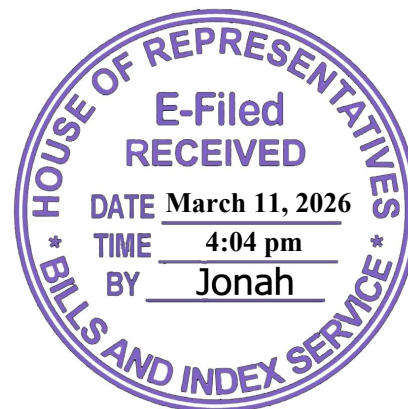


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 8456



Introduced by **HON. MIGUEL LUIS R. VILLAFUERTE, HON. VINCENZO RENATO LUIGI R. VILLAFUERTE, HON. TSUYOSHI ANTHONY G. HORIBATA, AND HON. TERRY L. RIDON**

EXPLANATORY NOTE

The government has a fundamental responsibility to deliver public services that are efficient, accessible, secure, and responsive to the needs of the citizens. In the digital age, it is essential for the government to design, build, operate, and continuously improve digital systems, applications, and platforms that support public administration and service delivery.

Despite recent progress, the Philippines currently lags behind many regional and global peers in digital government performance. According to the United Nations E-Government Development Index (EGDI), the Philippines ranks 73rd globally, trailing countries such as Estonia (2nd), Singapore (3rd), and South Korea (4th).¹ This gap reflects structural weaknesses in the country's digital governance framework, particularly in the integration and execution of digital government services.

The recent enactment of the E-Governance Act established a national framework for electronic governance and designated the Department of Information and Communications Technology (DICT) as the lead policy agency. However, it did not create a permanent institution responsible for the actual creation, development, operation, and maintenance of government digital products, platforms, and shared infrastructure.

Digital initiatives across government agencies remain fragmented and often duplicative. Agencies frequently develop and procure systems independently, leading to inconsistent standards, cybersecurity risks, vendor dependence, and inefficient use of public funds. At present, there is no single entity responsible for digital engineering and product development across government.

Government digital systems perform sovereign functions, process sensitive personal and state data, and support the delivery of critical public services. Continued reliance on private vendors for their development and maintenance exposes the government to risks such as vendor lock-in, rising long-term costs, loss of institutional knowledge, continuity failures, and reduced accountability. Without a permanent internal capability for digital engineering and product development, the government faces difficulty in managing, securing, and improving its own digital assets.

Global best practices indicate that successful digital states maintain a clear separation between ICT policy and regulatory functions and the operational delivery of digital government

¹ 2024, September 26. *Philippines climbs to 73rd spot in UN E-Government Development Index*. BusinessWorld Online. <https://www.bworldonline.com/infographics/2024/09/26/623931/philippines-climbs-to-73rd-spot-in-un-e-government-development-index/>

services. Although the DICT, pursuant to Republic Act No. 10844, effectively manages ICT infrastructure, cybersecurity standards, and sector regulation, the rapidly evolving digital landscape presents challenges.

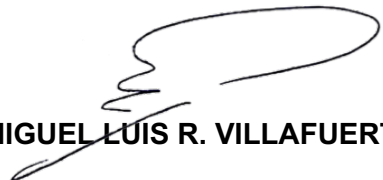
The DICT was primarily designed as a sectoral department responsible for ICT policy, planning, infrastructure development, cybersecurity, and industry regulation. It was not specifically structured to function as a centralized digital service delivery organization responsible for designing, building, and operating digital systems across the entire government.

E-government is not primarily a technology or infrastructure issue but a governance and administrative reform challenge. It requires redesigning processes, integrating agency systems, harmonizing legal mandates, and improving service delivery across the entire bureaucracy. These functions fall outside the DICT's core statutory design. Moreover, the DICT operates as a line department with a vertical structure, while effective e-government requires horizontal, whole-of-government coordination and implementation. DICT cannot compel other departments, constitutional bodies, or local government units to reengineer workflows or integrate systems without risking institutional overreach. In addition, the E-Government Unified Project Management Office (Egov-UPMO) established under the E-Governance Act remains a project-based and transitional mechanism, leading to fragmented portals, duplicated systems, and weak platform ownership. While it plays an important coordinating role, its temporary nature limits its ability to serve as a permanent institutional home for national digital platforms.

To address these gaps, this measure proposes the establishment of the GovTech Philippines Corporation (GTPC) as a Government-Owned or Controlled Corporation (GOCC) under the Office of the President. The Corporation shall serve as the government's central digital engineering, product development, and service delivery authority responsible for designing, building, operating, and continuously improving government digital products, platforms, and infrastructure, including national digital platforms like eGov.ph. It shall function strictly as an operational and technical entity, without regulatory or quasi-judicial powers.

To ensure operational flexibility while maintaining accountability, the proposed GTPC shall be governed by Republic Act No. 10149. It shall be subject to the oversight of the Governance Commission for GOCCs and to audit by the Commission on Audit. Additionally, to ensure strong data protection and uphold privacy-by-design principles, the National Privacy Commission will serve as an ex officio member of the Board.

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



HON. MIGUEL LUIS R. VILLAFUERTE



HON. VINCENZO RENATO LUIGI R. VILLAFUERTE



HON. TSUYOSHI ANTHONY G. HORIBATA



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**AN ACT ESTABLISHING THE GOVTECH PHILIPPINES CORPORATION AS A
GOVERNMENT-OWNED OR CONTROLLED CORPORATION, DEFINING ITS POWERS
AND FUNCTIONS AS THE CENTRAL DIGITAL ENGINEERING, PRODUCT
DEVELOPMENT, AND SERVICE DELIVERY AUTHORITY OF THE GOVERNMENT,
ENHANCING THE PHILIPPINE E-GOVERNANCE AND FOR OTHER PURPOSES**

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 “GovTech Philippines and E-Governance Integration Act.”

SECTION 2. *Declaration of Policy.* – It is hereby declared the policy of the State to:

- (a) Implement and empower a whole-of-government (WOG) mandate to digital governance, consistent with the E-Governance Act, ensuring that government digital systems and services are interoperable, secure, reliable, accessible, and citizen-centric and digital transformation is treated as a governance and administrative reform challenge, rather than a mere technical upgrade;
- (b) Institutionalize a “*Government-as-a-Platform*” (GaaP) model with centralized digital engineering, product development, and service delivery capability within government to create, build, operate, maintain, and continuously improve digital products, platforms, and infrastructure including integrated digital systems, allowing the shift from siloed agency systems to a unified national digital ecosystem where common services are built once and used by all;
- (c) Address fragmentation, duplication, inefficiency, and vendor dependence in government digital systems by adopting shared platforms, a common infrastructure, and standardized digital products and services, at the same adopting the “Once-Only” Data Principle through an auditable framework where citizens and businesses provide data to the government only once, with the State ensuring seamless and lawful sharing among authorized entities;
- (d) Ensure transparency, accountability, fiscal responsibility, and performance-based management in the delivery of digital government services, consistent with laws governing government-owned or controlled corporations;

- (e) Strengthen executive coordination and national oversight of digital government initiatives by attaching the GovTech Philippines Corporation to the Office of the President;
- (f) Support the mandates of the Department of Information and Communications Technology and other relevant agencies under existing laws through a dedicated operational, engineering, and product delivery arm;
- (g) Advance inclusive, secure, and technology-enabled public services aligned with national development goals and the public interest;
- (h) Attract, develop, and retain skilled professionals in digital and technology fields in line with Section 6(h) of Republic Act 12254, also known as the E-Governance Act of 2025. To achieve this, it will implement a compensation and benefits framework that is competitive with the prevailing rates and benefits offered in the private sector. This framework will adhere to principles of merit, transparency, and public accountability;
- (i) Harness artificial intelligence or AI, data-driven systems, and smart digital technologies as strategic enablers of efficient, transparent and responsive governance, while ensuring that such technologies are human-centered, accountable, secure, and consistent with law and public interest;
- (j) Strengthen public trust in government through efficiency, interoperability and innovation;
- (k) Prioritize “Sovereign Digital Capability” by reducing long-term costs and security risks by developing internal, permanent digital engineering expertise, ending indefinite reliance on private vendors for core sovereign functions; and
- (l) Adopt agile and human-centered designs by mandating that all government digital products be built using iterative, user-centric methodologies that prioritize the citizen's experience over bureaucratic convenience.

SECTION 3. *Definition of Terms.* – For purposes of this Act, the following terms shall mean:

- (a) *Application Programming Interface (API)* – a set of protocols and technical standards that enable different software applications or systems to securely communicate and exchange data;
- (b) *Central Digital Engineering, Product Development, and Service Delivery Authority* – the institutional role of the GovTech Philippines Corporation as the government entity responsible for the creation, design, development, operation, maintenance, and continuous improvement of shared digital products, platforms, and infrastructure;
- (c) *Data Exchange Mechanism* – a secure, standardized, and auditable framework that enables lawful sharing of data among authorized entities, consistent with applicable laws on data privacy, cybersecurity, and access to information;
- (d) *Digital Platform* – an integrated set of digital systems, applications, and services that enable electronic transactions, service delivery, data exchange, and interaction among government agencies, citizens, businesses, and other stakeholders;
- (e) *E-Governance* – refers to the use of ICT by the government to provide public services in a more friendly, convenient, affordable, efficient and transparent manner. Further, it is the application of ICT for delivering government services through integration of

various stand-alone systems, platforms, and applications between Government-to-Citizens (G2C), Government-to-Business (G2B), and Government-to-Government (G2G) services. It is often linked to back-office processes and interactions within the entire government framework;

- (f) *E-Government* – refers to the use of ICT by the government to enhance access to and delivery of government services for an efficient, responsive, ethical, accountable, and transparent government;
- (g) *eGov.ph* – the official national government digital platform or portal designated for integrated access to government digital services and applications;
- (h) *Government Application* – any software application, system, or digital service developed, owned, managed, operated, or used by a government agency or government-owned or controlled corporation in the performance of its functions;
- (i) *Government-as-a-Platform (GaaP)* – refers to a service-oriented architectural model where the Corporation provides a common core of shared digital infrastructure, standards, and reusable software components. This model enables government agencies to "plug into" a unified ecosystem to deliver integrated services, rather than building independent, siloed systems. It is characterized by the use of shared digital identity, unified payment gateways, secure data exchange, and common cloud hosting;
- (j) *Government Cloud or GovCloud* – the shared cloud computing infrastructure and services used by government agencies for hosting applications, systems, and data in a secure, scalable, and resilient environment;
- (k) *GovTech Venture Sandbox* – refers to a controlled and secure operational environment managed by the Corporation that allows for the testing and validation of innovative technologies, business models, or software solutions from the private sector or academe. It provides a "safe harbor" for experimentation with emerging technologies (such as Artificial Intelligence or Blockchain) under technical supervision before they are considered for government-wide procurement or deployment;
- (l) *Interoperability* – the ability of different government information systems, applications, and platforms to communicate, exchange data, and use information effectively, securely, and lawfully;
- (m) *Legacy System* – an existing government information system or application that is outdated, inefficient, costly to maintain, or incompatible with current digital standards or interoperability requirements;
- (n) *"Once-Only" Data Principle* – refers to the digital governance strategy where citizens and businesses provide standard information to the government only once. The Corporation provides the technical framework to ensure this data is securely and lawfully shared among authorized agencies, eliminating the need for redundant data submissions;
- (o) *Philippine Government Tech Stack (PGTS)* – refers to a modular suite of central software components, including but not limited to, national digital identity integration, secure payment gateways, and standardized API layers, which are developed and maintained by the Corporation as mandatory shared services for all government entities;

- (p) *Private Sector Entity* – any natural or juridical person not forming part of the national government, local government units, or government-owned or controlled corporations;
- (q) *Service-Fee or Cost-Recovery Basis* – a pricing arrangement whereby fees are charged to recover reasonable costs of developing, operating, maintaining, and improving digital platforms or services, subject to applicable laws;
- (r) *Step-in-Rights* – refers to the extraordinary technical and managerial authority of the Corporation to intervene in the development, operation, or rehabilitation of a government digital project or system. These rights are triggered when a project is deemed critical to national interest, security, or essential public services and is found to be failing, compromised by a cybersecurity breach, or suffering from significant contractual or technical default that threatens service continuity; and
- (s) *Whole-of-Government (WOG) Approach* – a coordinated method of governance whereby government agencies work collaboratively across institutional boundaries to deliver integrated, efficient, and citizen-centric digital services.

SECTION 4. Rules of Construction. – This Act shall be liberally construed to promote efficient, secure, interoperable, and citizen-centric digital government services. In case of doubt, the provisions of this Act shall be interpreted in a manner consistent with the Constitution, the E-Governance Act, Republic Act No. 10149, and other applicable laws.

SECTION 5. Technology-Neutrality. – Nothing in this Act shall be construed to mandate or limit the use of any specific technology, platform, software, architecture, or vendor. The GovTech Philippines Corporation shall adopt technology-neutral, standards-based, and future-ready solutions, subject to applicable laws and governance rules.

SECTION 6. Creation of the GovTech Philippines Corporation. – There is hereby created a government-owned or controlled corporation to be known as the GovTech Philippines Corporation (GTPC), hereinafter referred to as the Corporation, which shall be attached to the Office of the President for policy coordination and strategic oversight. The Corporation shall possess corporate personality, perpetual succession, and all powers necessary to carry out its mandate in accordance with this Act and existing laws.

SECTION 7. General Mandate and Functions. – The Corporation shall have the mandate to conceive, design, build, develop, deploy, operate, maintain, and continuously improve government digital products, platforms, and infrastructure, and shall:

- (a) Create, design, and build digital products and applications for government use;
- (b) Manage, operate, integrate, maintain, and enhance government digital platforms, including eGov.ph;
- (c) Build, own, and operate shared digital infrastructure, including government cloud platforms, middleware, APIs, authentication, and interoperability services;
- (d) Develop and operate secure and lawful data exchange mechanisms, digital identity, authentication and authorization systems subject to law;
- (e) Ensure reliability, cybersecurity, accessibility, resilience, and continuity of digital products and infrastructure;
- (f) Provide end-to-end digital engineering and product services to government entities and, subject to safeguards under this Act, to private sector entities;

- (g) Offer digital products and infrastructure services on a service-fee or cost-recovery basis;
- (h) Rationalize, modernize, migrate, consolidate, or retire legacy systems;
- (i) Own and manage intellectual property arising from government digital products, subject to applicable laws;
- (j) Adopt modern, user-centered, and iterative digital product development and operations practices and continuously improve smart government capabilities through innovation, system modernization and integration of emerging technologies, subject to limitation imposed by law;
- (k) Develop and operate government-owned artificial intelligence systems, including decision support tools, automation platforms, predictive analytics, and intelligent service systems, for use by government agencies in the performance of their official functions;
- (l) Design, embed, and integrate artificial and data-driven technologies in government digital platforms and infrastructure to improve efficiency, responsiveness, accessibility, and evidence-based decision making;
- (m) Serve as technical integrator of PhilSys for secure, consent-based digital authentication for government services, without creating new biometric databases; and
- (n) Perform such other acts and functions as may be necessary to carry out the purposes of this Act.

SECTION 8. *Specific Operational Powers.* – In addition to the powers and mandate as provided in the preceding provisions, GovTech Philippines Corporation shall have the following operational authority:

- (a) Serve as the Primary Technical Evaluator for all high-value government ICT procurements to ensure alignment with the Philippine Government Tech Stack;
- (b) Operate a GovTech Venture Sandbox to facilitate the adoption of emerging technologies from the private sector;
- (c) Implement Step-In Rights to provide technical rescue for mission-critical systems at risk of failure; and
- (d) Act as the National Repository for Government Source Code, ensuring that all software built with public funds remains the property of the State and is reusable across agencies.

SECTION 9. *Technical Step-In Rights.* – Upon the recommendation of the Board and approval by the Office of the President, the Corporation shall have the authority to intervene in the management and operation of any government digital project or system that is deemed critical to national security, public health, or essential public services, and is found to be failing or at high risk of failure. The Corporation shall provide the necessary technical expertise to rehabilitate, migrate, or integrate said system into the National Tech Stack.

SECTION 10. *Smart Nation Infrastructure Program.* – As the primary authority for digital transformation and to ensure digital resilience and fiscal efficiency, GovTech Philippines Corporation envisions a Smart Nation Program that shall:

- (a) Establish the Philippine Government Tech Stack (PGTS) to develop and maintain a mandatory, modular suite of shared software components, including national digital identity, secure payments, and a unified communications gateway, to enable the "Once-Only" Data Principle;
- (b) Set and enforce government-wide technical architecture and interoperability standards to ensure all agency systems can communicate seamlessly through secure Application Programming Interfaces (APIs);
- (c) Develop and propose agile digital procurement and specialized, iterative procurement frameworks for digital services to replace traditional, rigid software acquisition models subject to existing laws and regulations;
- (d) Serve as the active cybersecurity defense and threat-hunting arm for all government digital platforms, complementing the policy functions of the DICT; and
- (e) Lead the deployment and management of a common sensor and Internet of Things (IoT) platform to provide data-driven insights for public safety, transport, and environmental monitoring.

SECTION 11. *The Board of Directors.* – The powers and functions of the Corporation shall be vested in a Board of Directors composed of seven (7) members, all of whom shall be appointed by the President of the Philippines. The Board shall be composed of:

- (a) The Secretary of the Department of Information and Communications Technology (DICT) or his or her duly authorized representative – *Ex Officio* Member;
- (b) The Secretary of the Department of Science and Technology (DOST) or his or her duly authorized representative – *Ex Officio* Member;
- (c) The Commissioner of the National Privacy Commission (NPC) or his or her duly authorized representative – *Ex Officio* Member;
- (d) One (1) appointive member who is a member of the Philippine Bar, with at least ten (10) years of practice of law, preferably in the field of technology law, digital law, data privacy, cybersecurity, intellectual property, or corporate governance, who shall likewise serve as the Corporate Secretary of the Corporation; and
- (e) Three (3) appointive members from the private sector or academe with recognized competence and experience in information technology, digital systems, cybersecurity, data governance, digital infrastructure, or public sector innovation.

The appointive members shall serve for a term of five (5) years, with staggered initial terms and hold-over capacity, and shall comply with the fit-and-proper standards of the Governance Commission for Government-Owned or Controlled Corporations (GCG) pursuant to Republic Act No. 10149.

SECTION 12. *President and Chief Executive Officer (CEO).* – The Corporation shall have a President and Chief Executive Officer (CEO) who shall be appointed by the President of the Philippines. No person shall be appointed President and CEO unless he or she:

- (a) Is a citizen of the Philippines;
- (b) Has at least ten (10) years of experience as an information technology practitioner or in a closely related field;
- (c) Has a proven track record of leadership and performance in managing significant digital systems, platforms, or technology-driven organizations; and
- (d) meets the fit-and-proper standards prescribed by the Governance Commission for Government-Owned or Controlled Corporations (GCG).

The President and CEO shall serve for a term of five (5) years, and may be reappointed for the same term, unless earlier removed for cause in accordance with law.

SECTION 13. *Capitalization and Sources of Funds.* – The Corporation shall have an authorized capital stock of Fifty Billion Pesos (₱50,000,000,000.00), fully subscribed by the National Government, subject to appropriation by Congress. The funds of the Corporation shall be sourced from: (a) appropriations authorized in the General Appropriations Act; (b) lawfully realigned funds, subject to applicable laws and regulations; and (c) income and revenues generated from services provided to government agencies and, subject to safeguards, to private sector entities. Nothing in this Act shall be construed as an automatic appropriation of public funds. All funds of the Corporation shall be subject to audit by the Commission on Audit (COA) in accordance with existing auditing rules.

SECTION 14. *Authority to Provide Services to the Private Sector.* – The Corporation may provide digital products, platforms, infrastructure, engineering, and related technology services to private sector entities, provided that:

- (a) Such services are ancillary to and supportive of its public-sector mandate;
- (b) Public service delivery is not compromised;
- (c) Terms and conditions are transparent, non-discriminatory, and compliant with competition laws; and
- (d) Revenues derived therefrom are used exclusively to support and sustain government digital products, platforms, and services.

SECTION 15. *Revenue Generation and Financial Sustainability.* – The Corporation is authorized by this Act to operate on a service-fee or cost-recovery basis. This ensures the long-term stewardship, continuity, and evolution of national digital platforms through various revenue generation schemes, including but not limited to the following:

- (a) *Service Fees for Government Entities* – The Corporation is permitted to charge reasonable fees to government agencies, local government units, and other government-owned and controlled corporations (GOCCs) for the use of shared digital infrastructure, including GovCloud, managed APIs, and the national payment gateway.
- (b) *Private Sector Integration Fees* – Subject to strict data privacy safeguards and oversight from the National Privacy Commission (NPC) and the provisions of the Data Privacy Act, the Corporation may charge private sector entities for access to government-owned digital products or infrastructure services, such as secure authentication and data exchange interfaces.

- (c) *Ancillary Revenue* – Additional revenues may be generated from technical consultancy, digital engineering services, and the management of intellectual property arising from government digital products.
- (d) *Reinvestment of Earnings* – All income and revenues generated shall be used exclusively to support, maintain, and continuously improve government digital products and shared infrastructure.
- (e) *Fiscal Transparency* – All fees and pricing models shall be transparent, non-discriminatory, and subject to the review of the Governance Commission for GOCCs (GCG) to ensure they remain in the public interest.

SECTION 16. *Investment of Funds.* – The Corporation shall have the authority to invest its generated income and such portions of the Corporation's funds that are not needed to meet current operational requirements. To ensure the liquidity and safety of the funds, the Corporation shall invest with the care, foresight, and prudence that a "prudent man" would exercise in the management of his own affairs. The Corporation may invest in the following:

- (a) *Government Securities* – In bonds, securities, promissory notes, or other evidence of indebtedness of the Government of the Philippines, or in bonds and securities where the payment of principal and interest is guaranteed by the National Government.
- (b) *High-Grade Deposits* – In interest-bearing deposits and self-liquidating certificates of deposit with any government-owned bank or any domestic bank designated as a systemically important financial institution.
- (c) *Strategic Digital Assets* – In the acquisition or development of intellectual property, proprietary software, and critical digital infrastructure that provides a long-term technical return on investment for the State.
- (d) *Digital Transformation Projects* – In joint-venture agreements or public-private partnerships specifically aimed at scaling the National Tech Stack, provided that the Corporation retains control over the sovereign data and core architecture.
- (e) *Corporate Bonds* – In bonds or other evidence of indebtedness of any stable corporation with a track record of profitability for at least the last five (5) years and with a high credit rating from a reputable agency.

All income, dividends, and interests earned from these investments shall be credited to the Corporation's Digital Sustainability Fund and shall be used exclusively for the maintenance, upgrading, and continuous innovation of government digital services and infrastructure.

SECTION 17. *Abolition of the E-Government Unified Project Management Office (Egov-UPMO) under Section 7 of the E-Governance Act.* –

- (a) The functions, mandate, powers, responsibilities, programs, projects, personnel, and records of the E-Government Unified Management Project Office (Egov-UPMO), created under the E-Governance Act, are hereby transferred to and absorbed by the GovTech Philippines Corporation.
- (b) GovTech Philippines Corporation shall succeed to and assume all operational, technical, and project management functions of Egov-UPMO, including but not limited to the planning, development, integration, operation, maintenance, and lifecycle

management of government digital platforms, shared services, and e-government systems.

- (c) All ongoing projects, systems, platforms, and initiatives previously undertaken, coordinated, or supervised by Egov-UPMO shall continue without interruption and shall be deemed absorbed as projects of GovTech Philippines Corporation, ensuring permanent ownership and continuity of national platforms like eGov.ph.
- (d) All references to Egov-UPMO in existing laws, executive orders, rules and regulations, administrative issuances, and government instruments shall be deemed references to GovTech Philippines Corporation.
- (e) The transfer and absorption provided under this section shall be without prejudice to the policy-setting, standard-issuing, and oversight functions of the E-Governance Authority created under the E-Governance Act, which shall remain distinct from the execution and operational role of GovTech Philippines Corporation.

SECTION 18. *GOCC Governance and Oversight.* – The GovTech Philippines Corporation shall be subject to Republic Act No. 10149, otherwise known as the “GOCC Governance Act of 2011,” and all applicable rules, regulations, and circulars issued by the Governance Commission for Government-Owned or Controlled Corporations (GCG). The Corporation shall likewise be subject to audit by the Commission on Audit (COA) and such other accountability mechanisms as may be provided by law.

SECTION 19. *Coordination and Non-Duplication.* – The Corporation shall coordinate with the Department of Information and Communications Technology (DICT), the Department of Science and Technology (DOST), the National Privacy Commission (NPC), and other concerned agencies to ensure functional complementarity, avoid duplication, and promote the efficient delivery of digital government services.

The Corporation, upon approval of the Board, may designate specific digital services such as Cloud and Identity, Payments as "Mandatory Shared Services," which all government agencies must adopt to prevent redundant spending

SECTION 20. *Market Competitiveness and Benefits.* – Notwithstanding Republic Act No. 6758, as amended, and all laws, rules, and regulations regarding compensation standards—including the Salary Standardization Law and related issuances—this section covers the creation, reclassification, and rationalization of both plantilla and non-plantilla positions, including project-based, fixed-term, and contract engagements for highly specialized expertise. All actions will be in accordance with applicable civil service, procurement, and auditing laws.

SECTION 21. *Technical Specialist Track.* – To attract top-tier engineering talent essential for a GovTech model, the GovTech Philippines Corporation shall create a dual-career path, ensuring technical experts, including software architects, cybersecurity engineers, data scientists, and other identified specialists, receive compensation and benefits that are competitive with the private sector, regardless of their administrative or managerial status. As such, the Corporation shall implement and establish a:

- (a) Performance-Based Incentives based on technical milestones and service delivery performance, rather than seniority; and
- (b) National Digital Academy that operates as a training arm to continuously upskill government employees in agile methodologies, data science, and user-experience (UX) design.

SECTION 22. *Implementing Rules and Regulations.* – Within ninety (90) days from the effectivity of this Act, the Office of the President, in coordination with the Governance Commission for Government-Owned or Controlled Corporations (GCG), the Department of Information and Communications Technology (DICT), the Department of Budget and Management (DBM), the Commission on Audit (COA), and other relevant agencies, shall promulgate the Implementing Rules and Regulations (IRR) necessary for the effective implementation of this Act. No provision of the IRR shall expand, diminish, or contradict the provisions of this Act.

SECTION 23. *Annual Report.* – The Corporation shall submit an annual report to the President of the Philippines and to Congress, detailing its financial condition, operations, performance, and the status of government digital products, platforms, and infrastructure under its management.

SECTION 24. *Separability Clause.* – If any provision of this Act is declared unconstitutional or invalid, the other provisions not affected thereby shall remain in full force and effect.

SECTION 25. *Repealing Clause.* – All laws, decrees, executive orders, rules, and regulations or parts thereof inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 26. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,