholders;
15 d) Enhance employment opportunities through trade policies and skill
16 building;
17 e) Establish guidelines and mechanisms for the application of the
18 occupational health and safety regulations as well as the regular
19 reporting of the working conditions of the Waste Workers;
20 f) Promulgate the basis for the adjustment of monetary allowances based
21 on the annual inflation;
22 g) Assist the LGUs in providing necessary training to the collectors and
23 personnel in accordance with the waste management plan of the LGUs.

24 SEC 38. *Role of DSWD*. The Department of Social Welfare and Development
25 shall be in charge of the social protection of the Waste Workers through:

- 26 a) Adoption of Social Insurance Policy which aims to mitigate income
27 risks by applying diversification, a risk management technique
28 through a shared fund. This includes programs for micro-insurance
29 payment that will help shield the Waste Workers from the

unforeseeable risk of unemployment due to sickness, retrenchment, national security issues, and national health issues;

b) Provision of resources and basic minimum requirements to the marginalized sector to aid in the employment as Waste Workers. This shall include assistance programs through cash or in-kind transfers as well as alternative care and referral services;

c) Provision of Social Safety Nets to respond to urgent issues like disasters, calamities, economic shocks, pandemics and epidemics that will affect the vulnerable part of the waste workforce. These measures include emergency assistance, price subsidies, food programs, employment programs in partnership with DOLE, retraining programs and emergency loans, and health assistance;

The DSWD, in partnership with the Barangay and Municipal Officials, shall maintain national and regional profiles of beneficiaries of the programs to be shared with the appropriate stakeholders to assess the applicability and the development of comprehensive statistics for Waste Workers.

SEC 39. *Role of DENR.* The Department of Environment and Natural Resources shall be responsible to:

a) Ensure that the Solid Waste Management and Disposal plans of the LGUs are properly implemented, as per Republic Act 9003;

b) Conduct capacity building with the Waste Workers, LGUs, waste management agencies, and other relevant stakeholders on the assessment of the impact of Waste Workers on climate change.

c) Conduct seminars and workshops on the proper waste management and disposal to help minimize environmental effects specifically climate change;

d) Provide technical assistance to LGUs in identifying and implementing best practices on the conduct of work of Waste Workers that minimizes environmental effects;

e) Identify areas with a high risk of adverse environmental effects of waste and implement a mitigation plan through the aid of Waste

Workers; and

- f) Provide economic incentives and assistance to local governments for their waste reduction, sustainable waste management, safe disposal, and recycling initiatives.

SEC 40. *Role of TESDA.* The Technical Education and Skills Development Authority shall:

- a) Adopt a training program for the proper waste collection, recovery, and safe handling and disposal of wastes as per Republic Act No. 9003 or the Ecological Solid Waste Management Act of 2000;
- b) Certify and accredit technical and vocational education and training programs for waste workers to ensure that they receive recognized qualifications for their knowledge and skills, and to improve their employability and working conditions. For this purpose, TESDA shall develop training curricula to meet the demands of various industries for waste workers; and
- c) Collaborate with various stakeholders, including government agencies, industry partners, and educational institutions to provide an effective training and development of framework for waste workers.

SEC 41. *Role of the Department of Health.* The Department of Health shall:

- a) Provide for health programs, services, and facilities for waste workers as may be needed, subject to availability of funds and administrative rules and regulations - including, but not limited to:
 - i. Vaccinations;
 - ii. Anti Tetanus shots;
 - iii. Periodic health check-up;
 - iv. Annual Physical Examinations;
 - v. Provision of Supplements and necessary medicines.
- b) Coordinate or collaborate with, and assist local communities, agencies and interested groups in the implementation of programs catered for waste workers.
- c) Collect, analyze and disseminate statistical and other relevant

- 1 information on the waste worker's health situation, and to revise the
2 Department's programs based on the outcome of the statistics; and
3 d) Propagate health information and educate the waste workers on health
4 hazards and environmental impacts to their health, geared to prevent
5 health related problems while performing their duties.

6 SEC 42. *Role of the Public Attorney's Office.* The Public Attorney's Office (PAO)
7 shall have the following responsibilities:

- 8 a) Provide waste workers with free access to courts, judicial, and
9 quasi-judicial agencies by ensuring that they receive adequate legal
10 representation, counseling, and assistance;
11 b) Waste workers who encounter legal issues related to their employment,
12 working conditions, or rights violations shall have the right to seek
13 assistance from PAO, which shall endeavor to provide timely and
14 effective support;
15 c) Offer counseling and assistance to waste workers through personalized
16 legal support and guidance, and empower waste workers to assert
17 their rights and seek redress for any injustices or grievances they may
18 face in the course of their work;
19 d) Conduct awareness campaigns and outreach programs targeted at
20 waste workers, ensuring that they are informed about their legal
21 entitlements and the services available to them through PAO; and
22 e) Collaborate with relevant stakeholders, including government agencies,
23 non-governmental organizations, and legal advocacy groups, to
24 address systemic issues affecting waste workers and advocate for
25 policy reforms that uphold their rights and welfare; and
26 f) Provide waste workers with legal assistance and representation during
27 mediation and arbitration proceedings aimed at resolving labor
28 disputes.

29 **TITLE IV**
30 **FINAL PROVISIONS**

1 SEC 43. *Implementing Rules and Regulations.* The Secretary of the Environment
2 and Natural Resources, after consultation with the participating Government
3 agencies as specified in Title III of this Act, as well as professional and environment
4 and natural resources workers' organizations or unions, shall formulate and prepare
5 the necessary rules and regulations to implement the provisions of this Act. Rules
6 and regulations issued pursuant to this Section shall take effect thirty (30) days after
7 publication in a newspaper of general circulation.

8 SEC 44. *Special Treatment for Benefits of Waste Workers.* All benefits received by
9 a Waste Worker under this law, including but not limited to, benefits given to
10 rank-and-file employees, whether granted under a collective bargaining agreement
11 or not, fringe benefits, and de minimis benefits, are not taxable pursuant to Section
12 33 (C)(3) of the Republic Act 8424 (Tax Reform Act of 1997).

13 SEC 45. *Waste Workers Appreciation Day.* It is hereby declared that the last
14 Sunday of January of every year as Waste Workers Appreciation Day in recognition
15 of the invaluable contributions made by our waste workers to keep our communities
16 clean and safe.

17 SEC 46. *Penalties.* Any person or group who shall willfully interfere with,
18 restrain or coerce any Waste Worker in the exercise of their rights guaranteed by this
19 Act or who shall in any other manner commit any act to defeat any of the provisions
20 of this Act shall, upon conviction, be held liable under this Act.

21 SEC 47. *Appropriations/Funding.* The initial funding requirements for the
22 implementation of this Act shall be charged against the current appropriations of the
23 agencies concerned. Thereafter, such sums as may be necessary for the
24 implementation of this Act shall be included in the agencies' yearly budgets under
25 the General Appropriations Act.

26 SEC 48. *Separability Clause.* If any provision of this Act is declared invalid, the
27 remainder of this Act or any provisions not affected thereby shall remain in force
28 and in effect.

29 SEC 49. *Repealing Clause.* Any law, presidential decree or issuance, executive
30 order, letter of instruction, administrative order, rule, or regulation contrary to, or

1 inconsistent with, the provisions of this Act is hereby repealed, modified, or
2 amended accordingly.

3 SEC 50. *Effectivity Clause*. This Act shall take effect fifteen (15) days after its
4 publication in at least two (2) newspapers of general circulation

Approved,