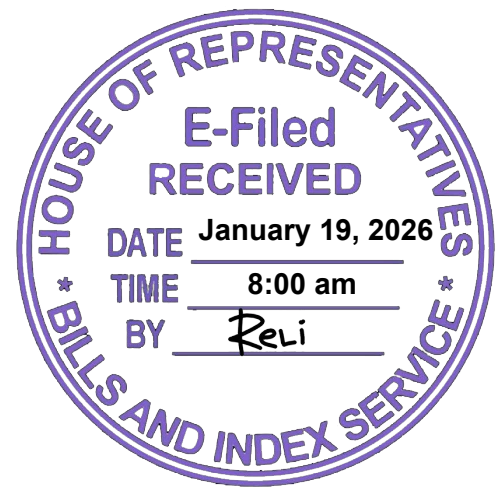




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session



House Bill No. 7164

Introduced by CIBAC Party-List Representative
EDUARDO “BRO. EDDIE” C. VILLANUEVA

EXPLANATORY NOTE

The youth constitute a significant portion of the Philippine population and remain a critical force in nation-building. However, many young Filipinos, particularly those from economically disadvantaged backgrounds, continue to face substantial barriers in gaining meaningful work experience, accessing employment opportunities, and entering public service. These barriers are often rooted in limited exposure to real-world work environments, lack of professional networks, and financial constraints that prevent them from undertaking unpaid or informal internships.

While various government agencies and local government units have previously implemented internship or youth employment initiatives, these programs have largely been fragmented, short-term, and dependent on administrative issuances rather than a clear statutory framework. As a result, implementation has been uneven, funding inconsistent, and long-term sustainability uncertain.

This bill seeks to address these gaps by institutionalizing the Government Internship Program (GIP) as a structured, nationwide pathway for young Filipinos to gain practical, hands-on experience in public service. The proposed measure establishes a clear legal and administrative framework for the program, covering eligibility, duration, training standards, supervision, compensation, grievance mechanisms, and oversight.

The bill recognizes internships not merely as temporary engagements, but as formative training experiences that cultivate professional competence, ethical standards, and an understanding of government processes. By mandating structured mentoring, standardized training modules, and competency assessment, the program ensures that internships contribute meaningfully to both skills development and institutional productivity.

Importantly, the measure provides interns with a stipend equivalent to the entry-level government salary rate, ensuring that participation in the program is accessible to youth from low-income households and does not exploit unpaid labor. It further

integrates social protection measures and safeguards to protect interns from discrimination, abuse, or misuse, while clearly maintaining that no employer-employee relationship is created.

The bill also strengthens the linkage between internships and long-term employment by providing preference in hiring GIP graduates who meet qualification standards, consistent with merit and fitness principles under civil service laws. This positions the GIP as a genuine employment pipeline rather than a token youth engagement activity.

Oversight of the program is vested in an Inter-Agency Committee chaired by the Civil Service Commission (CSC), ensuring coordination among education, labor, youth, local government, and budget agencies. Regular reporting to the President and Congress is mandated to assure transparency, accountability, and a mechanism for continuous improvement.

By institutionalizing the Government Internship Program, this measure promotes youth inclusion, strengthens the public service talent pool, and contributes to the development of a competent, ethical, and socially grounded next generation of public servants.

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


EDUARDO "BRO. EDDIE" C. VILLANUEVA



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HOUSE BILL NO. 7164

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AN ACT
INSTITUTIONALIZING A GOVERNMENT INTERNSHIP PROGRAM, PROVIDING FUNDS FOR ITS IMPLEMENTATION

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

1 **SECTION 1. Short Title.** – This Act shall be known as the "*Government*
2 *Internship Program (GIP) Act.*"
3

4 **SEC. 2. Declaration of Policy.** – The State recognizes the vital role of the
5 youth in nation-building and commits to promoting their meaningful participation in
6 public and civic affairs. It shall ensure equal access to opportunities in public service
7 and nurture their potential to become competent and principled leaders of government.
8

9 To this end, the State shall institutionalize a Government Internship Program
10 that provides practical, hands-on learning experiences for senior high school, college,
11 and technical-vocational students, as well as recent graduates, who aspire to pursue
12 a career in public service. The Program shall be implemented across national
13 government agencies and local government units, with adequate resources and a
14 clear institutional framework to sustain its continuity and integrity.
15

16 **SEC. 3. Objectives.** – A Government Internship Program (GIP) is hereby
17 established as a structured employment pathway for the youth to build a career in
18 public service. It shall have the following objectives:
19

- 20 a) To provide young Filipinos with opportunities to acquire practical and hands-
21 on learning experiences in the various facets of public service within national
22 government agencies and local government units, and to cultivate in them the
23 values and competencies required of future public sector leaders;
24 b) To facilitate access to employment opportunities in the private or public sector
25 by providing recent graduates with soft skills and work experience; and

- 1 c) To assist senior high school, college, and technical-vocational students in
2 augmenting their educational expenses through compensated internships
3 that promote both learning and productivity.
4

5 **SEC. 4. Definition of Terms.** – For purposes of this Act, the following terms
6 are defined:

- 7 a) GIP Certificate refers to a certification that shall be jointly issued by the
8 appropriate Civil Service Commission (CSC) in the region and institution
9 implementing internship program after completion and assessment of the
10 competencies acquired by the intern;
11 b) GIP Graduate refers to an intern who has completed and undergone the full
12 duration of the program and was issued a GIP Certificate;
13 c) Intern refers to a young individual enrolled in high school, college, or a
14 technical-vocational student, or recent graduate, selected in accordance with
15 the CSC guidelines and undergoing internship in an institution;
16 d) Internship refers to practical and hands-on job training in a regular work
17 environment, either in an LGU or institution or offices for a period of three (3)
18 to six (6) months, based on a training module/s;
19 e) Institution refers to any of the various units of the government including
20 departments, bureaus, offices, agencies, and instrumentalities, state
21 universities and colleges (SUCs), local government units (LGUS),
22 government owned and controlled corporations (GOCCs), and government
23 financial institutions (GFIS implementing an internship program pursuant to
24 this Act; and
25 f) Mentor refers to the intern's direct supervisor or the institution's internship
26 facilitator.
27

28 **SEC. 5. Government Internship Program (GIP).** – The GIP shall be a training
29 on-the-job modality to build a career in public service, pursuant to the objectives
30 provided in Section 3 of this Act. The internship shall be a year-round, hands-on
31 training at participating institutions, based on standard modules and guidelines. The
32 internship shall be for a duration of at least three (3) months but not more than six (6)
33 months, unless a different duration is set by the Inter-Agency on GIP.
34

35 **SEC. 6. Inter-Agency Committee on GIP.** – An Inter-Agency Committee on
36 GIP (IAC) is hereby created to ensure the effective implementation of the internship
37 program and to act as the Oversight Committee under Section 15 of this Act.
38

39 The CSC shall chair the IAC with members from National Youth
40 Commission(NYC), DOLE, Department of Interior and Local Government (DILG),
41 Department of Education (DepEd), Commission on Higher Education (CHED),
42 Technical Education and Skills Development Authority (TESDA), and Department of
43 Budget and Management (DBM). They shall formulate and issue the necessary
44 modules and guidelines, and shall require all participating institutions to submit a
45 report on their GIP implementation and absorption or placement of graduate interns
46 within fifteen days (15) after end of every internship term. The report shall also include
47 a proposal for innovations, improvements and rationalization needed, if any, for
48 integration into the program.
49

1 **SEC. 7. Obligation of the Participating Institutions.** – The participating
2 institutions shall designate an internship facilitator/coordinator who shall be
3 responsible for:
4

- 5 a) Registering the institution's internship program in the CSC database and
6 monitoring system;
- 7 b) Undergoing CSC training on the modules and administration of the internship
8 program, which shall ensure that:
 - 9 (1) The internship is exclusively on the official functions or within the
10 scope of work specified in the CSC registered internship program of
11 the host institutions; thus, unofficial functions or outside the scope of
12 work is strictly prohibited;
 - 13 (2) The intern shall be a Filipino citizen, at least 18 years old but not more
14 than 30 years of age at the time of the application period, with a family
15 income of below the regional poverty threshold in the region of
16 residence, and can avail of the program only once;
 - 17 (3) At least one percent of the total interns in the institution shall include
18 Persons with Disabilities (PWDs), Indigenous Peoples, and other
19 applicants from the marginalized sectors. No applicant for internship
20 must be discriminated against based on his/her gender, race, religion
21 and economic status; and
 - 22 (4) The intern must not be related within the third civil degree of affinity or
23 consanguinity to an official or employee of the participating institution.
- 24 c) Ensuring the effective program information dissemination/campaign,
25 including in educational institutions in coordination with the Department of
26 Education (DepEd), Commission on Higher Education (CHED), and Local
27 Government Units (LGUs);
- 28 d) Conduct screening, processing, and orientation or onboarding of interns in
29 accordance with the identified scope of the internship program. Orientation or
30 onboarding of interns shall include but is not limited to, the following:
 - 31 (1) Government Internship Program (GIP) Rationale;
 - 32 (2) Institutional mandate, organizational structure, relevant office policies
33 and procedures, programs, and projects;
 - 34 (3) Interpersonal relations and gender sensitivity;
 - 35 (4) Work ethics and professionalism; and
 - 36 (5) Code of Conduct of Public Employees (RA 6713).
- 37 e) Mentoring of interns by requiring that the immediate supervisor to mentor,
38 coach, and conduct performance evaluation of the intern at least twice for the
39 entire duration of internship.
40

41 **SEC. 8. Internship Allowance and Training Hours.** – Upon entry into the
42 internship program, interns shall be provided with a stipend in an amount equivalent
43 to 100% of the existing rate of Step 1, Salary Grade 1, pursuant to Republic Act No.
44 11466, as amended, otherwise known as the "Government Salary Standardization
45 Law," and shall be non-taxable.
46

47 The amount of the stipend shall be based on the intern's actual attendance,
48 absences, and tardiness incurred. It shall be paid in accordance with existing civil
49 service laws, rules, and regulations. Subject to budgeting, accounting, and auditing

1 rules and regulations, the institution shall provide additional entitlements to the interns
2 such as:

- 3 a) Transportation and meal provisions during activities that are held outside of
4 the day-to-day office trainings;
- 5 b) Compensatory time off in case of activities held during weekends, holidays,
6 or beyond office hours;
- 7 c) Incentives and rewards in acknowledgement of remarkable achievements
8 (i.e.,punctuality, perfect attendance); and
- 9 d) Social protection, such as, but not limited to, accident insurance with either
10 private or public insurance entities such as the Government Service
11 Insurance System (GSIS).

12
13 **SEC. 9. Commencement of Internship.** – Upon qualification, the internship
14 program shall commence upon the issuance of the Order of Acceptance, which shall
15 serve as the official Internship Contract between the intern and the participating
16 institution.

17
18 The Contract shall be executed and signed by the designated internship
19 facilitator or coordinator on behalf of the head of the institution and the intern. It shall
20 clearly outline the terms of reference, scope of work, duration of the internship, and
21 other relevant conditions, and shall expressly state that no employer-employee
22 relationship exists between the intern and the institution.

23
24 **SEC. 10. Termination of Internship.** – The Internship Contract may be
25 terminated by either party for just cause, subject to due notice.

- 26
27 a) By the institution. The internship may be terminated on any of the following
28 grounds:
 - 29 (1) Habitual absenteeism or tardiness of the intern;
 - 30 (2) Willful disobedience by the intern of the institution's rules, or
31 insubordination of a lawful order of a supervisor;
 - 32 (3) Theft or malicious destruction of the institution's property by the intern;
 - 33
 - 34 (4) Engaging in violence or other forms of misconduct in the internship or
35 institution's premises by the intern; and
 - 36 (5) Continued poor performance despite written warnings and mentoring
37 interventions.
- 38 b) By the intern. The internship may be terminated on any of the following
39 grounds:
 - 40 (1) Substandard or harmful working conditions within the institution's
41 premises
 - 42 (2) Cruel, inhumane or discriminatory treatment; or
 - 43 (3) Prolonged illness or other circumstances rendering the intern unable
44 to continue participation.

45
46 Either party shall provide written notice of intent to terminate, specifying the
47 grounds therefor. In the event of termination, the institution may select a replacement
48 intern, subject to the same screening and selection procedures.

1 **SEC. 11. Preference in Hiring.** – Completion of the internship shall not create
2 an employer-employee relationship between the intern and the participating institution.

3
4 However, GIP graduates who meet the qualification standards for vacant
5 government positions shall be given preference in hiring, consistent with merit and
6 fitness principles under existing civil service laws, rules, and regulations.

7
8 **SEC. 12. Civil Service Eligibility.** – To further strengthen the employment
9 pathway for GIP graduates, all interns shall be encouraged to take the appropriate
10 Civil Service examination upon completion of their internship. Passing the examination
11 shall qualify them for appointment to permanent positions in government, subject to
12 existing civil service laws, rules, and regulations.

13
14 **SEC. 13. Grievance Committee.** – A Grievance Committee shall be
15 constituted in every participating institution to address complaints or disputes arising
16 from the implementation of the internship program.

17
18 The Committee shall be composed of officials and representatives of the
19 institution with jurisdiction over the internship, and shall have the initial authority to
20 investigate and resolve such complaints in accordance with applicable laws, rules, and
21 regulations.

22
23 If the Committee fails to render a decision within a reasonable period, or if the
24 complaint involves any of its members, the matter shall be referred to the Civil Service
25 Commission (CSC) for appropriate action.

26
27 **SEC. 14. Program Management.** – The CSC shall serve as the overall
28 program manager of the GIP and shall provide the necessary technical and
29 administrative assistance to all participating institutions. The CSC's regional and field
30 offices shall supervise and monitor the implementation of the Program in their
31 respective jurisdiction, and shall conduct regular training for the effective the
32 implementation of the GIP.

33
34 **SEC. 15. Oversight Committee.** – The Inter-Agency Committee on GIP
35 established under Section 6 of this Act shall also serve as the Oversight Committee
36 for the Program. It shall include representatives from the youth sector and public sector
37 unions to ensure inclusivity and transparency in implementation.

38
39 The Committee shall regularly review the accomplishments and outcomes of
40 the Program, including the employability, placement, and retention rates of GIP
41 graduates.

42
43 It shall submit an annual report to the President of the Philippines and to
44 Congress not later than June 30 of the following year, containing its findings and policy
45 recommendations to strengthen and sustain the Program.

46
47 **SEC. 16. Appropriations.** – The amount necessary for the implementation of
48 this Act shall be charged against the current year's appropriations of the participating
49 institution. Thereafter, such sums as may be necessary for the continued
50 implementation of the Government Internship Program shall be included in the annual

1 General Appropriations Act of the participating institution, which shall not be less than
2 one percent (1%) of the Maintenance and Other Operating Expenses (MOOE).

3
4 **SEC. 17. Separability Clause.** – If any portion or provision of this Act is
5 declared unconstitutional, the remainder hereof or any provisions not affected thereby
6 shall remain in force and effect.

7
8 **SEC. 18. Repealing Clause.** – Any law, presidential decree or issuance,
9 executive order, letter of instruction, rule, or regulation inconsistent with the provisions
10 of this Act is hereby repealed or modified accordingly.

11 **SEC. 19. Effectivity.** – This Act shall take effect fifteen (15) days after its
12 complete publication in the Official Gazette or in a newspaper of general circulation.

13
14 *Approved,*