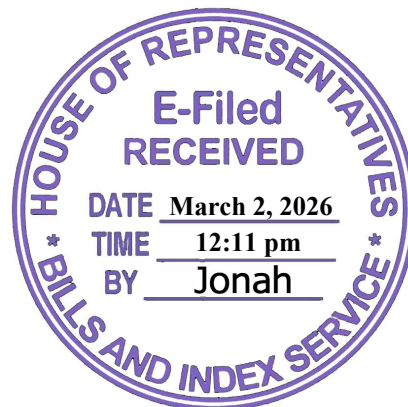




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

Twentieth Congress
First Regular Session



HOUSE BILL NO. **8192**

Introduced by

REPRESENTATIVES ADIONG, ZIA ALONTO, ALBA, JOSE MANUEL F., AQUINO, JOSE II "JOBOY" S., ARBISON, MUNIR, ARENAS, MA. RACHEL J., ASISTIO, DEAN, AUMENTADO, MARIA VANESSA C., BALINDONG, YASSER ALONTO, BARONDA, JULIENNE "JAM", CAGAS, JOHN TRACY F., CALIXTO, ANTONINO G., CASTRO, JANE T., CHUA, JOEL R., CORVERA, DALE B., CRUZ, AGAY, CRUZADO, EDWIN L., DEGAMO, JANICE V., DIMAPORO, SITTIE AMINAH Q., DIONISIO, ERNESTO JR. M., ESPINA, GERARDO "GERRYBOY" JR. J., GALANG, GERALD CLYOD ALEXIS, GALEOS, EDSSEL A., GARCIA, DANTE S., GARIN, JANETTE L., GONZALES, ALYSSA MICHAELA "MICA" M., GORRICETA, KATHY, KHO, WILTON "TONTON" T., KHONGHUN, JEFFERSON F., LABADLABAD, AI, LAGON, DAPHNE A., LARA, JOSEPH "JOJO" L., MACAPAGAL-ARROYO, GLORIA, MASTURA, BAI DIMPLE I., MATUGAS, LALO, OLIVAREZ, ERIC, ORTEGA, FRANCISCO PAOLO V P., OUANO-DIZON, EMMARIE "LOLYPOP", PANALIGAN, ARNAN C., PANOTES, ROSEMARIE C., PASCUAL, EMERSON D., PLEYTO, SALVADOR A., PRIMICIAS-AGABAS, MARLYN L., RAMA, EDUARDO R., ROMAN, TONY, ROMUALDEZ, FERDINAND MARTIN G., ROMUALDO, JURDIN JESUS M., SAGARBARRIA, MA. ISABEL "MAISA" L., SAKALURAN, RUTH, SALCEDA, ADRIAN, SALVACION, REYNALDO, SANTOS, MA. ALANA SAMANTHA T., SOLON, STEVE CHIONGBIAN, SUAN, LORDAN G., SUAREZ, DAVID "JAYJAY" C., TAN, JOSEPH S., TIENG, IRWIN C., TUAN, DIBU S., TUPAS, BINKY, TUTOR, KRISTINE ALEXIE B., UY, DE CARLO "OYO", UY, ROBERTO "PINPIN" JR., VARGAS-ALFONSO, BABY ALINE, VARGAS, PATRICK MICHAEL D., YAP, CHRISTOPHERSON M., YAP, ERIC GO, YU, JOSEPH KIM, YULO, EMILIO BERNARDINO L., BERNOS, JB, DAYANGHIRANG, NELSON JR., FLORES, JONATHAN KEITH T., ARBISON, MUNIR "ABDULMUNIR" M., CHUA, JOEL R., DOMOGAN, MAURICIO G., KHO, ELISA "OLGA" T., KHO, ANTONIO T.

AN ACT

STANDARDIZING APPLICATION-STAGE REQUIREMENTS AND ENABLING
CONSENT-BASED QR VERIFICATION THROUGH eGOVPH, AMENDING FOR
THE PURPOSE REPUBLIC ACT NO. 11261, AND FOR OTHER PURPOSES

EXPLANATORY NOTE

Article II, Section 13 of the 1987 Constitution recognizes the vital role of the youth in nation-building and mandates the State to promote their well-being. This is complemented by the State's policy to promote full employment and equality of employment opportunities for all.

To reduce the financial barriers faced by first-time jobseekers, Congress enacted Republic Act No. 11261, otherwise known as the “First Time Jobseekers Assistance Act,” which waives government fees and charges for the issuance of pre-employment documents commonly required in hiring. While this relief remains important, the realities of today's job market show that financial cost is only one barrier: applicants still face fragmented, repetitive, and sometimes unsafe documentary demands at the earliest stage of recruitment—often across multiple applications, even before any job offer is made.

This measure, to be known as the **“Ginhawa sa Paghahanap ng Trabaho Act,”** strengthens and modernizes Republic Act No. 11261 through a practical, two-part reform:

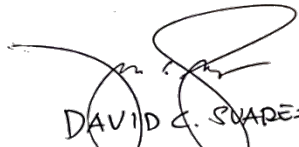
First, it **standardizes the minimum government-issued documentary requirements that may be required during the application stage** and prohibits abusive practices such as requiring applicants to submit, surrender, deposit, or leave behind original civil registry documents (e.g., birth or marriage certificates) as a condition for screening or interviews. It also adopts a **No Multiple Clearance Rule** to prevent duplicative security clearances for the same purpose.

Second, it institutionalizes a **consent-based Employment Verification Service** integrated with the **eGovPH platform**, enabling **QR-based verification** of select job-application information. This reduces repeated hardcopy submissions, speeds up hiring decisions, and improves verification—while ensuring compliance with the Data Privacy Act, cybersecurity standards, auditability, and assisted access channels for applicants without smartphones or reliable internet connectivity.

This measure forms part of the broader **GINHAWA K.I.T. (Kuryente–Internet–Trabaho)** framework—an integrated set of policy reforms designed to move Filipino families from survival to opportunity by easing everyday burdens that block upward mobility. Within this framework, the **Trabaho** component focuses on removing the practical barriers that prevent jobseekers—especially first-time jobseekers—from entering decent work quickly and fairly.

To encourage employers to invest in training and absorb first-time jobseekers—particularly during the crucial early months of employment—this bill aligns implementation with the **CREATE MORE Act (Republic Act No. 12066)** through guidance and recognition of allowable labor and training deductions under the **Enhanced Deductions Regime (EDR)** for **Registered Business Enterprises (RBEs)** with **Strategic Investment Priority Plan (SIPP)-qualified** registered projects or activities. This provides a performance-based environment for employer participation without creating a broad or unmanageable fiscal burden.

The passage of this bill is earnestly requested.



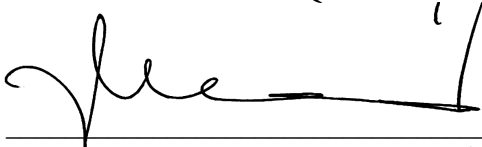
SUAREZ, DAVID "JAY-JAY" C.

2nd District of Quezon



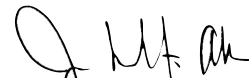
ROMUALDEZ, FERDINAND MARTIN G.

1st District of Leyte



ADIONG, ZIAUR-RAHMAN ALONTO

1st District of Lanao Del Sur



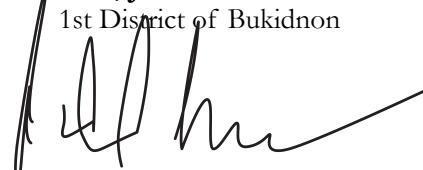
ALBA, JOSE MANUEL F.

1st District of Bukidnon



AQUINO, JOSE "JOBOY" S. II

Lone District of Butuan City



ARENAS, MARIA RACHEL J.

3rd District of Pangasinan



ASISTIO, DEAN

3rd District of Caloocan City



AUMENTADO, MARIA VANESSA C.

2nd District of Bohol



BALINDONG, YASSER ALONTO

2nd District of Lanao del Sur



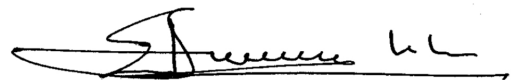
BARONDA, JULIENNE "JAM" L.

Lone District of Iloilo City



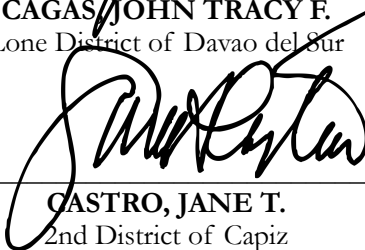
CAGAS, JOHN TRACY F.

Lone District of Davao del Sur



CALIXTO, ANTONINO G.

Lone District of Pasay City



CASTRO, JANE T.

2nd District of Capiz



CENIZA, LEONEL "JHONG" D.

2nd District of Davao de Oro



CORVERA, DALE B.

Lone District of Agusan del Norte



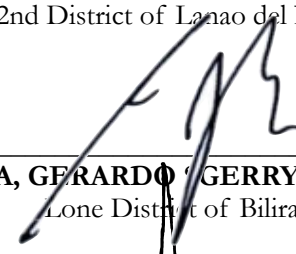
CRUZADO, EDWIN

1st District of Cotabato



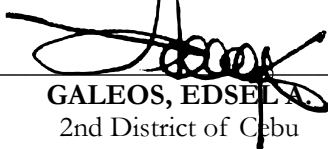
DIMAPORO, SIT'TIE AMINAH Q.

2nd District of Lanao del Norte



ESPINA, GERARDO "GERRYBOY" J., JR.

Lone District of Biliran



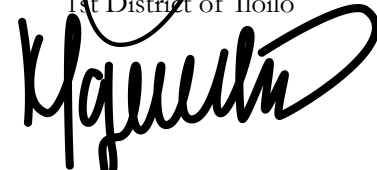
GALEOS, EDSAL A.

2nd District of Cebu



GARIN, JANETTE L.

1st District of Iloilo



GORRICETA, KATHRYN JOYCE F.

2nd District of Iloilo



KHO, WILTON T.

3rd District of Masbate



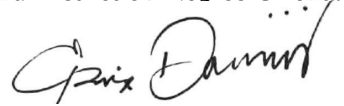
CRUZ, AGATHA PAULA AGUILAR

5th District of Bulacan



DEGAMO, JANICE V.

2nd District of Negros Oriental



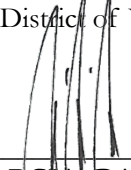
DIONISIO, ERNESTO "ERNIX" M., JR.

1st District of Manila



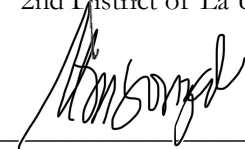
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2nd District of Valenzuela



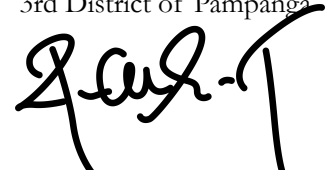
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2nd District of La Union



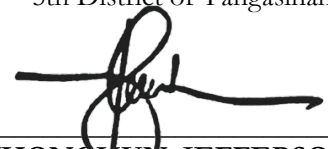
GONZALES, ALYSSA MICHAELA M.

3rd District of Pampanga



GUICO, RAMON N., JR.

5th District of Pangasinan



KHONGHUN, JEFFERSON F.

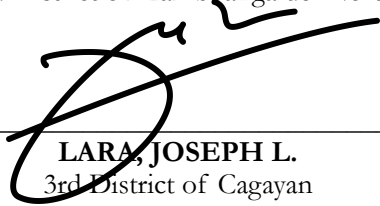
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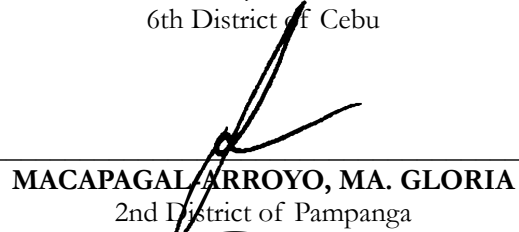
LABADLABAD, IRENE G.
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LAGON, DAPHNE
6th District of Cebu



LARA, JOSEPH L.
3rd District of Cagayan



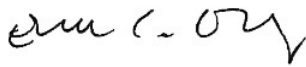
MACAPAGAL ARROYO, MA. GLORIA
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MASTURA, SIT'TIE SHAHARA I.
1st District of Maguindanao



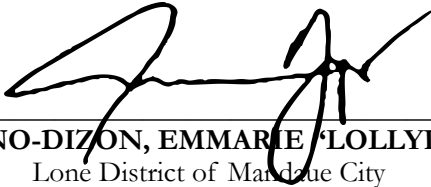
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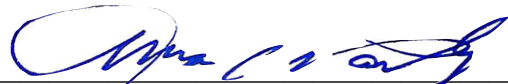
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1st District of Parañaque City



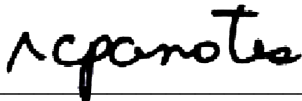
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1st District of La Union



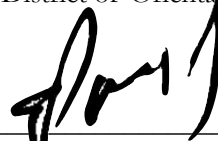
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Lone District of Marikina City



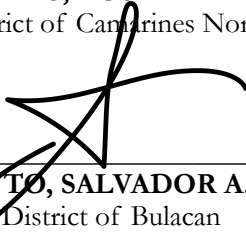
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1st District of Oriental Mindoro



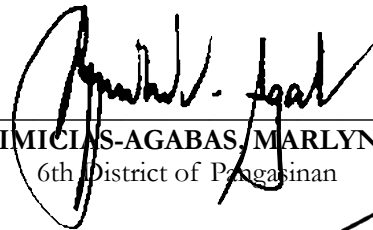
PANOTES, ROSEMARIE
1st District of Camarines Norte



PASCUAL, EMERSON D.
4th District of Nueva Ecija



PLEYTO, SALVADOR A.
6th District of Bulacan



PRIMICIAS-AGABAS, MARLYN L.
6th District of Pangasinan



RAMA, EDUARDO R., JR.
2nd District of Cebu City



ROMAN, ANTONINO B. III
1st District of Bataan



ROMUALDO, JESUS JURDIN "JJ" M.
Lone District of Camiguin



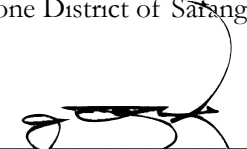
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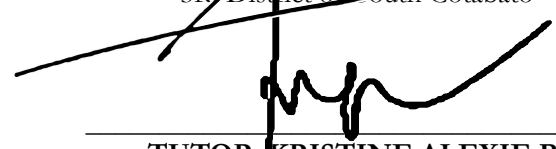
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TAN, JOSEPH S.
4th District of Isabela



TUAN, DIBU S.
3rd District of South Cotabato



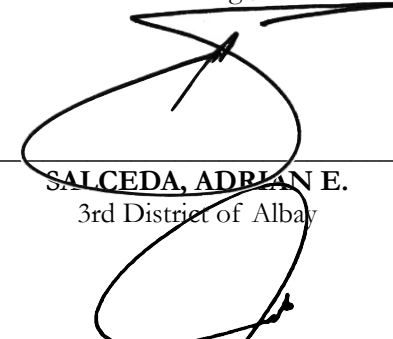
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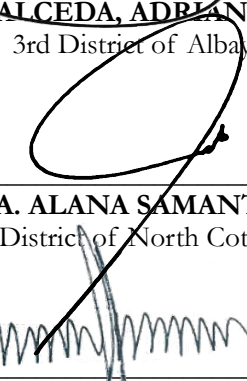
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1st District of Zamboanga del Norte



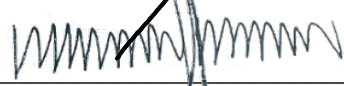
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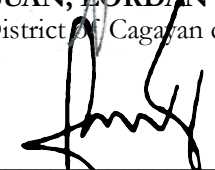
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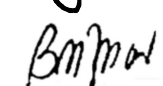
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3rd District of North Cotabato



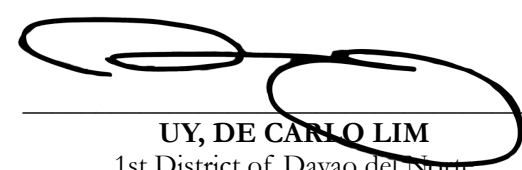
SUAN, LORDAN G.
1st District of Cagayan de Oro



TIENG, IRWIN C.
5th District of Manila



TUPAS, BINKY APRIL M.
5th District of Iloilo



UY, DE CARLO LIM
1st District of Davao del Norte



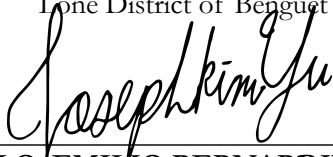
VARGAS-ALFONSO, BABY ALINE
2nd District of Cagayan



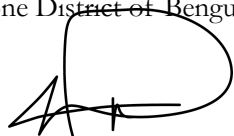
VARGAS, PATRICK MICHAEL "PM" D.
5th District of Quezon City



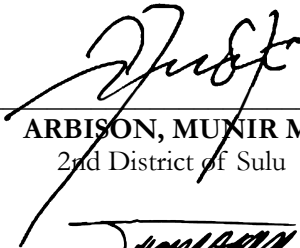
YAP, ERIC G.
1st District of Benguet



YULO, EMILIO BERNARDINO L.
1st District of Benguet



DAYANGHIRANG, NELSON JR.
1st District of Davao Oriental



ARBISON, MUNIR M.
2nd District of Sulu



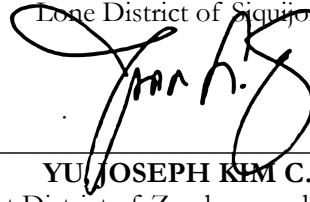
DOMOGAN, MAURICIO G.
1st District of Baguio



KHO, ANTONIO T.
1st District of Masbate



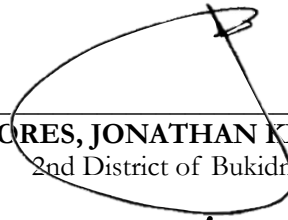
VILLA, ZALDY S.
1st District of Siquijor



YU, JOSEPH KIM C.
1st District of Zamboanga del Sur



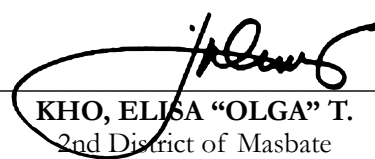
BERNOS, JB
1st District of Abra



FLORES, JONATHAN KEITH T.
2nd District of Bukidnon



CHUA, JOEL R.
3rd District of Manila



KHO, ELISA "OLGA" T.
2nd District of Masbate



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

Twentieth Congress
First Regular Session

HOUSE BILL NO. **8192**

Introduced by

REPRESENTATIVES ADIONG, ZIA ALONTO, ALBA, JOSE MANUEL F., AQUINO, JOSE II "JOBOY" S., ARBISON, MUNIR, ARENAS, MA. RACHEL J., ASISTIO, DEAN, AUMENTADO, MARIA VANESSA C., BALINDONG, YASSER ALONTO, BARONDA, JULIENNE "JAM", CAGAS, JOHN TRACY F., CALIXTO, ANTONINO G., CASTRO, JANE T., CHUA, JOEL R., CORVERA, DALE B., CRUZ, AGAY, CRUZADO, EDWIN L., DEGAMO, JANICE V., DIMAPORO, SITTIE AMINAH Q., DIONISIO, ERNESTO JR. M., ESPINA, GERARDO "GERRYBOY" JR. J., GALANG, GERALD CLYOD ALEXIS, GALEOS, EDSSEL A., GARCIA, DANTE S., GARIN, JANETTE L., GONZALES, ALYSSA MICHAELA "MICA" M., GORRICETA, KATHY, KHO, WILTON "TONTON" T., KHONGHUN, JEFFERSON F., LABADLABAD, AI, LAGON, DAPHNE A., LARA, JOSEPH "JOJO" L., MACAPAGAL-ARROYO, GLORIA, MASTURA, BAI DIMPLE I., MATUGAS, LALO, OLIVAREZ, ERIC, ORTEGA, FRANCISCO PAOLO V P., OUANO-DIZON, EMMARIE "LOLYPOP", PANALIGAN, ARNAN C., PANOTES, ROSEMARIE C., PASCUAL, EMERSON D., PLEYTO, SALVADOR A., PRIMICIAS-AGABAS, MARLYN L., RAMA, EDUARDO R., ROMAN, TONY, ROMUALDEZ, FERDINAND MARTIN G., ROMUALDO, JURDIN JESUS M., SAGARBARRIA, MA. ISABEL "MAISA" L., SAKALURAN, RUTH, SALCEDA, ADRIAN, SALVACION, REYNALDO, SANTOS, MA. ALANA SAMANTHA T., SOLON, STEVE CHIONGBIAN, SUAN, LORDAN G., SUAREZ, DAVID "JAYJAY" C., TAN, JOSEPH S., TIENG, IRWIN C., TUAN, DIBU S., TUPAS, BINKY, TUTOR, KRISTINE ALEXIE B., UY, DE CARLO "OYO", UY, ROBERTO "PINPIN" JR., VARGAS-ALFONSO, BABY ALINE, VARGAS, PATRICK MICHAEL D., YAP, CHRISTOPHERSON M., YAP, ERIC GO, YU, JOSEPH KIM, YULO, EMILIO BERNARDINO L., BERNOS, JB, DAYANGHIRANG, NELSON JR., FLORES, JONATHAN KEITH T., ARBISON, MUNIR "ABDULMUNIR" M., CHUA, JOEL R., DOMOGAN, MAURICIO G., KHO, ELISA "OLGA" T., KHO, ANTONIO T.

AN ACT

STANDARDIZING APPLICATION-STAGE REQUIREMENTS AND ENABLING
CONSENT-BASED QR VERIFICATION THROUGH eGOVPH, AMENDING FOR
THE PURPOSE REPUBLIC ACT NO. 11261, AND FOR OTHER PURPOSES

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

Section 1. Short Title. — This Act shall be known as the “**Trabaho Agad Act.**”

Section 2. Declaration of Policy. — It is the policy of the State to promote full employment and equality of employment opportunities for all, and to strengthen support for jobseekers—especially first-time jobseekers—by reducing both monetary and procedural barriers to entry into the labor force.

Accordingly, the State shall: (a) standardize application-stage government documentary requirements; (b) protect applicants against unreasonable or unsafe document-handling practices; (c) enable consent-based, secure, and auditable digital verification through the eGovPH platform; and (d) ensure accessibility so that digital reforms do not exclude jobseekers without smartphones or reliable internet connectivity.

Section 3. Definition of Terms. — As used in this Act:

- a. **Application Stage** refers to the period covering submission of an application, initial screening, interview scheduling, interviews, and other preliminary assessments prior to a written or provable conditional offer of employment.
- b. **Pre-Employment Stage** refers to the period after a written or provable conditional offer of employment, covering onboarding requirements prior to commencement of work.
- c. **Jobseeker** refers to any person applying for employment locally or abroad. References to first-time jobseekers shall have the meaning provided under Republic Act No. 11261 and its implementing rules.
- d. **Employer** refers to any person, natural or juridical, in the private or public sector, that hires employees and requires applicants to submit documentary requirements in connection with employment.
- e. **National ID** refers to the Philippine Identification System (PhilSys) National ID, including the PhilSys number and its government-issued equivalents or verifiable formats (e.g., printed or digital formats issued under PhilSys and eGovPH systems), as may be recognized under the implementing rules.
- f. **NBI Clearance** refers to a clearance issued by the National Bureau of Investigation.
- g. **CTC of Transcript of Records (TOR)** refers to a transcript of records certified as a true copy by the issuing school or other competent authority under applicable rules; and includes equivalent certified proof of educational attainment, training completion, or competency credentials as may be recognized under the implementing rules.
- h. **Employment Verification Service** refers to the consent-based service integrated with eGovPH or its successor platform that enables employers to verify select job-application

information through QR-enabled verification, subject to privacy, cybersecurity, and audit requirements.

- i. **Covered Government Agencies** refers to all government agencies and instrumentalities including government- owned and controlled corporations (GOCC), state universities and colleges (SUCs) and local government units (LGUs), enumerated under Section 3 of Republic Act No. 11261.

Section 4. *Standardization of Required Documents for Application-Stage.* — For purposes of employment, and insofar as reasonably necessary for screening during the **Application Stage**, employers shall require only the following government-issued documentary requirements:

- a. Identification, through the Philippine National ID;
- b. Security clearance, through an NBI Clearance, where reasonably required by the nature of the position; and
- c. Competency credentials, through certified true copies of school records or equivalent proof of educational attainment.

No additional government-issued documentary requirements shall be imposed during the Application Stage unless expressly required by law or by the nature of the position as may be justified under the implementing rules.

Nothing in this Section shall prevent employers from requiring non-government documentary submissions customary in hiring, such as résumés, application forms, portfolios, work samples, or employment history declarations.

Section 5. *Prohibited Acts at the Application Stage.* — At the Application Stage, it shall be unlawful for an employer to:

- a. Require the submission, surrender, deposit, or retention of any original civil registry document, including but not limited to a birth certificate, marriage certificate, or similar record, as a condition for proceeding with screening or interviews;
- b. Require an applicant to leave any original document with the employer for safekeeping, verification, or any similar purpose;
- c. Impose duplicative documentary requirements that are not reasonably necessary for application-stage screening.

Section 6. *No Multiple Clearance Rule.* — Where an employer requires NBI Clearance at the Application Stage, the employer shall not additionally require a police clearance, or similar local clearance for the same security- screening purpose, unless a specific law or regulation expressly requires otherwise for the position.

Section 7. *Transparency in Job Postings and Application Forms.* — Employers shall disclose in job postings or application forms, in a manner prescribed by the implementing agencies, the standard application documentary requirements under this Act, including the prohibition on requiring original civil registry documents and the No Multiple Clearance Rule.

Section 8. *Establishment of the eGov PH Employment Verification Service.* — The Department of Information and Communications Technology (DICT), in coordination with the Department of Labor and Employment (DOLE), the Civil Service Commission (CSC), and other relevant agencies, shall establish an **Employment Verification Service** integrated with **eGovPH** or its successor platform. The Service shall enable employers to verify select job-application information through consent-based digital verification, consistent with data privacy and cybersecurity standards.

The Service shall support **QR-enabled verification**, whereby a jobseeker may generate and present a QR code, or obtain a printed verification receipt through assisted channels, that an employer may scan to receive a verification response from the system, subject to the safeguards of this Act and its implementing rules.

Section 9. *Covered Information for Verification; Minimum Scope.* — The Employment Verification Service shall, at a minimum, support consent-based verification of standard required documents as provided under Section 4 of this Act.

Subject to technical readiness and inter-agency agreements, the Service may progressively support verification of other employment-relevant government records, including professional licenses, civil service eligibility, and training certifications, consistent with the implementing rules.

Section 10. *Duty to Accept Verifiable Digital Equivalents; Non-Duplication.* — Where a covered record is verifiable through the Employment Verification Service, the employer shall accept such verification response as sufficient for the same purpose, and shall not require repeated hardcopy submissions of the same record, unless a specific law or regulation expressly requires submission of a physical original.

This Section shall apply without prejudice to onboarding requirements at the Pre-Employment Stage that are expressly required by law, including requirements for government-mandated benefits enrollment.

Section 11. *Data Protection, Security, and Auditability.* — All processing under this Act shall comply with the Data Privacy Act and Relevant issuances of the National Privacy Commission. At a minimum, the DICT and implementing agencies shall ensure:

- a. Affirmative and revocable consent for verification;
- b. Purpose limitation to employment application and onboarding;
- c. Data minimization;

- d. Appropriate security controls; and
- e. Audit logs and verification receipts under the implementing rules

Section 12. *Accessibility and Non-Exclusion.* — Implementation of digital verification shall not exclude jobseekers without smartphones or stable internet access. DOLE, in coordination with DICT and relevant offices, shall provide assisted channels, including through Public Employment Service Offices (PESOs) or other service points, enabling jobseekers to generate Verification Tokens or obtain equivalent verification assistance.

Section 13. *Good-Faith Reliance; Safe Harbor.* — An employer that relies in good faith on a verification response issued through the Employment Verification Service, and complies with retention limits and privacy rules, shall be deemed to have exercised due diligence for purposes of identity and credential checking, without prejudice to additional checks required by law for regulated professions.

Section 14. *Implementation Timeline.* —

The DICT shall commence development and initial deployment of the Employment Verification Service within twelve (12) months from the effectiveness of this Act, prioritizing identity verification.

Integration for NBI clearance verification and education credential verification shall be implemented progressively, subject to technical readiness, inter-agency coordination, and standards prescribed in the implementing rules.

Section 15. *Enforcement and Complaints.* —

- (a) For the private sector, DOLE shall enforce this Act through existing labor standards enforcement mechanisms, including complaint handling, compliance orders, and inspections as applicable;
- (b) For the public sector, CSC shall issue guidelines and enforce compliance consistent with civil service rules;
- (c) This Act shall be implemented without prejudice to the authority of the National Privacy Commission and other agencies under existing laws.

Section 16. *Penalties.* —

- (a) Any employer who violates this Act shall be subject to administrative penalties, including compliance orders and fines, in amounts and under procedures to be provided in the implementing rules, taking into account the gravity and frequency of the violation.
- (b) For juridical entities, responsible officers who authorized or enforced prohibited practices may be held liable under the implementing rules.

- (c) For government offices, violations shall be grounds for appropriate administrative action under civil service rules, without prejudice to other liabilities under existing laws.

Section 17. *Fiscal Incentives for Private Sector Participation.* — To encourage employer participation in the streamlined hiring and verification framework under this Act, Registered Business Enterprises (RBEs) with projects or activities qualified under the Strategic Investment Priority Plan (SIPP) and availing of the Enhanced Deductions Regime (EDR) under the National Internal Revenue Code, as amended by Republic Act No. 12066, shall be eligible to claim the incentives below subject to existing EDR rules, FIRB/IPA regulations, and BIR substantiation and audit requirements.

- (a) **Additional Deduction for Training Expenses.** — An RBE shall be entitled to an additional deduction from gross income equivalent to one hundred percent (100%) of the actual costs incurred for the labor training of first-time jobseekers hired under this Act, provided such training is directly related to the registered project or activity.
- (b) **Additional Deduction for Labor Productivity.** — The RBE shall be entitled to an additional deduction of fifty percent (50%) of the direct labor expenses (wages) paid to said jobseekers during their first six (6) months of employment, subject to existing EDR rules.
- (c) **Digital Transition Treatment (Compliance and Integration Costs).** — For purposes of determining “directly attributable” expenses under Section 295 of the Tax Code and related rules, reasonable and documented costs incurred by an RBE to comply with the requirements of this Act—including technical integration with the eGovPH Employment Verification Service, process redesign, and necessary systems configuration—shall be treated as directly attributable administrative expenses to the extent used for and allocated to the registered project or activity, and may be considered in the computation of deductible expenses and, where applicable, VAT zero-rating eligibility for export enterprises, consistent with existing law and regulations.
- (d) **Fast-Lane Guidance and Standard Documentation.** — Within ninety (90) days from the effectivity of this Act, the Fiscal Incentives Review Board (FIRB), in coordination with the concerned Investment Promotion Agencies (IPAs) and the Bureau of Internal Revenue (BIR), shall issue standardized guidelines and templates to operationalize this Section, including:
1. the minimum documentation and proof of payment requirements for training and labor expenses;
 2. the criteria for training programs that qualify under paragraph (b);
 3. the standard method of verifying that a hire is a “first-time jobseeker” for purposes of this Section (including, where applicable, the use of the eGovPH verification workflow); and

4. such audit and reporting measures as may be necessary to prevent abuse while keeping compliance reasonable.

(e) **Consistency with Governance Rules.** — The availment of these incentives shall be governed by the Fiscal Incentives Review Board (FIRB) and the respective Investment Promotion Agencies (IPAs) to ensure compliance with the performance-based and time-bound nature of the CREATE MORE Act.

Section 18. *Implementing Rules and Regulations.* — Within ninety (90) days from effectivity, DOLE and DICT, in coordination with CSC, PSA, NBI, CHED, TESDA, SUCs, the National Privacy Commission, and other relevant agencies, shall promulgate the implementing rules and regulations to carry out this Act.

Section 19. *Appropriations.* — The amounts necessary to carry out this Act shall be charged against the current appropriations of concerned agencies. Thereafter, such sums as may be necessary shall be included in the annual General Appropriations Act.

Section 20. *Separability Clause.* — If any portion or provision of this Act is declared unconstitutional, the remainder of this Act or any provisions not affected thereby shall remain in force and effect.

Section 21. *Repealing Clause.* — Any law, presidential decree or issuance, executive order, letter of instruction, rule, or regulation inconsistent with the provisions not affected thereby shall remain in force and effect.

Section 22. *Effectivity.* — This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in a newspaper of general circulation.

Approved,