

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Diliman, Quezon City

20th CONGRESS
First Regular Session

House Bill No. 2004



Introduced by: **HON. MARK ANTHONY G. SANTOS**

EXPLANATORY NOTE

Barangay officials and workers are the everyday heroes of our communities, and the most immediate bridge of the people to our government. They are at the forefront of public service, tirelessly implementing programs, maintaining peace and order, delivering basic social services, and responding to emergencies, often with limited resources and recognition. These dedicated individuals, perform their duties with unwavering commitment, willingly exposing themselves to various risks and challenging conditions.

Despite their indispensable contributions and the inherent dangers associated with their roles, many barangay officials and workers, particularly the volunteers, receive inadequate compensation and lack comprehensive social protection. This disparity affects their capacity to effectively serve, and fails to fully recognize the vital role they play in the daily lives of millions of Filipinos. The absence of such benefits, including hazard pay, leaves them vulnerable to financial and health crises especially when faced with work-related injuries, illnesses, or other unforeseen circumstances.

Article XIII of the 1987 Constitution states that “The State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all.” *Republic Act No. 7160* also provides that the Barangay shall serve as the basic political unit which

families. Crucially, this bill introduces Hazard Pay to compensate those who bravely face dangerous or difficult working conditions, acknowledging the risks inherent in their service.

By providing these essential benefits, this Act intends to uplift the welfare of barangay officials and workers, motivate them to continue their dedicated service, and ultimately strengthen the delivery of public services at the grassroots level, in consonance with the constitutional mandate to protect labor and the spirit of local autonomy. This measure is a testament to the nation's gratitude and commitment to those who serve at the very foundation of our governance structure.

A stylized, handwritten signature in black ink, featuring a large, looped initial 'M' and a horizontal line extending to the right.

MARK ANTHONY G. SANTOS
Representative, Lone District of Las Piñas

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**AN ACT PROVIDING SOCIAL SECURITY AND ADDITIONAL
BENEFITS TO ALL BARANGAY OFFICIALS AND WORKERS,
INCLUDING HAZARD PAY, APPROPRIATING FUNDS THEREFOR,
AND FOR OTHER PURPOSES**

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

SECTION 1. *Title.* — This Act shall be known as the "*Barangay Workers' Benefits Act*"

SECTION 2. *Declaration of Policy.* — It is hereby declared the policy of the State to empower government officials and public volunteer workers at the grassroots level. In line with this policy and in cognizance of the crucial role of barangay officials and volunteer workers in nation building, the State shall, through the provision of social security benefits and additional benefits, protect their rights and promote their welfare, and afford them full protection as laborers enshrined under the 1987 Constitution.

SECTION 3. *Definition of Terms.* — The following terms, as used herein, shall mean:

1. **Barangay** - the basic political unit as defined in Republic Act No. 7160, otherwise known as the Local Government Code of 1991
2. **Barangay Officials** - refer to the Punong Barangay, seven (7) Sangguniang Barangay Members, the Sangguniang Kabataan Chairperson, the Barangay Secretary, and the Barangay Treasurer.
3. **Barangay Workers** - refer to accredited individuals who voluntarily or officially render services in the barangay, including but not limited to Barangay Health Workers (BHWs), Barangay Nutrition Scholars (BNS), Barangay Tanods, Day Care Workers, members of the Lupong Tagapamayapa, and other duly recognized barangay-based volunteers or personnel.
4. **Hazard Pay** - additional compensation provided for persons who are exposed to dangerous, unhealthy, or difficult working conditions, or who perform duties in areas or situations where foreseeable but unavoidable risks exist that may adversely affect their health or safety.
5. **Local Government Unit (LGU)** - refers to the provincial, city, and municipal governments of the Philippines.

SECTION 4. Coverage — The Barangay Officials and Barangay Workers as defined in Section 3 of this Act, shall be automatically covered by the provisions of this Act: *Provided*, That the coverage for qualified barangay volunteer workers shall be made in accordance with pertinent laws and regulations in addition to the qualification standards established by the Department of Interior and Local Government (DILG): *Provided, further*, That when the barangay official or worker receives a fixed salary by virtue of an appointment to another government office, or employment in the private sector, their coverage under this Act shall automatically cease.

SECTION 5. Benefits and Incentives. — All covered Barangay Officials and Barangay Workers shall be entitled to the following benefits and incentives:

1. **Hazard Pay** - Barangay Officials and Barangay Workers who are exposed to hazardous situations, conditions, or factors in their work environment or place of duty, or who perform duties that inherently involve risk to their health or life, shall be entitled to Hazard Pay. The amount and specific conditions for the grant of Hazard Pay shall be

determined by the Department of Budget and Management (DBM) in consultation with the Department of the Interior and Local Government (DILG) and other relevant agencies, taking into consideration the relevant circumstances and prevailing government policies, rules, and regulations on hazard pay.

2. ***Membership in the Government Service Insurance System (GSIS)*** - The Government Service Insurance System (GSIS) shall establish a social insurance program to provide life insurance and social protection to barangay officials and volunteer workers in accordance with pertinent laws and regulations.
3. ***Enrollment in the National Health Insurance Program of the Philippine Health Insurance Corporation (PhilHealth)*** - The Philippine Health Insurance Corporation (PhilHealth) shall enroll non-member barangay officials and volunteer workers into the National Health Insurance Program in accordance with pertinent laws and regulations.
4. ***Enrollment in the Home Development Mutual Fund (PagIBIG Fund)*** - The Home Development Mutual Fund (PagIBIG Fund) shall enroll non-member barangay officials and volunteer workers into the PagIBIG Fund Voluntary Membership Program in accordance with pertinent laws and regulations.

SECTION 6. *Report to Congress.* — The GSIS, PhilHealth and PagIBIG Fund shall submit an annual report to Congress on the implementation of the Barangay Officials and Volunteer Workers' Social Security Benefit Program no later than June 30 of every year. This report shall contain the necessary actuarial studies and calculations to ensure the sustainability of the social security benefits program and the financial stability of their respective agencies. GSIS, PhilHealth and PagIBIG Fund shall submit their respective report either in printed form or by way of electronic document.

SECTION 7. *Funding.* — The funding or appropriations necessary for the implementation of the provisions of this Act shall be included in the annual General Appropriations Act following its enactment into law.

SECTION 8. *Implementing Rules and Regulations.* — Within sixty (60) days from the effectivity of this Act, the Department of the Interior and Local Government (DILG) and the Department of Budget and Management (DBM) shall, in coordination with the GSIS, the PagIBIG Fund, and the PhilHealth and after

consultation with other directly affected stakeholders, promulgate the necessary rules and regulations to effectively implement the provisions of this Act.

SECTION 9. *Separability Clause.*— If for any reason, any provision of this Act is declared unconstitutional or invalid, such parts or portions not affected thereby shall remain in full force and effect.

SECTION 10. *Repealing Clause.* — If any provision of this Act is held invalid or unconstitutional, the other provisions not affected thereby shall remain in full force and effect.

SECTION 11. *Effectivity.* — This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in at least two (2) newspapers of general circulation.