

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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 5128



Introduced by Representative LEILA M. DE LIMA

AN ACT
STRENGTHENING THE NATIONAL AGRICULTURE AND FISHERIES EXTENSION
SYSTEM TO ACCELERATE AGRICULTURE AND FISHERIES DEVELOPMENT,
APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES

EXPLANATORY NOTE

Over the years, the contribution to the country's Gross Domestic Product of the Agriculture, Forestry, and Fisheries (AFF) sector has been on a steady decline despite the Philippines being an agricultural country, with millions of hectares of arable land. This decline is increasingly alarming as the agricultural sector remains among the significant sources of employment, employing 18.5% of Filipinos as of July 2025,¹ thus playing a vital role in poverty reduction. Additionally, as productivity in the AFF sector declines, food insecurity statistics among Filipinos rise.

Among the reasons for the AFF sector's decline is the contraction in production of specific crops like palay, vulnerability to natural disasters, and inadequate policies and support from government. Partly responsible for this is the inefficient agricultural extension system that has remained largely underfunded and fragmented.

Historically, agricultural extension services in the country were led by the national government, but RA 7160 or the Local Government Code of 1991 devolved these functions to local government units (LGUs) with the aim to bring services closer to the people. However, since LGUs have varying capacities, with many lacking the necessary resources, technical expertise, and funding to effectively deliver extension services, the agricultural sector as a whole has only suffered from this devolution,

¹ Department of Finance. (11 September 2025). Recto: PH labor market in July remains strong despite weather disruptions, govt doubles down on expanding quality job access. Retrieved from <https://www.dof.gov.ph/recto-ph-labor-market-in-july-remains-strong-despite-weather-disruptions-govt-doubles-down-on-expanding-quality-job-access/>.

receiving inconsistent and insufficient support for farmers and fisherfolk depending on their LGU to which they belong. While the Agricultural Training Institute (ATI) under the Department of Agriculture struggles to address these nationwide gaps, systemic issues persist.

As such, this bill seeks to establish the Philippine Agriculture and Fisheries Extension Agency (PAFEA), a national agency equipped with all the powers, functions, mandate, resources, institutionalized funding, and staffing necessary to provide unified direction, set performance standards, and offer institutionalized technical and financial assistance and training to LGUs. The creation of the PAFEA shall ensure the improved, institutionalized, and consistent delivery of extension services to farmers and fisherfolk to accelerate the development and productivity of the AFF sector, thus improving food security, decreasing unemployment rates, and reducing poverty incidences.

In the Senate, a similar bill was filed by Senator Francis Pangilinan under the present Congress. This bill largely adopts Senator Pangilinan's SBN 1182.

For the benefit our farmers and fisherfolk, early approval of this measure is earnestly sought.


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

CHAPTER I
GENERAL PROVISIONS

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4 SECTION. 1. *Short Title.* – This Act shall be known as the "Agriculture and
5 Fisheries Extension Act of 2025."
6

7 SEC. 2. *Declaration of Policy.* – The goals of national economy are a more
8 equitable distribution of opportunities, income, and wealth; a sustained increase in the
9 amount of goods and services produced by the nation for the benefit of the people;
10 and expanding productivity as the key to raising the quality of life for all, especially the
11 underprivileged.

12 The State shall promote economic modernization and full employment based
13 on sound agricultural development and agrarian reform, through industries that make
14 full and efficient use of human and natural resources, and which are competitive in
15 both domestic and foreign markets. In pursuit of these goals, all sectors of the
16 economy and all regions of the country shall be given optimum opportunity to develop.

17 Thus, it is hereby declared the policy of the State to enable those who belong
18 to the agriculture and fisheries sector to participate and share in the fruits of
19 development and growth in a manner that utilizes the nation's resources in the most
20 efficient and sustainable way possible by establishing a more equitable access to
21 assets, income, basic and support services, and infrastructure.

1 The State shall give priority to promote science, technology, and human
2 resource development as essentials for national development and progress.

3 The State shall utilize research results through information, education,
4 extension, and communication services. It shall support the development of a national
5 extension system that will help accelerate the transformation of agriculture and
6 fisheries sectors of the country from a resource-based industry to a knowledge-based
7 and market-oriented industry.

8 The State shall adopt a market approach as the enabling framework for the
9 agriculture and fisheries sector to attain food security, poverty alleviation, sustainable
10 development, environmental protection, and balanced urban and rural development
11 while addressing the welfare of the consumers for more affordable nutritious food,
12 especially among the lower income groups. The State shall promote market-oriented
13 policies in its agricultural development program to enable agriculture producers to
14 transform their enterprises into technologically-advanced profitable ventures.

15 The State shall empower the agriculture and fisheries sector to develop and
16 sustain itself to meet present and future needs of the country. Towards this end, the
17 State shall ensure the establishment and development of the agriculture and fisheries
18 extension system that increases and sustains its contributions towards the
19 achievement of the goals of agriculture modernization as mandated by Republic Act
20 No. 8435, namely: a) Poverty Alleviation and Social Equity; b) Food Security; c)
21 Rational Use of Resources and Sustainable Development; d) Global
22 Competitiveness; and e) People Empowerment.

23
24 **SEC. 3. *Definition of Terms.*** – As used in this Act, the term:

- 25 a) "Agriculture Development Worker (ADW)" or "Agriculture Extension
26 Worker (AEW)" refers to a person who is a graduate of at least a
27 bachelor's degree in agriculture, agriculture engineering, agriculture
28 economics, or any related course registered and licensed with the
29 Professional Regulation Commission or Civil Service Commission; who
30 perform communication, curriculum development, agricultural/coastal
31 community organizing, econometrics, water management, veterinary
32 work, statistical work, training, and extension works in agriculture
33 production, trade, and processing, including crop and animal protection,
34 food safety, agriculture and natural resource economics, and marketing;
35 for purposes of this Act, the term "Agriculture Development Worker
36 (ADW)" is interchangeably used with "Agriculture Extension Worker
37 (AEW).
38 b) "Agricultural Engineer" refers to a person registered with the
39 Professional Regulation Commission or Civil Service Commission
40 performing training and extension work in agricultural and fisheries
41 mechanization, irrigation, drainage, soil and water conservation,
42 agricultural buildings and structures, agricultural processing, and post-
43 harvest facilities.

- 1 c) "Agriculture Extension" is an educational and information service aimed
2 at the transformation of the behavioral traits or characteristics of
3 agriculture and fishery producers, consumers, or traders as a
4 consequence of "new knowledge" or research results; agriculture
5 extension services include all those provided by both national and local
6 governments, non-governmental organizations, and the private sector.
7 d) "Agroforester" refers to a person who is a graduate of a four-year course
8 in forestry, agroforestry, or related fields and licensed with the
9 Professional Regulation Commission or Civil Service Commission.
10 e) "Barangay Technician" refers to a successful agriculture/fishery
11 producer who volunteers and is assigned to assist farmers and other
12 agriculture producers in their respective barangays towards the
13 modernization of their respective agriculture and fisheries (AF)
14 enterprises; the barangay agricultural technician works closely with the
15 barangay agriculture committee for the planning of projects to be
16 implemented at the barangay level.
17 f) "Catalytic Financing" refers to the provision of financial assistance by the
18 National Government as a counterpart grant to the resources provided
19 by the local government units to achieve increased investment by the
20 private sector in the implementation of agriculture and fisheries
21 extension services to accelerate the achievement of national goals.
22 g) "Civil Society" refers to the group of organizations whose voluntary
23 collective action revolves around shared interests, purposes, and
24 values; civil societies are organizations composed of community groups,
25 women's organizations, faith-based organizations, professional
26 associations, trade unions, self-help groups, social movements,
27 business associations, coalitions, and advocacy groups.
28 h) "Consumers" are those that acquire goods or services for direct use or
29 ownership rather than for resale or use in production and manufacturing.
30 i) "Empowerment" is the expansion of assets and capabilities of people to
31 participate in, negotiate with, influence, control, and hold accountable
32 institutions that affect their lives; it involves providing authority,
33 responsibility, and information to people directly engaged in agriculture
34 and fisheries production, primarily at the level of the farmers, fisherfolk,
35 and those engaged in food and non-food production and processing, in
36 order to give them enhanced economics rights.
37 j) "Extension System for Agriculture and Fisheries" refers to the extension
38 service delivery system of the country that includes all services provided
39 by national, local, non-governmental organizations, and the private
40 sector.
41 k) "Farmer-to-Farmer or Fisher-to-Fisher Extension Approach" refers to the
42 modality of extension where farmers or fishers systematically learn from
43 their successful peers new knowledge or skills to improve the
44 productivity and income of their enterprises.

- 1 l) "Fisheries" refers to all interrelated activities which include the
2 production, growing, harvesting, processing, marketing, developing,
3 conserving, and managing of all aquatic and fisheries areas.
- 4 m) "Fisheries Technologist" refers to a person who is a graduate of a four-
5 year course in Fisheries and registered and licensed with the
6 Professional Regulation Commission or Civil Service Commission.
- 7 n) "Food Security" refers to the national policy objective of meeting the food
8 requirements of the present and the future generations of Filipinos in
9 substantial quantity, ensuring the availability and affordability of safe and
10 nutritious food for all, either through local production or importation, or
11 both, based on the country's existing and potential resource endowment
12 and related production advantages, and consistent with the overall
13 national development objectives and policies.
- 14 o) "Formula Grants" refer to financial transfers from the National
15 Government to the local governments to enable them to meet national
16 standards in the provision of Agriculture and Fisheries Extension
17 Services (AFES) especially among the poor; the funding formula takes
18 into consideration, among others, the financial capacity of a municipality
19 or a province.
- 20 p) "Knowledge Management" is a systematic approach which invents,
21 understands, shares, creates, and utilizes knowledge in order to create
22 value such as producer's value, customer's value, employee's value,
23 stockholder's value, business partner's value, and social value to
24 achieve the vision and goal of the organization.
- 25 q) "Partnership" refers to the relationship between and among agencies
26 that is characterized by mutual cooperation and responsibility towards
27 the achievement of shared goals.
- 28 r) "RBOs" are rural-based organizations or people's organizations
29 composed of various sectors of the rural community such as farmers,
30 fisherfolk, growers, seed producers, women, and youth.
- 31 s) "Targeted Financial Transfer" is a financial support provided by the
32 National Government to the local government units (LGUs) to enable
33 them to plan and implement projects in agriculture and fisheries
34 extension aimed at helping the poor and economically disadvantaged
35 rural beneficiaries.
- 36 t) "Value chain" is a process from seed to shelf or from the producers to
37 the consumers, showing activities and interventions of/for a chosen
38 commodity/ties based on understanding the needs for such
39 interventions.
- 40 u) "Veterinarian" refers to a person registered with the Professional
41 Regulation Commission performing professional services related to the
42 practice of veterinary medicine, including training and extension on
43 disease prevention control and animal health.
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- 1 b) Orchestrate the development of an extension strategic plan, including its
2 financing, in coordination with the Department of Budget and
3 Management and stakeholders;
- 4 c) Develop and implement national policies and programs aimed at the
5 continuous improvement of the quality of extension methods, products,
6 and services towards a more efficient and client-responsive national
7 agriculture and fisheries knowledge management system;
- 8 d) Develop a system towards the management of the country's extension
9 resources for agriculture and fisheries to ensure a sustainable,
10 participatory, and efficient system of funding for information, education,
11 and communication materials (IEC); and to help achieve optimal
12 efficiency along the value chain;
- 13 e) Provide leadership in the development and implementation of the
14 National Agriculture and Fisheries Knowledge Network (NAFKN) in
15 agriculture and fisheries of the Department of Agriculture through a
16 system of partnerships that may include, but is not limited to, the local
17 government units (LGUs), the Regional Development Council (RDC),
18 the Regional Agriculture and Fisheries Council (RAFCs), the academe
19 especially the state universities and colleges (SUCs) of agriculture and
20 fisheries, the Civil Society Organizations (CSOs), producers, Rural-
21 Based Organizations (RBOs), and the private sector;
- 22 f) Provide national leadership in developing extension partnerships
23 towards increased investment and robust private sector participation in
24 consultation with agriculture and fisheries councils (AFCs);
- 25 g) Harness centers of research excellence in collaboration with state
26 universities and colleges (SUCs) of agriculture and fisheries for the
27 implementation of national programs, particularly in the areas of
28 extension innovations, national training, impact assessment, and
29 monitoring and evaluation of extension institutions, programs, and
30 projects;
- 31 h) Provide leadership in developing and implementing a national system of
32 strengthening institutional extension capacities at all levels of
33 implementation; and
- 34 i) In coordination with the Department of Budget and Management (DBM),
35 the Local Government Units (LGUs), the Department of Interior and
36 Local Government (DBM), and other stakeholders, the PAFEA shall set
37 up a review mechanism for all agriculture and fisheries extension
38 programs and budgets of national agencies to determine cost-
39 effectiveness of operations and impacts to national and local goals.
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41 **SEC. 9. *Structure of PAFEA.*** – The PAFEA shall be headed by a Director
42 General (DG) with a rank of Assistant Secretary who shall be assisted by two Deputy
43 Director Generals (DDG). They shall be appointed by the President upon
44 recommendation of the Secretary of Agriculture from a list submitted by an

1 Independent Search Committee organized and based on the qualification standards
2 set by the Council for Extension, Research and Development in Agriculture and
3 Fisheries (CERDAF). They shall have a fixed tenure of six (6) years and may be re-
4 appointed for an additional term of four (4) years based on very satisfactory
5 performance.

6
7 **SEC. 10. *The Council for Extension, Research and Development in Agriculture***
8 ***and Fisheries (CERDAF).*** – The Council for Extension, Research and Development
9 in Agriculture and Fisheries (CERDAF) is hereby strengthened. It shall ensure that the
10 agriculture and fisheries research, development, and extension policies and programs
11 of the Department of Agriculture are consistent with national policies and priorities. As
12 part of its functions and duties, the CERDAF shall:

- 13 a) Recommend to the Secretary of the Department of Agriculture policies
14 covering program priorities and resource allocation in agriculture and
15 fisheries research and extension of all agencies of the Department;
- 16 b) Enhance coordination and linkage of government institutions involved in
17 agriculture and fisheries research, development, and extension;
- 18 c) Strengthen the participation of various stakeholders, especially the civil
19 society, local government units, and private sector in the development
20 of the National Research Development and Extension (NRDE) agenda
21 and programs;
- 22 d) Strengthen the institutional efficiency of the NRDE system, including the
23 creation of a monitoring and evaluation system on the effectiveness and
24 efficiency of its various components; and
- 25 e) Set guidelines for the use of services and facilities, collection of fees,
26 and the utilization of income.

27
28 **SEC. 11. *Composition of the Council for Extension, Research and***
29 ***Development in Agriculture and Fisheries (CERDAF).*** – The Undersecretary for Policy
30 and Planning of the Department of Agriculture shall be the Chair of the Council. There
31 shall be a Vice Chair to be elected from among the other members of the Council. The
32 Director General of the Philippine Agriculture and Fisheries Extension Agency
33 (PAFEA) and the Director of the Bureau of Agricultural Research (BAR) shall be the
34 *ex officio* members, and the Chair shall appoint the Director General of PAFEA as
35 Secretary of the Council.

36 The CERDAF shall have the following members:

- 37 a) Designated Undersecretaries for Policy and Planning of the following
38 Departments:
 - 39 1) Department of Science and Technology;
 - 40 2) Department of Environment and Natural Resources;
 - 41 3) Department of Interior and Local Government;
- 42 b) Presidents of the following LGU organizations:
 - 43 1) League of Provinces;
 - 44 2) Union of Local Authorities of the Philippines (ULAP);

- 1 c) Four (4) CSO representatives or one each from the rural youth, rural
2 women, farmer, and fisherfolk sectors as identified and selected by the
3 Department of Agriculture;
4 d) One (1) private sector representative appointed by the DA Secretary;
5 e) One representative each from the following national professional
6 scientific societies/organizations as recommended by the Secretary of
7 the Department of Science and Technology:
8 1) crops;
9 2) agriculture economics/economics;
10 3) fisheries and aquatic science;
11 4) livestock/animal science;
12 5) plant protection;
13 6) sociology/anthropology/communications.
14

15 SEC. 12. *Offices under the PAFEA.* – To carry out and discharge its functions,
16 the PAFEA shall have four technical offices as follows:

- 17 1) Policy Development;
18 2) Extension Innovations and National Training;
19 3) Knowledge Products and Services Development; and
20 4) Extension Governance and Partnerships.

21 The PAFEA shall maintain a small regional office to:

- 22 a) Liaise with Department Regional Field Units (RFUs), which should serve
23 as the principal arm of the Department in the implementation of
24 extension policies and programs in the regions;
25 b) Provide technical assistance in the efficient implementation of PAFEA
26 policies and programs; and
27 c) Monitor and evaluate extension programs and projects funded by the DA
28 that are being undertaken in the region.

29 The PAFEA is authorized to utilize existing Agricultural Training Institute (ATI)
30 plantilla positions and to convert them into positions most appropriate to the Agency
31 to provide national technical and managerial leadership.
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33 CHAPTER III 34 ORGANIZATION OF THE LOCAL GOVERNMENT EXTENSION SERVICES 35

36 SEC. 13. *Province as the LGU Unit of Operation for Agriculture and Fisheries*
37 *Extension.* – To achieve efficiency and to provide more responsive services, the
38 planning and implementation unit of the extension services at the level of the LGUs
39 shall be the province through a Provincial Agriculture and Fisheries Extension
40 Services under the Office of the Governor. Towards this end, all technical and financial
41 assistance for agriculture and fisheries development from the National Government to
42 the LGUs shall be coursed through, and coordinated by, the province. The Provincial
43 Agriculture and Extension Services shall be headed by a technically qualified career
44 Provincial Agriculturist & Fisheries Officer (PAFO).

1 The PAFO shall have two deputies or Assistant PAFOs: one for fisheries and
2 one for agriculture development. The PAFOs shall be appointed by the Director
3 General of PAFEA chosen from three qualified nominees per position submitted by
4 the Provincial Governor. Its staff shall be composed of technically qualified career
5 agriculturists, economists, statisticians, agricultural engineers, fishery technologist,
6 and veterinarians appointed by the Provincial Governor.
7

8 **SEC. 14. *Extension Personnel in Municipalities & Non-chartered Cities.*** – Upon
9 the effectivity of this Act, all municipal and non-chartered cities agriculture and
10 fisheries extension personnel shall become provincial government employees unless
11 the LGU concerned chooses to retain these personnel under their own plantilla and
12 budget. Municipal and city extension employees transferred to the province shall be
13 issued a new appointment by the Provincial Governor as organic personnel of the
14 Provincial Agriculturist & Fisheries Office (PAFO). Transferred extension personnel
15 may continue to serve their respective municipalities and non-chartered cities as
16 detailed employees of the province based on a rationalized organizational structure
17 submitted by the LGUs and approved by the PAFEA and the DBM. Existing employees
18 of municipalities or cities that opt to retain their personnel do not need to issue new
19 appointments to staff of the same positions. The Municipal/City Agriculture and
20 Extension Services shall be headed by a technically qualified career Municipal/City
21 Agriculturist & Fisheries Officer (M/CAFO) based on the criteria set by the PAFEA.
22 They shall be appointed by the PAFEA chosen from three (3) qualified nominees
23 submitted by the Provincial Governor. Existing Municipal Agriculture Officers (MAOs)
24 or City Agriculture Officers (CAOs) who are not reappointed for reasons other than for
25 just cause, shall serve as Supervising Agriculturists with salaries equal to that of their
26 existing positions. M/CAFO, whether under the plantilla of the province or the
27 municipalities/cities, shall have direct day-to-day supervision of all extension
28 municipal/ city personnel whether organic or detailed to the municipalities. On the
29 other hand, the PAFO shall have direct technical supervision of all M/CAFOs in the
30 province regardless of their sources of salaries. As such, M/CAFOs and their
31 personnel are obligated to attend meetings, workshops, seminars, and other activities
32 organized by the province that require their participation. In addition, they shall, on a
33 periodic basis, submit data and reports required by the province or the national
34 government. In cooperation with the PAFEA and the state colleges and universities of
35 agriculture, all provinces are required to design and implement a periodic external or
36 third party evaluation of all municipal and city extension programs and services.
37

38 **SEC. 15. *Salaries and Wages of Extension Personnel.*** – The salaries and
39 wages of all agriculture and fisheries technical extension personnel under the payroll
40 of the provincial government shall be paid by the National Government through an
41 annual grant-in-aid to be paid out of the regular appropriation of the PAFEA of the
42 Department of Agriculture; *Provided, however, That* during the first year of the
43 effectivity of this Act, the local government concerned shall reallocate its savings from
44 the personal services for agriculture personnel to its agriculture and fisheries

1 extension; *Provided, further, That* every year thereafter, the concerned LGU shall
2 appropriate the equivalent funds paid by the national government as the minimum
3 amount for its agriculture and fisheries operation or counterparts to national grant-in-
4 aid in agriculture and fisheries, without prejudice to the provision of additional funds
5 that may be allocated by the LGUs for this purpose. The salaries and wages of
6 technical extension personnel for both agriculture and fisheries shall be standardized
7 so as to equal or be comparable with similar positions of national employees without
8 prejudice to the provision of additional staff benefits by concerned LGUs where their
9 finances warrant. The provision of grants in aid to pay for the salaries and wages of
10 the technical personnel of the LGU extension services shall be subject to external
11 review and evaluation every five (5) years to determine its impact to the quality of
12 services, its cost-effectiveness, and impact on the goals of AFMA. A copy of the report
13 shall be provided to Congress, and serve as the basis for the continuation or
14 modification of the grants-in-aid.

15

16 **SEC. 16. *Structure of the Provincial Extension Services.*** – The provincial and
17 municipal agriculture and fisheries extension services shall organize and structure its
18 services based on the agricultural and extension needs of the province and on the
19 standards set by the PAFEA. The technical positions of the Provincial & Municipal
20 Extension Services shall be rationalized to provide the appropriate number of positions
21 for agriculturists, mixed crop-livestock/tree specialists, communication and curriculum
22 specialists, community organizers, anthropologists, economists/agribusiness
23 economists, agricultural engineers, fishery technologists, and veterinarians.

24

25 **SEC. 17. *LGU Livestock Production Services.*** – In recognition of the need to
26 provide an integrated extension approach to total farm development, the LGU
27 livestock production services shall be part and parcel of the Provincial Agricultural
28 Office (PAO). In cases where these functions were earlier integrated into the
29 Provincial Veterinary Services, they shall be returned and re-integrated to the rest of
30 the PAO services. This is to prevent conflict of interest between regulatory functions
31 and livestock extension functions.

32

33 **SEC. 18. *Strategic Plan in Agriculture and Fisheries.*** – To provide coherence
34 of all government plans in agriculture and fisheries and to achieve efficiency in the use
35 of resources, all provincial governments are required to develop a five-year strategic
36 plan in agriculture and fisheries based on the framework and principles provided by
37 the Department of Agriculture (DA). The Strategic Plan shall serve as the basis for the
38 Provincial Annual Work Program and Budget and for the DA to provide short-term and
39 long-term assistance.

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CHAPTER IV
AGRICULTURAL SERVICE CAREER DEVELOPMENT

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SEC. 19. *Professionalization of Extension Services.* – The State shall support the development and professionalization of agricultural services by providing the necessary compensation and benefits to various extension workers based on their duties, responsibilities, and qualifications. For this purpose, the PAFEA, in coordination with Civil Service Commission, shall develop qualification standards beyond the minimum set by the Civil Service Commission for the various managerial, technical, and non-technical positions of the extension services of the country, including that of all local government units. The PAFEA shall also develop a career path of all technical extension personnel that will allow them, regardless of assignment or location in government, to move vertically in the promotion system. Managerial positions shall be open to all qualified personnel regardless of geographic or agency assignment.

Towards this end, the PAFEA shall issue guidelines for the creation of a merit promotion board in all extension agencies/office to include representatives of civil societies and the SUCs of agriculture and fisheries. In determining the salaries of agriculture and fisheries development workers, the provisions of Joint Resolution No. 4, Series of 2009, entitled, "Joint Resolution Authorizing the President of the Philippines to Modify the Compensation and Position Classification System of Civilian Personnel and the Base Pay Schedule of Military and Uniformed Personnel in the Government, and for Other Purposes," shall apply.

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SEC. 20. *Mandatory Managerial Positions for Agricultural Services in Local Government Units.* – The creation of the following positions are hereby made mandatory in addition to the prescribed positions under the Local Government Code of 1991:

- a) Provincial Agriculture & Fisheries Officer (PAFO)
 - 1) Asst. PAFO for Fisheries Development
 - 2) Asst. PAFO for Agriculture Development
- b) City Agriculturist & Fisheries Officer (CAFO)
- c) Municipal Agriculture & Fisheries Officer (MAFO)

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SEC. 21. *Transfer or Geographical Reassignment of Agricultural Officers and Employees of the LGUs.* – No transfer or geographical reassignment shall be made or effected without prior written notice to the personnel concerned stating therein the reason therefor: *Provided, That* said written notice shall be made thirty (30) days prior to the date of transfer or reassignment: *Provided, further, That* if the employee concerned disagrees with the order of transfer or reassignment, he/she may appeal said order with the Civil Service Commission or the Department of Agriculture, as the case may be: *Provided, further, That* pending appeal, such transfer or reassignment shall be held in abeyance: *Provided, furthermore, That* no transfer or reassignment shall be made three (3) months prior to any local or national elections: *Provided, finally,*

1 That the necessary expenses of the transfer and/or reassignment of the agricultural
2 worker or employee and his/her immediate family shall be paid by the Government.

3
4 SEC. 22. *Security of Tenure.* – An agricultural extension worker holding a
5 permanent position shall not be terminated except for just cause: *Provided, That* in the
6 event he/she is found to be unjustly dismissed as verified by the Civil Service
7 Commission, he/she shall be entitled to reinstatement without loss of seniority rights
8 and back wages with twenty *per centum* (20%) interest to be computed from the time
9 compensation has been withheld. In cases, however, where the agricultural extension
10 worker does not desire to be reinstated, he/she shall be entitled to back wages and
11 separation pay with twenty *per centum* (20%) interest.

12
13 SEC. 23. *Discrimination Prohibited.* – An agricultural extension worker shall not
14 be discriminated by reason of creed, sect, political belief, civil status, and ethnic
15 grouping in the exercise of his/her profession.

16
17 SEC. 24. *Safeguards in Administrative Proceedings.* – In every administrative
18 proceeding, an agricultural extension worker shall have:

- 19 a) The right to be informed of the charges;
- 20 b) The right to full access to evidence against him/her;
- 21 c) The right to defend himself/herself through counsel of his/her choice;
- 22 d) The right to be given adequate time to prepare his/her case, which shall
23 not be less than seven (7) days from receipt of the formal charge;
- 24 e) The right to appeal to designated authorities;
- 25 f) The right to cross-examine witnesses and to processes for the
26 production of witnesses;
- 27 g) The right to reimbursement for reasonable expenses incurred in his/her
28 defense in case of exoneration or dismissal of the charges; and
- 29 h) Such other rights provided by other national agencies and local
30 government units to their respective officers and employees to ensure
31 fairness and impartiality in prosecution.

32
33 SEC. 25. *Code of Conduct.* – All agricultural extension workers shall be guided
34 by a code of ethics not contrary to law, morals, safety, health, public policy, and public
35 order, which shall be prepared by the Secretary of Agriculture in consultation with the
36 recognized national associations of agricultural extension workers.

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38 SEC. 26. *Training and Scholarship Programs.* – The Department of Agriculture
39 through the PAFEA shall undertake training and scholarship programs for agricultural
40 extension workers, which shall be provided adequate budgetary support by the
41 National Government.

- 1 f) Housing Allowance – All agriculture extension workers who are on tour
2 of duty and those who, because of unavoidable circumstances, are
3 forced to stay in the institution or community shall receive housing
4 allowance unless the government is able to provide free public
5 accommodation. Housing allowance shall be reviewed periodically and
6 adjusted accordingly.
- 7 g) Motor and Vehicle Loan – All agricultural development workers shall be
8 entitled to avail of the motor and vehicle loan of the Department of
9 Agriculture. The National Government shall provide adequate budgetary
10 support for this purpose.

11
12 CHAPTER VI
13 THE FARMER-TO-FARMER EXTENSION APPROACH
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15 SEC. 30. *The Farmer-to-Farmer Approach.* – The farmer-to-farmer approach in
16 extension is hereby institutionalized. The PAFEA, in cooperation with centers of
17 research excellence and interested LGUs, shall take leadership in developing a highly
18 flexible and innovative system. It shall pilot the approach until it becomes an integral
19 part of the national system in no more than ten (10) years. For the initial
20 implementation of this provision, an initial budget of Twenty Million Pesos
21 (P20,000,000.00) is hereby allocated for the first year. Every year thereafter the
22 budget shall be adjusted accordingly depending on the needs and response of the
23 LGUs and non-governmental organizations subject to review by the CERDAF.

24
25 CHAPTER VII
26 FUNDING FOR EXTENSION SERVICES
27

28 SEC. 31. *Initial Appropriation.* – For the first year of implementation of this Act,
29 the amount of Ten Billion Pesos (P10,000,000,000.00) shall be appropriated out of the
30 total budget of the Department of Agriculture for personnel services, grants-in-aid to
31 the LGUs, and operation and capital outlay requirements of the Philippine Agriculture
32 and Fisheries Extension Agency (PAFEA).

33
34 The Department of Budget and Management (DBM) is hereby mandated to
35 include annually in the President's program of expenditures for submission to
36 Congress and release, an amount not less than Ten Billion Pesos
37 (P10,000,000,000.00) or one percent of the gross value added by agriculture and
38 fisheries, whichever is higher, for the implementation of this Act. Five Billion Pesos
39 (P5,000,000,000.00) of this amount shall be allocated to the salary grant to LGUs for
40 the local extension personnel and operation of the PAFEA. The Department of
41 Agriculture is hereby tasked accordingly to rationalize its budget to meet the
42 requirements of this Act.

1 The PAFEA is authorized to utilize part of its yearly appropriation to set up or
2 upgrade necessary facilities to improve the provision of national extension services.
3 All assets and resources, both human and financial, of Agricultural Training Institute
4 (ATI), shall be transferred to the PAFEA.
5

6 All revenues generated out of the use of services, facilities and equipment shall
7 be utilized by the Agency to augment its maintenance and operating expenditures
8 subject to the approval of the Governing Board.
9

10 CHAPTER VIII
11 FINAL PROVISIONS
12

13 SEC. 32. *Phased Implementation.* – The implementation of this Act shall be
14 phased over a period of five (5) years.
15

16 SEC. 33. *Oversight Committee.* – The Congressional Oversight Committee for
17 Agriculture and Fisheries Modernization (COCAFAM) shall oversee the implementation
18 of this Act for a period not exceeding five (5) years from its effectivity.
19

20 SEC. 34. *Implementing Rules and Regulations.* – Within ninety (90) days from
21 the effectivity of this Act, the implementing rules and regulations (IRR) shall be
22 formulated by the Department of Agriculture in close coordination with the Department
23 of Interior and Local Government, the Leagues of Governors and Mayors, and relevant
24 members of the civil society, which shall include an implementation plan indicating a
25 phased approach to provide smooth transition from the present to the reformed
26 extension system under this Act. The Secretary of the Department of Agriculture shall
27 furnish a copy of the IRR to the respective Committees of Agriculture of both
28 Chambers of Congress.
29

30 SEC. 35. *Repealing Clause.* – All laws, decrees, executive orders, rules and
31 regulations, issuances, or parts thereof inconsistent with this Act are hereby repealed
32 or amended accordingly.
33

34 SEC. 36. *Separability Clause.* – If any provision or part of this Act is declared
35 invalid or unconstitutional, the other provisions not affected thereby shall remain valid
36 and subsisting.
37

38 SEC. 37. *Effectivity Clause.* – This Act shall take effect thirty (30) days after its
39 publication in at least in two (2) national newspapers of general circulation in the
40 Philippines.

Approved,