

EIGHTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
*First Regular Session* )



Senate  
Office of the Secretary

SENATE

'19 AUG 27 P5:18

S. No. 968

RECEIVED BY: 

Introduced by Senator Ralph G. Recto

**AN ACT**

**STRENGTHENING THE CITIZEN ARMED FORCES OF THE PHILIPPINES, REINSTITUTING FOR THE PURPOSE A MANDATORY RESERVE OFFICERS' TRAINING CORPS (ROTC) PROGRAM IN THE CURRICULUM OF ALL UNDERGRADUATE DEGREE, DIPLOMA, CERTIFICATE OR TECHNICAL-VOCATIONAL PROGRAMS IN PUBLIC AND PRIVATE TERTIARY-LEVEL EDUCATIONAL INSTITUTIONS, APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES**

EXPLANATORY NOTE

A reserve force performs important missions in the security of the State and its people. Under the current policy regime, the country's reserve force provides the base for the expansion of the Armed Forces of the Philippines in the event of war, invasion or rebellion. It also assists in relief and rescue operations during disaster or calamities, in socioeconomic development programs of government and in the operation and maintenance of essential government or private utilities. As such, it is critical that the reserve force remains organized, manned and equipped to respond to the exigencies of the times.

The Reserve Officers' Training Corps (ROTC) Program is one of the avenues through which reservists are recruited into the reserve force. Under the ROTC Program, military training is provided to students enrolled in colleges, universities and other similar institutions of learning, after which they are conferred with enlisted ranks and assigned to reserve units. By making the ROTC Program a requirement for graduation under Republic Act No. 7077, otherwise known as the "*Citizen Armed Forces of the Philippines Reservist Act*," the program provided an effective manner to recruit able-bodied men into the Reserve Force. A mandatory ROTC Program,

however, also provided an avenue for unscrupulous individuals to commit violence, corruption and other offenses that tarnished an otherwise praiseworthy undertaking. These crimes and offenses prompted Congress to enact a law to make the military training voluntary, and to provide more options to comply with the national service training requirements.

The problems of a voluntary military training program, however, has been apparent since the implementation of Republic Act No. 9163, otherwise known as the "*National Service Training Program (NSTP) Act of 2001.*" The enrollment of students in the ROTC Program steadily declined, to the point that UP Vanguard, Inc. estimated that only 14% of all NSTP graduates have undergone military training. The academic and administrative supervision over the design, formulation, and adoption and implementation of the NSTP has been delegated to individual schools, creating a fragmented organization for training and mobilizing reservists. This policy regime resulted in a citizen armed force lacking in terms of number and training given the demands of disaster risk reduction and management, let alone the exigencies of a state of war or lawless violence. As such, there is a need to establish measures to address the inadequacy of the law for, as the Court ruled, the constitutional duty of the Government to defend the State cannot be performed except through an army... to leave the organization of an army to the will of the citizens would be to make this duty of the Government excusable should there be no sufficient men who volunteer to enlist therein<sup>1</sup>.

This bill seeks to reinstitute the ROTC Program as a mandatory component in the curriculum of all undergraduate degree, diploma, certificate or technical-vocational programs in public and private tertiary-level educational institutions nationwide. Additionally, it addresses several prevailing issues and concerns in the training and mobilization of reservists. This bill seeks to ensure that the ROTC program remains relevant by including training on external and territorial defense, internal security operation, public safety administration, and disaster relief and risk reduction

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<sup>1</sup> *People of the Philippines vs. Tranquilino Lagman*. G.R. No. L-45892. July 13, 1938.

management in the ROTC Program. This bill likewise addresses the fragmented structure of the NSTP Program by allowing the Department of National Defense, in coordination with other government agencies concerned, to develop a standard program of instruction to be implemented by all ROTC Units nationwide. This bill also intends to deter ROTC Officers and administrators of ROTC Units from committing offenses by providing more stringent penalties for crimes such as sexual harassment, hazing, bribery and extortion, among others. Finally, to ensure the readiness of reserve officers, the bill establishes a mechanism for mobilization and training to be implemented throughout the incumbency of a reservist in the Reserve Officer Corps.

These measures are undertaken to ensure that the youth – the most valuable resource of the nation – is instilled with a sense of patriotism, civic responsibility and discipline while being trained and organized for the noble purpose of serving the country.

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



**RALPH G. RECTO**

/mdg





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**AN ACT**  
**STRENGTHENING THE CITIZEN ARMED FORCES OF THE PHILIPPINES,**  
**REINSTITUTING FOR THE PURPOSE A MANDATORY RESERVE OFFICERS'**  
**TRAINING CORPS (ROTC) PROGRAM IN THE CURRICULUM OF ALL**  
**UNDERGRADUATE DEGREE, DIPLOMA, CERTIFICATE OR TECHNICAL-**  
**VOCATIONAL PROGRAMS IN PUBLIC AND PRIVATE TERTIARY-LEVEL**  
**EDUCATIONAL INSTITUTIONS, APPROPRIATING FUNDS THEREFOR, AND**  
**FOR OTHER PURPOSES**

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

**ARTICLE I**

**GENERAL PROVISIONS**

1  
2  
3 Section 1. *Short Title.* – This Act shall be known as the "*Revitalized Reserve*  
4 *Officers' Training Corps Act*".

5 Sec. 2. *Declaration of Policy.* – It is hereby declared the policy of the State to  
6 recognize the vital role of the youth in nation-building, to promote and protect their  
7 physical, moral, spiritual, intellectual, and social well-being, to inculcate unto them the  
8 value of patriotism, and to encourage their involvement in public and civic affairs.  
9 Towards this end, the State shall educate, train, equip, and organize the youth sector  
10 into a capable pool of reserve officers by reinstating a mandatory Reserve Officers'  
11 Training Corps (ROTC) Program in the curriculum of all undergraduate degree,  
12 diploma or certificate programs in all public and private tertiary-level educational  
13 institutions in the country, allowing the State to organize and maintain a pool of  
14 capable reservists ready to respond to the exigencies of hostilities, crises, calamities  
15 and other contingencies both in the national and local levels.

1 **ARTICLE II**

2 **RESERVE OFFICERS' TRAINING CORPS PROGRAM**

3 *Sec. 3. Reinstitution of the Reserve Officers' Training Corps Program.* – The  
4 ROTC Program is hereby reinstated as a mandatory component in the curriculum of  
5 all undergraduate degree, diploma or certificate programs in public and private  
6 tertiary-level educational institutions in the country.

7 *Sec. 4. Coverage.* – All students enrolled in undergraduate degree, diploma or  
8 certificate programs in public and private tertiary-level educational institutions in the  
9 country shall be required to undergo the ROTC Program.

10 *Sec. 5. Exemptions From Enrolment.* – Every student enrolled in undergraduate  
11 degree, diploma or certificate programs in public and private tertiary-level educational  
12 institutions shall be required to undergo the Basic ROTC Program as provided in  
13 Section 7 of this Act, except for students with the following circumstances:

14 a) Those who are physically or mentally unfit to render military duty as certified  
15 by a military medical officer;

16 b) Those whose religious beliefs proscribe any aspect of military or national  
17 service such as, but not limited to, using firearms and other deadly weapons, training  
18 in warfare tactics and combat operations, or rendering service in military and other  
19 similar institutions;

20 c) Those who have been convicted by final judgment of criminal offenses  
21 involving moral turpitude;

22 d) Those foreign students enrolled in undergraduate degree, diploma or  
23 certificate program offered by any tertiary-level educational institution in the country;

24 e) Those who have undergone similar military training from a previous degree,  
25 diploma, certificate or technical-vocational program; and

26 f) Those with circumstances that may impede the realization of the objectives  
27 of the ROTC Program as determined by the Department of National Defense (DND).

28 The students with circumstances enumerated above, with the exception of  
29 students with circumstances stipulated in item (e), shall undergo a Special National  
30 Service Training Program as provided in Section 10 of this Act.



1           Sec. 6. *ROTC Units in Tertiary-Level Educational institutions.* – All public and  
2 private tertiary level educational institutions including Technical-Vocational Institutions  
3 (TVIs) shall establish and maintain an ROTC Unit in their respective campuses with  
4 the primary duty of implementing the Basic and Advanced ROTC Program, and the  
5 Special National Service Training Program as provided for in this Act: *Provided,* That  
6 the DND shall prescribe the minimum organization and staffing requirements of ROTC  
7 Units.

8           Sec. 7. *Basic ROTC Training Program.* – A Basic ROTC Program shall be  
9 established as a mandatory component in the curriculum of all undergraduate degree,  
10 diploma or certificate programs in public and private tertiary-level educational  
11 institutions in the country.

12           Sec. 8. *Components of Basic ROTC Program.* – Subject to a program of  
13 instruction to be prescribed by the DND in coordination with other government  
14 agencies concerned, the Basic ROTC Program shall have the following components:

- 15           a) Training on External and Territorial Defense;
- 16           b) Training on Internal Security, Peace and Order, and Public Safety; and
- 17           c) Training on Disaster Risk Reduction and Management.

18           Sec. 9. *Advanced ROTC Training Program.* – An Advanced ROTC Program shall  
19 be established which may be pursued by undergraduate degree students on a  
20 voluntary basis. Students enrolled in the Advanced ROTC Program shall comprise the  
21 Officer Corps of their respective ROTC Units and shall assist the DND in the  
22 management and conduct of the ROTC Program within their respective educational  
23 institutions.

24           The program of instruction for the Advanced ROTC Program shall be prescribed  
25 by the DND in coordination with other government agencies concerned: *Provided,*  
26 That the program of instruction shall include leadership and management training to  
27 effectively administer the Basic ROTC Program: *Provided, further,* That all prospective  
28 applicants shall complete an officer candidate qualifying course during their respective  
29 Basic ROTC Program prior to their admission to the Advanced ROTC Program.

30           Sec. 10. *Special National Service Training Program.* – The Special National  
31 Service Training Program is hereby established as a substitute program for students  
32 exempted from undertaking the ROTC Program as provided for in Section 5 of this Act

1 to comply with the ROTC requirement in their curriculum and complete their  
2 undergraduate degree, diploma or certificate program.

3 The Special National Service Training Program shall include, but not be limited  
4 to, the following components:

- 5 a) Literacy Training Service Program;
- 6 b) Civic Welfare Training Service Program; and
- 7 c) Emergency Life Support Training Service Program.

8 The program of instruction for the Special National Service Training Program  
9 shall be prescribed by the DND in consultation with Department of Education (DepEd),  
10 Commission on Higher Education (CHED), Office of Civil Defense (OCD), Department  
11 of Social Welfare and Development (DSWD) and other government agencies  
12 concerned.

13 Sec. 11. *Tuition Fees.* – Consistent with the provisions of Republic Act  
14 No. 10391, otherwise known as the "*Universal Access to Quality Tertiary Education*  
15 *Act,*" enrollment in Basic and Advanced ROTC Programs in all State Universities and  
16 Colleges, Local Universities and Colleges, state-run TVIs and other public tertiary level  
17 educational institutions shall be exempt from the payment of tuition and other school  
18 fees: *Provided,* That the tuition and other school fees to be incurred in Basic and  
19 Advanced ROTC Programs of qualified students enrolled in private tertiary-level  
20 educational institutions may be charged from the Tertiary Education Subsidy as  
21 provided for in Republic Act No. 10391, otherwise known as the "*Universal Access to*  
22 *Quality Tertiary Education Act.*"

23 Sec. 12. *Benefits of Enrolment in the Advanced ROTC Programs.* – Students  
24 enrolled in the Advanced ROTC Program shall, upon the approval of the Department  
25 of Budget and Management (DBM) and in accordance with existing laws, rules and  
26 regulations, be entitled to the following benefits:

- 27 a) Provision for military uniforms;
- 28 b) Free accommodation in university- or college-owned student residences or  
29 dormitories, subject to availability of such facilities;
- 30 c) Fifty percent (50%) tuition subsidy for students enrolled in private  
31 educational institutions belonging to the top 5% of their respective academic class;  
32 and



1 d) Other allowances, benefits and privileges that may be prescribed by the  
2 DND, subject to availability of funds.

### 3 **ARTICLE III**

#### 4 **OTHER MILITARY TRAINING PROGRAMS**

5 Sec. 13. *Citizen Military Training.* – The DND shall continue to implement the  
6 Citizen Military Training Program in accordance with Republic Act No. 7077, as  
7 amended, otherwise known as the "*Citizen Armed Forces of the Philippines Reservist*  
8 *Act.*"

9 Sec. 14. *Preparatory Military Training Program.* – A Preparatory Military Training  
10 Program shall be established as a mandatory component of the senior high school  
11 education curriculum in public and private secondary-level educational institutions as  
12 classified under Republic Act No. 10533, otherwise known as the "*Enhanced Basic*  
13 *Education Act of 2013.*"

14 The program of instruction for the Preparatory Military Training Program shall  
15 be prescribed jointly by the DND and the DepEd.

### 16 **ARTICLE IV**

#### 17 **RESERVE OFFICERS CORPS**

18 Sec. 15. *Reserve Officer Corps.* – There shall be a Reserve Officer Corps  
19 composed of the following:

20 a) Graduates of Basic and Advanced ROTC Programs and the Special National  
21 Service Training Program as provided in this Act: *Provided, That* foreign individuals  
22 who completed the Special National Service Training Program in accordance with  
23 Section 10 of this Act shall be excepted from becoming members of the Reserve Officer  
24 Corps;

25 b) Graduates of previous military or national service training programs,  
26 including:

27 i. Citizen Military Training as provided in Republic Act No. 7077, as  
28 amended, otherwise known as the "*Citizen Armed Forces of the Philippines*  
29 *Reservist Act;*"

30 ii. ROTC Programs as provided in Commonwealth Act No. 1, as  
31 amended, otherwise known as "*The National Defense Act;*" and Republic Act



1 No. 7077, as amended, otherwise known as the "*Citizen Armed Forces of the*  
2 *Philippines Reservist Act*;" and

3 iii. National Service Training Program as provided in Republic Act  
4 No. 9163, otherwise known as the "*National Service Training Program (NSTP)*  
5 *Act of 2001*."

6 Sec. 16. *Membership in the Reserve Officer Corps.* – All students who complete  
7 the Basic and Advanced ROTC program and the Special National Service Training  
8 Program shall receive an enlistment rank and a serial number.

9 Graduates of the Special National Service Training Program, with the exception  
10 of foreign individuals who completed the program in accordance with this Act, shall  
11 be automatically registered as members of the Reserve Officer Corps with enlistment  
12 rank of private or its equivalent.

13 Graduates of the Basic ROTC Programs shall be automatically registered as  
14 members of the Reserve Officer Corps with enlistment rank ranging from private to  
15 sergeant or its equivalent: *Provided*, That conferment of ranks higher than private or  
16 its equivalent shall be made based on merit: *Provided, further*, That graduates of the  
17 Basic ROTC Program who opt to enroll in the Advanced ROTC Program shall carry their  
18 enlistment rank until the completion of the same.

19 Graduates of the Advanced ROTC Program shall be automatically registered as  
20 members of the Reserve Officer Corps with enlisted rank of sergeant and shall be  
21 recommended for commission in the Reserve Officer Corps as second lieutenants:  
22 *Provided*, That graduates of Advanced ROTC Program who manifest potential may be  
23 commissioned as second lieutenants in the Regular Force and other Uniformed  
24 Services, subject to the qualifications and training requirements to be determined by  
25 the Major Services of the Armed Forces of the Philippines (AFP), Bureau of Fire  
26 Protection (BFP), Bureau of Jail Management and Penology (BJMP), Philippine Coast  
27 Guard (PCG), and Philippine National Police (PNP).

28 Sec. 17. *Deployment of Reserve Officers.* – Reserve officers shall be deployed  
29 in reserve units of the AFP, BFP, BJMP, PCG, PNP, and other government agencies  
30 that may be identified by the Office of the President. The reserve officer concerned  
31 shall be notified of the reserve officer's deployment in writing and shall be provided  
32 with information relevant to the said deployment: *Provided*, That the DND shall, in





1           Sec. 21. *Status of Reservists during Mobilization.* – Reserve officers called to  
2 active duty by virtue of mobilization shall be entitled to equivalent pay and allowances,  
3 medical care, and other privileges and benefits prescribed by law or regulations for  
4 officers and enlisted personnel in the Regular Force.

5           Sec. 22. *Training of Reserve Officer Corps.* – Reserve officers shall be required  
6 to attend a periodic training program to enhance the readiness of individual reserve  
7 officers and reserve units in responding to calls for mobilization. Each reserve officer  
8 shall, depending on the reserve rank conferred, render training duty during the  
9 incumbency of his or her membership in the Reserve Office Corps: *Provided,* That the  
10 minimum duration of the training duty shall be as follows:

11	Reserve Soldier or Equivalent Rank	50 Training Days
12	Reserve Corporal or Equivalent Rank	60 Training Days
13	Reserve Sergeant or Equivalent Rank	70 Training Days
14	Reserve Technical Sergeant or Equivalent Rank	80 Training Days
15	Reserve Master Sergeant or Equivalent Rank	90 Training Days
16	Reserve First Lieutenant or Equivalent Rank	100 Training Days
17	Reserve Second Lieutenant or Equivalent Rank	110 Training Days
18	Reserve Captain or Equivalent Rank	120 Training Days
19	Reserve Major or Equivalent Rank	130 Training Days
20	Reserve Lieutenant Colonel or Equivalent Rank	140 Training Days
21	Reserve Colonel or Equivalent Rank	150 Training Days

22 *Provided, further,* That the training duty requirement shall be apportioned throughout  
23 the entire incumbency of the reserve officer in the Reserve Officer Corps in tranches  
24 of five (5) days: *Provided, finally,* That the program of instruction for the training  
25 program, including the system to notify and recruit reserve officers to fulfill their  
26 training duty obligation, shall be developed and implemented by the AFP, BFP, BJMP,  
27 PCG, PNP for their respective reserve units.

28           Sec. 23. *Exemptions from Training.* – Every reserve officer shall be required to  
29 undergo training as provided in Section 22 of this Act, except for reserve officers with  
30 the following circumstances:

31           a) Those who are physically or mentally unfit to undergo training as certified  
32 by a military medical officer;

1           b) Those whose religious beliefs proscribe any aspect of military or national  
2 service such as, but not limited to, using firearms and other deadly weapons, training  
3 or engaging in warfare tactics and combat operations, or rendering service in military  
4 and other similar institutions;

5           c) Those who have been convicted by final judgment of criminal offenses  
6 involving moral turpitude;

7           d) Those who are employed as uniformed personnel in the AFP, BFP, BJMP,  
8 National Mapping and Resource Information Authority, PCG, and PNP;

9           e) Those who are employed as medical and allied medical professionals in  
10 public hospitals and other similar public health facilities;

11          f) Those who are employed as social workers in national government agencies  
12 and local government units;

13          g) Those who are employed as teachers in kindergarten, elementary and  
14 secondary educational institutions; and

15          h) Those who are engaged in employment or a profession involving the delivery  
16 of basic health services, provision of emergency medical services, preparation and  
17 response to disasters and calamities, and performance of other vital services to be  
18 identified by the DND.

19           *Sec. 24. Employer Cooperation During Reserve Officer Mobilization and*  
20 *Training.* – Every employer shall grant leave of absence to reserve officers when called  
21 for mobilization or training in accordance with the provisions of this Act: *Provided,*  
22 That the reserve officer concerned has been employed for a continuous period of at  
23 least six (6) months: *Provided, further,* That reserve officers employed for less than  
24 six (6) months under their present employer may request in writing a deferment of  
25 mobilization or training until such time that that the minimum employment duration  
26 of six (6) months has been achieved.

27           No employer shall terminate the employment or forcibly retire a reserve officer  
28 solely or mainly by reason of mobilization or training as provided for in this Act:  
29 *Provided,* That an employer may terminate the employment or services of a reserve  
30 officer if the contract of employment between the employer and the reserve officer  
31 includes provisions terminating the contract after a pre-determined period of



1 employment, the completion of a specific objective, or the delivery of a specific output  
2 or product.

3 For the purpose of this Act, a reserve officer terminated from employment  
4 within three (3) months after the commencement of the reserve officer's mobilization  
5 or training shall be presumed to have been terminated by reason of such mobilization  
6 or training, unless the employer can provide proof that such termination of  
7 employment was for a reason unconnected with the fulfilment of the reserve officer's  
8 obligations under this Act.

## 9 **ARTICLE VI**

### 10 **PENAL PROVISIONS**

11 *Sec. 25. Failure to Respond to Mobilization Call.* – Failure of a reserve officer to  
12 respond to the call for mobilization made after the declaration of a state of war or  
13 lawless violence shall be punishable in accordance with the Articles of War, and shall,  
14 upon the conviction by a court-martial, be punishable by imprisonment of not less  
15 than six (6) months but not more than two (2) years.

16 Failure to respond to the call for mobilization made after the declaration of a  
17 state of calamity or during national or local contingencies related to internal security,  
18 peace and order, public safety, or disaster risk reduction and management shall be  
19 punishable by one hundred twenty (120) hours of community service to be  
20 administered by the reserve unit of the erring reserve officer.

21 *Sec. 26. Failure to Grant Leave of Absence for Mobilization or Training.* –  
22 Employers who shall deny leave of absence from a reserve officer being called for  
23 mobilization or training shall be punished with a fine of not less than fifty thousand  
24 pesos (P50,000.00) nor more than five hundred thousand pesos (P500,000.00) or  
25 imprisonment of not less than one (1) month nor more than one (1) year, or both, at  
26 the discretion of the court.

27 If the offense is committed by a corporation, trust, firm, partnership,  
28 association or any other entity, the penalty shall be imposed upon the guilty officer or  
29 officers of such corporation, trust, firm, partnership, association or entity.

30 *Sec. 27. Illegal Termination or Retirement of Reserve Officers.* – Employers  
31 who shall terminate or forcibly retire a reserve officer from employment solely or  
32 mainly by reason of mobilization or training shall be punished with a fine of not less

1 than one hundred thousand pesos (P100,000.00) nor more than one million pesos  
2 (P1,000,000.00) or imprisonment of not less than three (3) months nor more than  
3 three (3) years, or both, at the discretion of the court.

4 If the offense is committed by a corporation, trust, firm, partnership,  
5 association or any other entity, the penalty shall be imposed upon the guilty officer or  
6 officers of such corporation, trust, firm, partnership, association or entity.

7 *Sec. 28. Offenses Punishable Under Existing Laws.* – For acts or omissions  
8 punishable under existing laws such as, but not limited to: hazing, bribery and  
9 extortion, graft and corruption, or sexual harassment, the maximum penalty under  
10 existing laws shall be imposed. In addition, the offender punished under this section  
11 shall be subject to perpetual disqualification to hold public office.

12 *Sec. 29. Administrative Offenses.* – Administrative offenses committed by  
13 persons involved in the implementation of this Act shall be subject to administrative  
14 penalties in accordance with existing civil service laws, rules and regulations.

## 15 **ARTICLE VII**

### 16 **FINAL PROVISIONS**

17 *Sec. 30. Capability Development and Enhancement Program for Training*  
18 *Instructors.* – The DND shall, in coordination with the AFP, BFP, BJMP, DepEd, PCG,  
19 PNP, and other government agencies concerned, develop a training program for  
20 instructors of the Citizen Army Training Program, Preparatory Military Training  
21 Program, Basic and Advanced ROTC Programs, Special National Service Training  
22 Program, and the training programs for the Reserve Officer Corps.

23 *Sec. 31. Integration of Existing Reserve Units and Service Corps.* – All reservists  
24 in the Reserve Force created under Commonwealth Act No. 1, as amended, and  
25 Republic Act No. 7077, as amended, and in the National Service Reserve Corps created  
26 under Republic Act No. 9163, otherwise known as the "*National Service Training*  
27 *Program (NSTP) Act of 2001*" shall be integrated to the Reserve Officer Corps created  
28 under this Act.

29 The DND shall formulate guidelines and procedure for the retrieval, collection,  
30 collation and transfer of information and records pertaining to reservists into the  
31 Reserve Officer Corps. The DND shall likewise establish guidelines and criteria for



1 determination of the appropriate ranks and designation of reserve officers in the  
2 Reserve Office Corps.

3       Sec. 32. *Appropriations.* – The amount necessary for the implementation of the  
4 provisions of this Act shall be included in the annual General Appropriations Act  
5 following its enactment into law.

6       Sec. 33. *Implementing Rules and Regulations.* – The DND shall, in coordination  
7 with the DepEd, CHED, DBM, and Technical Education Skills and Development  
8 Authority, and in consultation with tertiary-level school associations, promulgate the  
9 necessary implementing rules and regulations within thirty (30) days upon the  
10 effectivity of this Act.

11       Sec. 34. *Repealing Clause.* – All laws, decrees, orders, rules and regulations or  
12 parts thereof inconsistent with any of the provisions of this Act are hereby repealed,  
13 amended or modified accordingly.

14       Sec. 35. *Separability Clause.* – If, for any reason, any provision of this Act or  
15 any part thereof shall be held unconstitutional and invalid, the other parts or provisions  
16 of this Act, which are not affected thereby, shall remain in full force and effect.

17       Sec. 36. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its  
18 complete publication in the *Official Gazette* or in at least two (2) newspapers of general  
19 circulation.

Approved,