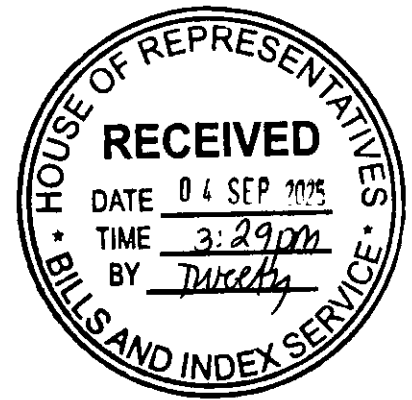


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

Twentieth Congress
First Regular Session

HOUSE BILL NO. 4363



Introduced by **Representative RAYMOND ADRIAN SALCEDA**

AN ACT
INSTITUTIONALIZING KNOWLEDGE MANAGEMENT IN THE EXECUTIVE
BRANCH, CREATING THE NATIONAL KNOWLEDGE MANAGEMENT
COUNCIL, PROVIDING STANDARDS, SYSTEMS, AND CAPACITY-BUILDING
FOR GOVERNMENT KNOWLEDGE, APPROPRIATING FUNDS THEREFOR,
AND FOR OTHER PURPOSES

EXPLANATORY NOTE

Good governance requires more than just policies and programs. It requires institutions that can remember, learn, and improve continuously. Knowledge produced, acquired, or held by government is one of its most valuable assets, yet much of it remains underutilized, fragmented, or lost with changes in leadership and personnel.

The absence of institutionalized systems for knowledge management (KM) has resulted in inefficiencies, duplication of efforts, gaps in policy implementation, and missed opportunities for innovation. In an age where data and information drive economies and governance, the Philippine government cannot afford to operate without robust mechanisms for capturing, organizing, sharing, and preserving its institutional knowledge.

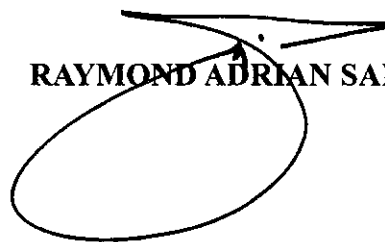
This bill seeks to institutionalize knowledge management functions in the Executive Branch of government. It establishes the National Knowledge Management Council (NKMC) to provide policy direction, standards, and oversight for government knowledge systems. It mandates the creation of knowledge management units in agencies, the establishment of a Government Knowledge Portal, and the adoption of frameworks for open knowledge, interoperability, intellectual property, data privacy, and preservation. It also provides for professionalization, capacity-building, incentives, and accountability mechanisms to ensure that knowledge management becomes an integral and enduring function of government.

By strengthening government's ability to learn from its own experiences and innovations, this measure enhances evidence-based policymaking, disaster and climate

resilience, service delivery, public accountability, and innovation. It ensures that knowledge produced with public resources remains a shared asset for the Filipino people, accessible across administrations, and protected for future generations.

This bill benefited from the insights and experience of Mr. Leopoldo A. Resmundo, Jr., a veteran in knowledge management and a pioneer in knowledge management practices in government, whose contributions have significantly shaped the conceptualization of this measure.

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



RAYMOND ADRIAN SALCEDA

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

SECTION 1. *Short Title.* This Act shall be known as the “Government Knowledge Management Act of 2025.”

SEC. 2. *Declaration of Policy.* It is hereby declared the policy of the State to enhance good governance, evidence-based policymaking, service delivery, disaster and climate resilience, innovation, and public accountability by systematically creating, organizing, securing, sharing, and preserving knowledge produced, acquired, or held by the national government, state universities and colleges, and other instrumentalities.

SEC. 3. *Objectives.* This Act shall have the following objectives:

- (a) Institutionalize knowledge management functions across national government agencies (NGAs), government-owned and controlled corporations (GOCCs), government financial institutions (GFIs), and other instrumentalities;
- (b) Establish a unified policy and technical framework for knowledge assets, records, data, and intellectual property;
- (c) Promote interoperability, open knowledge, and responsible data sharing consistent with privacy, security, and national interest;
- (d) Develop the competencies of public servants in knowledge management; and

(e) Ensure continuity of institutional knowledge across administrations.

SEC. 4. *Definition of Terms.* For purposes of this Act:

(a) Knowledge Management refers to the systematic process of generating, capturing, organizing, safeguarding, sharing, applying, and evaluating knowledge to achieve organizational objectives;

(b) Knowledge Assets include documents, datasets, research outputs, policies, procedures, manuals, case files, audiovisual materials, software code, models, tacit know-how, and other intellectual outputs in any format;

(c) Government Knowledge Portal refers to the national platform that enables discovery, access, exchange, and preservation of knowledge assets in compliance with standards;

(d) Metadata refers to structured information describing a knowledge asset for discovery, integrity, access control, provenance, and preservation;

(e) Open Knowledge refers to knowledge assets proactively disclosed and reusable under open licenses, consistent with law;

(f) Tacit Knowledge refers to skills and experience embedded in individuals and teams, transferable through structured methods;

(g) Sensitive Knowledge refers to assets restricted due to privacy, security, confidentiality, intellectual property, or national interest; and

(h) Interoperability refers to the ability of systems and organizations to work together using common standards.

SEC. 5. *Scope and Application.* This Act shall apply to all NGAs, GOCCs, GFIs, state universities and colleges (SUCs) when acting as implementing agencies, and other instrumentalities of the Executive Branch, including agencies with special charters, without prejudice to the constitutional independence of the Judiciary, Congress, and Constitutional Commissions which are encouraged to adopt this Act.

SEC. 6. *Creation of the National Knowledge Management Council.* There is hereby created the National Knowledge Management Council (NKMC) to formulate policy, coordinate implementation, and monitor compliance with this Act.

The Council shall be composed of the following:

- a. Chairperson – Secretary of the Department of Economy, Planning and Development (DepDev)
- b. Co-Chairperson – Secretary of the Department of Information and Communications Technology (DICT)
- c. Members – Heads of the Department of Science and Technology (DOST), Department of Budget and Management (DBM), Presidential Communications Office (PCO), National Archives of the Philippines (NAP), National Privacy Commission (NPC), Department of the Interior

and Local Government (DILG), Department of Education (DepEd), Commission on Higher Education (CHED), Department of Finance (DOF), Department of Social Welfare and Development (DSWD), Department of Trade and Industry (DTI), Department of Environment and Natural Resources (DENR), Department of Health (DOH), National Disaster Risk Reduction and Management Council–Office of Civil Defense (NDRRMC-OCD), two (2) SUCs with demonstrated KM expertise, two (2) private sector representatives from KM/innovation communities, and one (1) civil society organization.

The Secretariat shall be hosted by DepDev in coordination with DICT and DOST.

SEC. 7. *Powers and Functions of the National Knowledge Management Council.* The NKMC shall:

- (a) Issue the National Knowledge Management Framework (NKMf), including standards on governance, processes, metadata, taxonomies, quality, interoperability, intellectual property, licensing, preservation, and performance;
- (b) Establish and oversee the Government Knowledge Portal (GKP) and its federated architecture;
- (c) Approve sectoral and agency KM roadmaps and maturity baselines;
- (d) Harmonize KM with FOI, data privacy, cybersecurity, records management and archiving, statistics, open government, and innovation policies;
- (e) Endorse budget proposals and evaluate KM investments and procurement for conformity with standards;
- (f) Administer capacity-building, certification, communities of practice, and incentive programs;
- (g) Issue model templates for knowledge products, after-action reviews, communities of practice, and onboarding and offboarding protocols;
- (h) Monitor and publicly report agency compliance and performance; and
- (i) Recommend legislative or regulatory measures to strengthen knowledge management.

SEC. 8. *Agency Knowledge Management Units and Knowledge Curators.* Every covered agency shall:

- (a) Establish a Knowledge Management Unit (KMU) or designate a KM Curator at Director level or higher within sixty (60) days from the effectivity of this Act;
- (b) Form a cross-functional KM Steering Committee chaired by a senior executive;
- (c) Prepare a five-year Agency KM Roadmap with baselines, targets, and budget; and

(d) Integrate KM roles into organizational structures, competency frameworks, and performance agreements.

SEC. 9. *Government Knowledge Portal.* The DICT, in coordination with DepDev and DOST, shall design and operate a secure, modular, API-first Government Knowledge Portal with functions including search, access control, analytics, preservation, and integration with agency repositories. Agencies shall maintain Local Knowledge Repositories harmonized with the GKP.

SEC. 10. *Standards and Interoperability.* Within one hundred eighty (180) days, the NKMC shall issue and update metadata and taxonomy standards, knowledge product standards, documentation protocols, interoperability profiles, preservation and digitization standards, and security and privacy standards.

SEC. 11. *Open Knowledge and Responsible Disclosure.* Agencies shall proactively publish non-sensitive knowledge assets via the GKP under open licenses, unless restricted by law, contract, or security classification. Sensitive knowledge shall be access-controlled, with documented bases and retention schedules.

SEC. 12. *Knowledge Creation, Capture, and Transfer.* Agencies shall institutionalize project KM plans, after-action reviews, onboarding and offboarding protocols, communities of practice, and research repositories.

SEC. 13. *Indigenous, Local, and Traditional Knowledge.* The protection of indigenous, local, and traditional knowledge shall respect customary laws, free, prior, and informed consent, community intellectual property rights, and benefit-sharing. The NKMC, in coordination with NCIP and NCCA, shall issue safeguards and access mechanisms.

SEC. 14. *Intellectual Property, Technology Transfer, and Licensing.* Outputs from publicly funded R&D shall comply with Republic Act No. 10055 and its IRR. Agencies and SUCs shall maintain IP registries linked to the GKP and adopt public-interest licensing templates.

SEC. 15. *Integration with Risk, DRRM, and Climate Systems.* Knowledge assets relevant to disaster risk reduction, climate change, health emergencies, and critical infrastructure shall be integrated with sectoral platforms for preparedness and response.

SEC. 16. *Records Management, Archives, and Retention.* KM shall align with the National Archives of the Philippines records schedules and archival law. Agencies shall adopt Records-KM Convergence Plans to ensure lifecycle control.

SEC. 17. *Data Privacy and Security.* Processing of personal data shall comply with the Data Privacy Act and NPC issuances. Security controls shall follow DICT cybersecurity frameworks.

SEC. 18. *Capacity Building and Professionalization.* The Civil Service Commission, with NKMC and DBM, shall establish a KM Competency Framework and career tracks. A National KM Training Program with certification levels shall be developed.

SEC. 19. *Incentives, Performance, and Accountability.* The NKMC shall adopt a KM Maturity Model and Performance Scorecard. Agencies with exemplary KM performance shall be eligible for awards and incentives. Compliance shall be integrated into agency performance frameworks and audits.

SEC. 20. *Procurement, Investment, and Shared Services.* Procurement of KM systems shall conform to NKMC standards. Shared services may be offered through DICT, DepDev, and DOST.

SEC. 21. *Research, Evaluation, and Learning.* Agencies shall allocate not less than one percent (1%) of project costs for KM and learning activities unless exempted by NKMC. The NKMC shall commission independent evaluations every five (5) years.

SEC. 22. *Reporting.* Agencies shall submit an annual KM report to the NKMC and Congress covering inventories, openness, reuse statistics, capacity efforts, and outcomes.

SEC. 23. *Whistleblower and Ethics Safeguards.* Nothing in this Act shall limit lawful disclosures under whistleblower, anti-corruption, or audit laws. Ethical guidelines shall be issued to prevent misuse or erasure of knowledge.

SEC. 24. *Infractions and Administrative Sanctions.* The NKMC may recommend administrative sanctions for willful non-compliance, sabotage, or unauthorized destruction of knowledge assets. Criminal liabilities under existing laws remain enforceable.

SEC. 25. *Appropriations.* The initial amount necessary for the implementation of this Act shall be charged against the current appropriations of DepDev, DICT, and concerned agencies. Thereafter, such amount shall be included in the annual General Appropriations Act. A Knowledge Management Development Fund may be established to receive grants, donations, and ODA.

SEC. 26. *Implementing Rules and Regulations.* Within one hundred twenty (120) days from the effectivity of this Act, the NKMC shall promulgate the necessary rules and regulations.

SEC. 27. *Transitory Provisions.* Within ninety (90) days, all covered agencies shall designate KM focal points and submit initial knowledge asset inventories. Existing systems shall be aligned within three (3) years. Priority shall be given to high-value sectors in the first year.

SEC. 28. *Separability Clause.* If any provision of this Act is declared unconstitutional or invalid, the remaining provisions shall not be affected thereby.

SEC. 29. *Repealing Clause.* All laws, decrees, orders, rules, and regulations inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 30. *Effectivity.* This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,