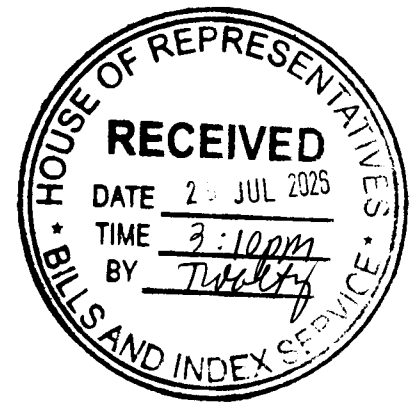


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. 10369



Introduced by Representative AGATHA PAULA "AGAY" A. CRUZ

EXPLANATORY NOTE

Many young Filipinos stand at the difficult intersection of education, work, poverty, and opportunity. The Philippine Statistics Authority reported that the youth¹ labor force participation rate decreased to 29.5 percent in July 2025 from 34.2 percent in July 2024 and 31.8 in April 2025, while the youth underemployment rate reached 13.7 percent, higher than underemployment rate in July 2024 and April 2025.² Additionally, the proportion of youth not in education, employment, or training increased to 15.9 percent from 13.9 percent in July 2024.³ These numbers reveal that talent is available, but the gap from education to meaningful work is too wide.

This bill seeks to institutionalize the Department of Labor and Employment's Government Internship Program (GIP) and convert it into a coherent national system with clear standards, transparent selection, proper mentoring, adequate safeguards, reliable funding, and measurable outcomes. Building on existing policy experience, GIP shall provide structured, compensated, merit-based, and supervised internship opportunities for qualified senior high school, college, and technical-vocational learners, as well as recent graduates, who aspire to serve in government.

The public sector is well-positioned to become a national classroom for civic competence. As of June 2025, the Civil Service Commission recorded 2,098,943 government personnel, composed of 1,873,504 career service employees and 225,439 non-career service employees, across the government bureaucracy.⁴ This vast public sector workforce can help train young Filipinos in the habits of good government: punctuality, integrity, documentation, courtesy, accountability, confidentiality, and service.

The bill establishes clear standards for selection, placement, training, mentoring, compensation, evaluation, certification, and post-internship monitoring. It requires

¹ Aged 15 to 24 years old

² Participation in the labor force in July 2025 decreased to 48.64 million Filipinos aged 15 years and over, PHILIPPINE STATISTICS AUTHORITY, 10 September 2025, available at <https://psa.gov.ph/statistics/labor-force-survey/node/1684080098>

³ Ibid.

⁴ Inventory of Government Human Resource as of June 30, 2025, CIVIL SERVICE COMMISSION, 10 October 2025, available at <https://www.csc.gov.ph/phocadownload/userupload/irmo/ighr/2025/IGHR%20REPORT%20AS%20OF%20JUNE%2030%202025.pdf>

internship agreements, individual learning plans, ethics orientation, timely stipend payment, and inclusive participation.

It also protects both interns and institutions. Interns may not be used as substitutes for regular, casual, contractual, coterminous, or job-order personnel, nor assigned to personal errands, unofficial functions, hazardous work, or partisan political activities. The bill further requires confidentiality undertakings and orientation on data privacy, cybersecurity, records management, and ethical conduct.

With this measure, we give the youth more than hope. We give them access, mentorship, learning plan, and a pathway to meaningful civic participation and possible employment. In doing so, we give the hope of the nation not only an invitation to serve, but the training to serve well.

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


AGATHA PAOLA "AGAY" AGUILAR CRUZ
Representative, Fifth Legislative District of Bulacan

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. 10369

Introduced by Representative AGATHA PAULA “AGAY” A. CRUZ

AN ACT
ESTABLISHING A STRUCTURED, COMPENSATED, AND MERIT-BASED
GOVERNMENT INTERNSHIP PROGRAM FOR QUALIFIED YOUTH,
PROVIDING STANDARDS AND FUNDS THEREFOR, AND FOR OTHER
PURPOSES

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

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

4 **Section 2. Declaration of Policy.** – It is hereby declared the policy of the State to
5 recognize the vital role of the youth in nation-building, to promote and protect their
6 physical, moral, spiritual, intellectual, and social well-being, to inculcate in them
7 patriotism and nationalism, and to encourage their involvement in public and civic affairs.
8

9 Towards the end, State shall likewise promote meaningful opportunities for young
10 Filipinos to understand, participate in, and contribute to public service, consistent with
11 the principles of democratic governance, public accountability, merit and fitness, and
12 ethical public service.
13

14 Pursuant to this policy, the State shall institutionalize a Government Internship
15 Program that provides qualified senior high school, college, and technical-vocational
16 learners, as well as recent graduates, with structured, compensated, merit-based,
17 inclusive, and supervised practical learning experiences in government. The Program
18 shall be designed to develop civic competence, professional discipline, ethical conduct,
19 and public service orientation among the youth.
20

21 **Section 3. Definition of Terms.** – As used in this Act:
22

23 (a) *Government Internship Program (GIP)* refers to the structured, compensated,

1 supervised, and time-bound learning and public service exposure program
2 established under this Act;

3
4 (b) *GIP Certificate* refers to the certification issued to an intern who has
5 satisfactorily completed the internship requirements and competency
6 assessment under this Act and its implementing rules and regulations;

7
8 (c) *GIP Graduate* refers to an intern who has satisfactorily completed the full
9 duration of the Program, complied with all requirements, and has been issued
10 a GIP Certificate;

11
12 (d) *Intern* refers to a Filipino citizen who is a qualified senior high school, college,
13 or technical-vocational learner, or a recent graduate, selected in accordance
14 with this Act and its implementing rules and regulations, and placed in a
15 participating institution for supervised practical training;

16
17 (e) *Internship* refers to supervised practical training in a regular work environment
18 within a participating institution for a period prescribed under this Act, based
19 on approved training modules, an internship agreement, and an individual
20 learning plan;

21
22 (f) *Participating Institution* refers to any department, bureau, office, agency,
23 instrumentality, state university and college (SUC), local government unit
24 (LGU), government-owned or -controlled corporation (GOCC), government
25 financial institution (GFI), or other government entity implementing the GIP
26 pursuant to this Act;

27
28 (g) *Individual Learning Plan* refers to the written plan approved by the participating
29 institution that states the intern's office assignment, learning objectives,
30 expected outputs, training modules, mentoring arrangements, performance
31 standards, and evaluation schedule;

32
33 (h) *Mentor* refers to the intern's direct supervisor, or any qualified officer or
34 employee designated by the participating institution, who shall guide, coach,
35 supervise, and evaluate the intern during the internship period; and

36
37 (i) *Recent Graduate* refers to a person who has completed a senior high school,
38 college, technical-vocational, or other post-secondary program within the
39 period prescribed by the implementing rules and regulations.

40
41 **Section 4. Objectives.** – A GIP is hereby established as a structured employment
42 pathway learning, training, and public service exposure program for the youth to build
43 competencies for a career in public service. It shall have the following objectives:
44

- (a) To provide young Filipinos with opportunities to acquire practical and hands-on learning experiences in the various facets of public service within national government agencies, LGUs, SUCs, GOCCs, GFIs, and other participating government institutions, and to cultivate in them the values, ethics, and competencies required of future public sector leaders;
- (b) To facilitate access to employment opportunities in the private or public sector by providing recent graduates with soft skills, technical skills, professional values, workplace discipline, public service orientation, and work experience;
- (c) To assist senior high school, college, and technical-vocational students in augmenting their educational expenses through compensated internships that promote both learning and productivity; and
- (d) To establish transparent, merit-based, inclusive, and accountable standards for the selection, placement, mentoring, evaluation, certification, and post-internship monitoring of interns.

Section 5. *Government Internship Program.* – The GIP shall be an on-the-job training modality designed to develop competencies for a career in public service, pursuant to the objectives provided in Section 4 of this Act. The internship shall be a year-round, hands-on training program at participating institutions, based on standard modules, individual learning plans, internship agreements, and guidelines.

The internship shall be for a duration of not less than three (3) months but not more than six (6) months, except when a shorter or longer period is required by an academic or technical-vocational curriculum, specialized training requirement, or other justified circumstance, as may be approved under the implementing rules and regulations.

The GIP shall be primarily educational and developmental in character. It shall not create an employer-employee relationship between the intern and the participating institution. No intern shall acquire civil service eligibility, security of tenure, plantilla status, or any vested right to employment in government by reason of participation in or completion of the Program.

Section 6. *Inter-Agency Committee on the Government Internship Program.* – An Inter-Agency Committee on GIP (IAC-GIP) is hereby created to serve as the policy-setting, coordinating, monitoring, and oversight body for the effective implementation of this Act.

The CSC shall chair the IAC-GIP, with members from the National Youth Commission (NYC), Department of Labor and Employment (DOLE), Department of the Interior and Local Government (DILG), Department of Education (DepEd), Commission on Higher Education (CHED), Technical Education and Skills Development Authority (TESDA), and Department of Budget and Management (DBM), and such other agencies

as may be determined in the implementing rules and regulations.

The IAC-GIP shall perform the following functions:

- (a) Formulate national policies, standards, training modules, competency frameworks, monitoring indicators, and guidelines for the implementation of the GIP;
- (b) Prescribe standards for Internship Agreements, Individual Learning Plans, selection and placement, mentoring, evaluation, certification, grievance handling, confidentiality, data privacy, ethical conduct, and reasonable accommodation;
- (c) Recommend measures to ensure the inclusion of persons with disabilities (PWDs), Indigenous Cultural Communities (ICCs)/Indigenous Peoples (IPs), and other marginalized youth;
- (d) Coordinate with participating institutions to ensure proper implementation of the Program and avoid duplication with existing student internship, practicum, apprenticeship, or employment facilitation programs;
- (e) Require participating institutions to submit periodic and terminal reports in the form and within the period prescribed under the implementing rules and regulations;
- (f) Regularly review the accomplishments and outcomes of the Program, including the employability, placement, and retention rates of GIP graduates;
- (g) Monitor and evaluate the implementation of the Program, including its fiscal impact, number and profile of interns, participating institutions, geographic distribution, inclusion outcomes, completion rates, stipend payment compliance, grievances filed and resolved, and post-internship employment or education outcomes;
- (h) Review policy, operational, fiscal, and administrative issues affecting the implementation of the Program and recommend measures to strengthen, rationalize, improve, and sustain the same; and
- (i) Submit an annual report to the President of the Philippines and to Congress not later than June 30 of the following year, containing its findings, policy recommendations to strengthen and sustain the Program, and recommendations for improvement.

The annual report shall include the fiscal impact of the Program, number and profile of interns, participating institutions, geographic distribution, inclusion outcomes, completion rates, grievances filed and resolved, stipend payment compliance, post-internship employment or education outcomes, employability, placement, and retention rates of GIP graduates, and recommendations for improvement.

The annual report shall be made publicly available, subject to applicable data privacy laws, rules, and regulations.

Participating institutions shall submit reports to the CSC and the IAC-GIP within thirty (30) days after the end of every internship term, or within such period as may be prescribed under the implementing rules and regulations. The reports shall contain the number and profile of interns, offices of assignment, completion rates, stipend payments, grievances filed and resolved, inclusion indicators, post-internship employment or education outcomes, and recommendations for improvement.

Section 7. *Qualifications of Interns.* – To qualify for the GIP, an applicant shall:

- (a) Be a Filipino citizen;
- (b) Be at least eighteen (18) years of age but not more than thirty (30) years of age at the time of application: *Provided*, That senior high school learners who are below eighteen (18) years of age may be admitted only under conditions prescribed in the implementing rules and regulations, including parental or guardian consent, school endorsement, appropriate supervision, and compliance with applicable child protection, occupational safety, and welfare standards;
- (c) Be a senior high school, college, or technical-vocational learner, or a recent graduate, as defined under this Act and its implementing rules and regulations;
- (d) Belong to a family whose income does not exceed the applicable regional poverty threshold, or such other income threshold as may be prescribed under the implementing rules and regulations to prioritize disadvantaged applicants;
- (e) Possess the minimum qualifications, skills, or competencies required for the internship placement, as may be determined by the participating institution in accordance with CSC and IAC-GIP guidelines;
- (f) Not have previously completed the GIP under this Act, except in meritorious cases as may be allowed under the implementing rules and regulations; and
- (g) Not be related within the third civil degree of consanguinity or affinity to any official or employee of the participating institution who exercises authority, supervision, or influence over the selection, placement, supervision, evaluation, or certification of the applicant.

No applicant shall be discriminated against on account of sex, gender, gender identity or expression, civil status, disability, ethnicity, religion, political affiliation, economic status, or other similar grounds, subject to the qualifications and reasonable requirements prescribed under this Act and its implementing rules and regulations.

The CSC, in consultation with the IAC-GIP, shall prescribe the documentary requirements, selection criteria, and procedures for determining the qualifications of applicants under this section.

Section 8. *Selection and Placement of Interns.* – The selection and placement of interns shall be conducted through an open, transparent, merit-based, and inclusive process using criteria prescribed by the CSC, in consultation with the IAC-GIP.

Participating institutions shall publish the list of available internship slots, office assignments, minimum qualifications, documentary requirements, selection criteria, application period, and final list of selected interns on their official website, social media page, bulletin board, or other accessible platform, subject to applicable data privacy laws, rules, and regulations.

Placement of interns shall be based on the applicant's qualifications, skills, field of study or training, learning objectives, preferred career track, and the capacity of the participating institution to provide meaningful supervision, mentoring, and learning opportunities.

No person shall unduly influence, interfere with, or manipulate the selection, placement, supervision, evaluation, or certification of interns. Any violation of this section shall be dealt with in accordance with applicable civil service, administrative, criminal, and other laws, rules, and regulations.

Section 9. *Obligations of Participating Institutions.* – Each participating institution shall designate an internship facilitator or coordinator who shall administer the GIP within the institution and ensure compliance with this Act, its implementing rules and regulations, and the guidelines issued by the CSC and the IAC-GIP.

For this purpose, each participating institution shall:

- (a) Register its internship program, available internship slots, office assignments, training modules, and other required information in the CSC database and monitoring system;
- (b) Prepare an internship plan consistent with its mandate, functions, programs, staffing capacity, and ability to provide meaningful supervision and training;
- (c) Ensure that all internship assignments are related to its official functions and are within the scope of the CSC-registered internship program;
- (d) Prohibit the assignment of interns to personal errands, unofficial functions, partisan political activities, hazardous work, or tasks unrelated to the approved internship plan;
- (e) Designate qualified mentors or supervisors who shall guide, coach, supervise, and evaluate interns during the internship period;
- (f) Require the internship facilitator, coordinator, mentors, and other responsible personnel to undergo orientation or training on the administration of the Program, including selection, placement, mentoring, evaluation, grievance

1 handling, data privacy, confidentiality, ethical standards, and reasonable
2 accommodation;

3
4 (g) Conduct information dissemination and recruitment activities in coordination
5 with the DepEd, CHED, TESDA, NYC, DILG, LGUs, educational institutions,
6 and other appropriate agencies or organizations;

7
8 (h) Adopt transparent, merit-based, inclusive, and accessible procedures for the
9 screening, selection, and placement of interns, in accordance with the
10 qualifications prescribed under this Act and the standards issued by the CSC
11 and the IAC-GIP;

12
13 (i) Provide orientation and onboarding to interns before deployment, which shall
14 include the following:

15 (1) The rationale, objectives, and rules of the GIP;

16 (2) The mandate, organizational structure, programs, projects, policies, and
17 procedures of the participating institution;

18 (3) The approved internship assignment, learning objectives, expected
19 outputs, training hours, performance standards, and evaluation criteria;

20 (4) Work ethics, professionalism, gender sensitivity, inclusivity, reasonable
21 accommodation, and interpersonal relations;

22 (5) The Code of Conduct and Ethical Standards for Public Officials and
23 Employees under Republic Act No. 6713; and

24 (6) Data privacy, confidentiality, cybersecurity, records management, conflict
25 of interest, and restrictions on access to confidential, classified, privileged,
26 personal, or sensitive information;

27
28 (j) Execute an Internship Agreement and approve an Individual Learning Plan for
29 each intern before deployment;

30
31 (k) Ensure the timely payment of stipends and authorized benefits, subject to
32 applicable budgeting, accounting, and auditing laws, rules, and regulations;

33
34 (l) Provide reasonable accommodation and appropriate support mechanisms for
35 interns who are PWDs, members of ICCs/IPs, or members of other
36 marginalized sectors;

37
38 (m) Evaluate the performance and learning progress of each intern at least twice
39 during the internship period, using standards prescribed by the CSC and the
40 IAC-GIP;

41
42 (n) Maintain complete and updated records on the selection, placement,
43 attendance, performance, evaluation, stipend payment, grievances,
44 completion, and certification of interns; and

(o) Submit periodic and terminal reports to the CSC and the IAC-GIP within the period and in the form prescribed under the implementing rules and regulations.

The participating institution shall remain accountable for ensuring that the Program is implemented as a supervised learning and public service exposure program.

Section 10. *Internship Agreement and Individual Learning Plan.* – Before deployment, the participating institution and the intern shall execute an Internship Agreement, which shall include the duration of the internship, office assignment, learning objectives, scope of work, expected outputs, stipend, training hours, mentoring arrangements, evaluation criteria, grievance mechanism, confidentiality obligations, grounds for termination, and other relevant conditions.

The Internship Agreement shall be accompanied by an Individual Learning Plan approved by the designated internship facilitator or coordinator and the mentor. The Individual Learning Plan shall be consistent with the mandate of the participating institution and shall be primarily educational and developmental in character.

Section 11. *Non-Displacement of Personnel.* – No intern shall be assigned to perform functions that are necessary and desirable to the usual business or operations of the participating institution in substitution for regular, casual, contractual, coterminous, or job-order personnel. The engagement of interns shall not be used to fill vacant plantilla positions, avoid the creation of necessary positions, replace existing personnel, or circumvent civil service, labor, procurement, budgeting, accounting, or auditing laws, rules, and regulations.

Section 12. *Internship Allowance and Training Hours.* – Upon entry into the internship program, interns shall be provided with a stipend in an amount equivalent to one hundred percent (100%) of the existing rate of Step 1, Salary Grade 1, pursuant to Republic Act No. 11466, as amended, otherwise known as the “Salary Standardization Law of 2019,” or any subsequent law modifying the compensation schedule for civilian government personnel, and shall be non-taxable to the extent allowed by applicable tax laws, rules, and regulations.

The stipend shall be a training allowance and shall not be considered salary, wage, compensation for plantilla service, or proof of employer-employee relationship between the intern and the participating institution.

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

1 Subject to budgeting, accounting, and auditing rules and regulations, the
2 institution shall may provide additional entitlements to the interns, 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, or
6 beyond office hours;
- 7 (c) Incentives and rewards in acknowledgement of remarkable achievements,
8 including punctuality, perfect attendance, outstanding performance, or
9 exemplary public service conduct; and
- 10 (d) Social protection, such as, but not limited to, accident insurance with either
11 private or public insurance entities, where legally and administratively
12 applicable.

13
14 Training hours shall be consistent with the approved Individual Learning Plan and
15 applicable laws, rules, and regulations. Work beyond regular office hours, during
16 weekends, or on holidays shall be allowed only when necessary for official activities,
17 subject to prior written approval, appropriate supervision, and compensatory time off.

18
19 **Section 13. Commencement of Internship.** – Upon qualification, the internship
20 program shall commence upon the issuance of the Order of Acceptance between the
21 intern and the participating institution.

22
23 The Internship Agreement shall be signed by the intern and by the designated
24 internship facilitator or coordinator on behalf of the head of the participating institution.
25 It shall clearly outline the terms of reference, scope of work, duration of the internship,
26 training hours, stipend, learning objectives, confidentiality obligations, and other relevant
27 conditions.

28
29 **Section 14. Confidentiality, Data Privacy, and Ethical Standards.** – Interns shall
30 comply with applicable laws, rules, and regulations on confidentiality, data privacy,
31 cybersecurity, records management, and ethical conduct in public service. No intern shall
32 be given access to confidential, classified, privileged, or sensitive information except when
33 necessary for the approved Individual Learning Plan and under the direct supervision of
34 authorized personnel.

35
36 All interns shall execute a confidentiality undertaking before deployment. Any
37 violation of confidentiality, data privacy, cybersecurity, records management, or ethical
38 standards shall be a ground for termination of the internship, without prejudice to civil,
39 criminal, or administrative liability under applicable laws, rules, and regulations.

40
41 **Section 15. Termination of Internship.** – The Internship Agreement may be
42 terminated by either party for just cause, subject to due notice and the grievance
43 mechanism established under this Act.

1 (a) *By the participating institution.* The internship may be terminated on any of the
2 following grounds:

- 3 (1) Habitual absenteeism or tardiness of the intern;
- 4 (2) Willful disobedience by the intern of the institution's rules or
- 5 insubordination of to a lawful order of a supervisor;
- 6 (3) Theft, fraud, dishonesty, or malicious destruction of the institution's
- 7 property by the intern;
- 8 (4) Engaging in violence, harassment, discrimination, or other forms of
- 9 misconduct in the internship or institution's premises by the intern;
- 10 (5) Continued poor performance despite written warnings and mentoring
- 11 interventions;
- 12 (6) Unauthorized disclosure, misuse, or mishandling of confidential, classified,
- 13 privileged, personal, or sensitive information;
- 14 (7) Misrepresentation or falsification of eligibility, application, attendance, or
- 15 performance records; or
- 16 (8) Other analogous causes as may be provided in the implementing rules and
- 17 regulations.

18
19 (b) *By the intern.* The internship may be terminated on any of the following
20 grounds:

- 21 (1) Substandard, unsafe, or harmful working conditions within the
- 22 institution's premises;
- 23 (2) Cruel, inhumane, discriminatory, or degrading treatment;
- 24 (3) Prolonged illness or other circumstances rendering the intern unable to
- 25 continue participation; or
- 26 (4) Material deviation from the approved Internship Agreement or Individual
- 27 Learning Plan without the intern's consent.

28
29 Either party shall provide written notice of intent to terminate, specifying the
30 grounds therefor. In the event of termination, the institution may select a replacement
31 intern, subject to the same screening and selection procedures.

32
33 Nothing in this section shall preclude the filing of an appropriate complaint before
34 the participating institution, CSC, or any other competent authority.

35
36 **Section 16. Completion, Certification, and Competency Record.** – A GIP Certificate
37 shall be issued only to interns who have satisfactorily completed the internship
38 requirements and competency assessment under this Act and its implementing rules and
39 regulations. The certificate shall be accompanied by a competency record indicating the
40 training modules completed, skills demonstrated, performance rating, attendance record,
41 and recommended areas for further development.

42
43 The CSC, in coordination with the IAC-GIP, shall prescribe the standards, form,
44 and procedure for the issuance of the GIP Certificate and competency record.

1
2 **Section 17. *Preference in Hiring.*** – A GIP graduate who meets the qualification
3 standards, eligibility requirements, and other conditions for appointment to a vacant
4 government position may be given preference in the recruitment and selection process,
5 consistent with merit and fitness principles, equal opportunity principles, and existing
6 civil service laws, rules, and regulations.
7

8 **Section 18. *Civil Service Eligibility.*** – To further strengthen the employment
9 prospects of GIP graduates, all interns shall be encouraged to take the appropriate civil
10 service examination upon completion of their internship. Passing the examination shall
11 qualify them for appointment to permanent positions in government, subject to existing
12 civil service laws, rules, and regulations, qualification standards, and applicable
13 recruitment and selection procedures.
14

15 The CSC may provide information materials, orientation sessions, or referral
16 mechanisms to assist qualified GIP graduates in preparing for and accessing civil service
17 eligibility examinations, subject to availability of funds and applicable rules.
18

19 **Section 19. *Grievance Committee.*** – A Grievance Committee shall be constituted
20 in every participating institution to address complaints or disputes arising from the
21 implementation of the internship program.
22

23 The Committee shall be composed of officials and representatives of the institution
24 with jurisdiction over the internship, including, when practicable, the human resource
25 management officer, legal officer, gender and development focal person, and a
26 representative designated to handle youth or internship concerns. It shall have the initial
27 authority to investigate and resolve such complaints in accordance with applicable laws,
28 rules, and regulations.
29

30 If the Committee fails to render a decision within a reasonable period, or if the
31 complaint involves any of its members, the matter shall be referred to the CSC for
32 appropriate action.
33

34 The grievance mechanism shall be accessible, confidential, gender-responsive,
35 child-sensitive when applicable, and protective against retaliation.
36

37 **Section 20. *Program Management.*** – The CSC shall serve as the overall program
38 manager of the GIP and shall provide the necessary technical and administrative
39 assistance to all participating institutions. The CSC's regional and field offices shall
40 supervise and monitor the implementation of the Program in their respective jurisdiction
41 jurisdictions, and shall conduct regular training for the effective the implementation of
42 the GIP.
43

44 The CSC shall establish and maintain a centralized GIP registry and monitoring

1 system, which shall contain relevant information on participating institutions, internship
2 slots, selected interns, completion rates, stipend payments, certificates issued, grievances,
3 inclusion indicators, and post-internship outcomes, subject to data privacy laws.

4
5 **Section 21. Congressional Review.** – Within five (5) years from the effectivity of
6 this Act, the IAC-GIP shall submit to Congress a comprehensive evaluation of the
7 Program, including its fiscal impact, effectiveness in improving youth employability,
8 contribution to public sector recruitment, inclusion outcomes, administrative feasibility,
9 and recommendations on continuation, expansion, modification, or rationalization.

10
11 **Section 22. Appropriations.** – The amount necessary for the initial implementation
12 of this Act shall be charged against the current year’s appropriations of the participating
13 institutions, subject to availability of funds and applicable budgeting, accounting, and
14 auditing laws, rules, and regulations.

15
16 Thereafter, such sums as may be necessary for the continued implementation of
17 the GIP shall be included in the annual General Appropriations Act under the budgets of
18 the participating institutions, subject to the usual budget preparation process and in
19 accordance with DBM guidelines.

20
21 Participating institutions may allocate funds for GIP from their Maintenance and
22 Other Operating Expenses or other appropriate funding sources, subject to existing laws,
23 rules, and regulations. LGUs may fund the implementation of the GIP from legally
24 available local funds, subject to applicable budgeting, accounting, and auditing rules.

25
26 **Section 23. Implementing Rules and Regulations.** – Within ninety (90) days from
27 the effectivity of this Act, the CSC, in coordination with the DOLE, DILG, DepEd, CHED,
28 TESDA, NYC, and DBM, shall promulgate the rules and regulations necessary for the
29 effective implementation of this Act.

30
31 The implementing rules and regulations shall include standards on eligibility,
32 selection, inclusion targets, reasonable accommodation, internship agreements,
33 individual learning plans, training modules, working hours, stipend processing,
34 mentoring, evaluation, certification, grievance handling, confidentiality, data privacy,
35 monitoring, reporting, and post-internship tracking.

36
37 **Section 24. Separability Clause.** – If any part or provision of this Act is held
38 unconstitutional or invalid, the remainder thereof not otherwise affected shall remain in
39 full force and effect.

40
41 **Section 25. Repealing Clause.** – All laws, executive orders, presidential decrees,
42 administrative orders, rules and regulations, issuances, or parts thereof inconsistent with
43 or contrary to the provisions of this Act are hereby repealed or amended accordingly.

1 **Section 26. Effectivity.** – This Act shall take effect fifteen (15) days after its
2 complete publication in the *Official Gazette* or in a newspaper of general circulation.
3

4 *Approved,*