



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

TWENTIETH CONGRESS
First Regular Session

House Bill No. 4087



Introduced by **Representative KATRINA REIKO CHUA - TAI**
1st District, Zamboanga City

EXPLANATORY NOTE

The barangay, our smallest political unit, connects the National Government and local communities, carrying out public policies and essential services. Personnel, including the Punong Barangay, Sangguniang Barangay, Secretary, Treasurer, and staff, ensure smooth community operations.

Barangay personnel maintain peace, respond to emergencies, mediate disputes, and localize national programs. They serve as first responders. They also implement initiatives that support vulnerable groups, including low-income households, older adults, persons with disabilities, and the marginalized.

The Local Government Code of 1991 recognizes the barangay as the basic political and primary implementing unit for local policies and programs, as well as the venue for expressing community perspectives and resolving disputes. These vital roles require dedication and sufficient resources.

Despite these significant responsibilities, many barangay personnel face limited resources, inadequate or irregular compensation, and minimal benefits or training. Inflation and poverty worsen these issues, affecting their well-being and service.

Nevertheless, barangay workers continue their duties with resilience, optimism, and commitment to their communities.

This bill seeks to provide barangay personnel with an honoraria increase, standardized employment benefits, and better access to career development opportunities, all aligned with the significant responsibilities they undertake. By doing so, it ensures that barangay workers receive the recognition, security, and support needed to serve their communities more effectively.

Specifically, the bill proposes to: 1. Increase honoraria, and such other emoluments as may be required by law, and a standardized benefits, including GSIS/SSS coverage, PhilHealth, Pag-IBIG, retirement options; 2. Access to capacity-building programs, scholarships, and training for personal and professional development; and 3. Hazard and emergency allowances, particularly for barangay personnel serving in high-risk or remote areas;

Fair, dignified compensation for barangay personnel is an investment in effective service. Well-supported barangay workers can serve their communities better. This ensures progress for all Filipinos.

IN VIEW OF THE FOREGOING, immediate passage of this bill is earnestly sought.



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1 **AN ACT**

2 **STRENGTHENING THE BARANGAY AS THE BASIC LOCAL GOVERNMENT UNIT**
3 **BY PROVIDING BARANGAY OFFICIALS, INCLUDING BARANGAY TANODS,**
4 **MEMBERS OF THE LUPON NG TAGAPAMAYAPA, BARANGAY HEALTH**
5 **WORKERS AND BARANGAY DAY CARE AN INCREASED HONORARIA, SOCIAL**
6 **SECURITY, RETIREMENT BENEFITS, AND OTHER ENTITLEMENTS,**
7 **AMENDING FOR THIS PURPOSE SECTION 393 OF REPUBLIC ACT NO. 7610,**
8 **OTHERWISE KNOWN AS THE LOCAL GOVERNMENT CODE OF 1991, AND**
9 **APPROPRIATING FUNDS THEREFOR**

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

12 **SECTION 1. Title.** - This Act shall be known as the “Barangay Officials and Workers
13 Act”.

14 **SECTION 2. Declaration of Policy.** - It is hereby declared the policy of the state to
15 ensure the economic security, rights, and welfare of barangay officials and workers who serve
16 at the frontline of public service. Strengthening them will increase their ability to deliver
17 effective services at the grassroots level.

18 The State is mandated to provide increased honoraria, retirement benefits, and other
19 entitlements that reflect their vital role in community nation-building.

20 **SECTION 3.** Section 393 of RA No. 7610 is hereby amended to read as follows:

21 Section 393. Benefits of Barangay Officials **AND BARANGAY WORKERS.** -

22 (a) Barangay Officials, including **ADMINISTRATIVE ASSISTANT, DAY**
23 **CARE WORKER, BARANGAY HEALTH WORKER, ACCOUNTING**
24 **CLERK, CLERK, UTILITY WORKER,** *Barangay tanods*, and members of
25 the *lupong tagapamayapa*, shall receive honoraria, allowances, and such
26 other emolument as may be authorized by law or barangay, municipal or city

ordinance in accordance with the provision of this Code, but in no case shall it be less than ~~One~~ **EIGHT** thousand pesos (~~P1,000.00~~) (**P8,000.00**) per month for the *punong barangay*, and ~~Six~~ **FIVE** hundred **THOUSAND** pesos (~~P600.00~~) (**P5,000.00**) per month for the *sangguniang barangay* members, *barangay treasurer*, and *barangay secretary*, **THREE THOUSAND PESOS (P3,000.00) FOR BARANGAY WORKERS**:-Provided, however, That the annual appropriations for personal services shall be subject to the budgetary limitations prescribed under Title Five, Book II of this Code;

(b) The *punong barangay*, the *sanggunian barangay members*, the *barangay treasurer*, the *barangay secretary*, and all *barangay workers* shall also:

1. Be entitled to Christmas bonus of at least ~~One~~ **TWO** thousand pesos (~~P1,000.00 each~~) (**P2,000.00**), the funds for which shall be taken from the general fund of the barangay or from such other funds appropriated by the national government for this purpose;
2. Xxx

(c) Xxx

(d) Xxx

(e) **BE ENTITLED TO A LUMP SUM RETIREMENT GRATUITY BENEFIT. THE PUNONG BARANGAY SHALL BE ENTITLED TO A RETIREMENT PAY IN THE AMOUNT OF FIFTY THOUSAND PESOS (PHP 50,000.00); A SANGGUNIAN BARANGAY MEMBER IN THE AMOUNT OF THIRTY THOUSAND PESOS (PHP 30,000.00); BARANGAY WORKERS IN THE AMOUNT OF TWENTY THOUSAND PESOS (PHP 20,000.00): PROVIDED, HOWEVER, THAT A RETIREE IS AT LEAST SIXTY (60) YEARS OF AGE WITH A MINIMUM OF NINE (9) YEARS IN SERVICE AT THE TIME OF THE RETIREMENT;**

SECTION 4. *Creation of Barangay Retirement Gratuity Fund.* - The Barangay Retirement Gratuity Fund (BRGF) is hereby created which shall be used to fund the government's share in the retirement gratuity of all barangay officials and workers, as mentioned in this Act. The amount equivalent to one percent (1%) of the share of the national government under Section 284 of the Local Government Code of 1991, as amended, shall be earmarked, set-aside, and used for this purpose.

The Department of the Interior and Local Government (DILG) shall administer and ensure the appropriate disbursement of the fund.

SECTION 5. *Membership in the Government Insurance System.* - The Government Service Insurance System (GSIS) shall establish a social insurance program to provide life insurance and social protection to barangay officials and workers in accordance with the pertinent laws and regulations.

SECTION 6. *Enrolment in the National Health Insurance Program of the Philippine Health Insurance Corporation (PhilHealth).* - The Philippine Health Insurance Corporation (PhilHealth) shall enrol non-member barangay officials, workers, and its volunteer workers into the National Health Insurance Program in accordance with pertinent laws and regulations.

SECTION 10. *Membership in the Home Development Mutual Fund Program(Pag-IBIG Fund).* - The Home Development Mutual Fund (Pag-IBIG Fund) shall enroll non-member barangay officials, workers, and volunteers into the applicable Pag-IBIG Fund Membership Program, in accordance with pertinent laws and regulations

SECTION 11. *Education, Training, and Technical Skills Development Programs.* - The Local Government Unit (LGU), the Local Government Academy (LGA), and the Civil Service Commission (CSC) shall collaborate to develop a competency-based education and skills curriculum for all barangay workers including, but not limited to, the following:

1. Combat skills, rescue and response enhancement training, and tactical field operation with the Philippine National Police (PNP), Bureau of Fire Protection (BFP), Department of Interior and Local Government (DILG), and the Department of Health (DOH);
2. Annual education program for clerks, administrators, health workers and day care workers with the DOH and the Department of Education (DepEd); and
3. Training certificate under the programs of the Technical Education and Skills Development Authority (TESDA).

SECTION 12. *Implementing Rules and Regulations.* - DILG and the Department of Budget and Management (DBM), in accordance with the GSIS, PhilHealth, Pag-IBIG Fund, in consultation with the Liga ng mga Barangay ng Pilipinas (LnB), shall promulgate the necessary implementing rules and regulations with respect to the implementation of the provision of social security benefits of this Act within ninety (90) days after its effectivity.

SECTION 13. *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 14. *Repealing Clause.* - All laws, decrees, executive orders, issuances, rules, and regulations which may be inconsistent with any of the provisions of this Act, are hereby deemed repealed, amended or modified accordingly.

SECTION 9. *Effectivity.* - This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in two (2) newspapers of general circulation.

Approved,