



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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 7621



Introduced by Representative **ANTONINO B. ROMAN III**

EXPLANATORY NOTE

The barangay is the basic political unit of the Republic and the foundation of local governance. Under the 1987 Constitution¹ and the Local Government Code (LGC),² territorial and political subdivisions are guaranteed genuine and meaningful local autonomy to enable them to develop as self-reliant communities and to serve as effective partners in national development. Jurisprudence has consistently affirmed that this autonomy must extend meaningfully to the barangay level in order for grassroots governance to function effectively.

As the primary planning and implementing unit of government at the community level, the barangay serves as the first line of public service delivery, participatory governance, and dispute resolution.³ It is the forum where the collective will of the people is expressed, crystallized, and translated into concrete action.⁴ Through the bottom-up development framework institutionalized under the LGC, barangay development plans form the building blocks of municipal, city, provincial, and ultimately national development strategies.

Despite the central role of barangays and their officials in governance and nation-building, the economic security, social protection, and institutional support afforded to barangay officials and workers remain inadequate and uneven. Many barangay officials continue to serve with limited compensation, insufficient benefits, and inadequate access to basic facilities and support systems, even as they shoulder increasing responsibilities in peace and order, social protection, disaster response, health, education, and local economic development.

¹ PHIL CONST. Art. X, § 2.

² An Act Providing for a Local Government Code of 1991 [LOCAL GOV'T CODE], Republic Act No. 7160, § 2 (1991).

³ *Id.* § 384.

⁴ *Id.*

The need for a comprehensive Magna Carta for Barangay Officials has long been recognized. As early as 1987, House Bill No. 692⁵ sought to institutionalize the rights and welfare of barangay officials. In 2007, a more expansive measure was filed in the Senate,⁶ proposing the recognition of barangay officials as regular government personnel entitled to just compensation, benefits, insurance, retirement security, and adequate facilities, as well as fiscal autonomy and development support for barangays. Despite repeated filings of similar measures across successive Congresses, none has been enacted into law. Most have remained pending at the committee level, underscoring a longstanding legislative gap affecting the very foundation of local governance.

This bill seeks to finally address that gap. It affirms the State's duty to promote the general welfare of barangay residents, elevate the economic and social status of barangay officials and personnel, and ensure that every barangay is equipped with the basic facilities and services necessary for decent, healthy, and dignified living. By strengthening local autonomy, institutionalizing support for barangay officials, and reinforcing the role of barangays as engines of inclusive and sustainable development, this measure aims to empower grassroots governance and secure lasting benefits for communities nationwide.

The enactment of this measure is not only timely but imperative. It is a long-overdue recognition of the indispensable role of barangays and their officials in governance, public service, and nation-building, and a necessary step toward realizing the constitutional promise of genuine local autonomy and inclusive national development.

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



ANTONINO B. ROMAN III

⁵ An Act to Establish the Magna Carta for Barangays, H.B. No. 00692, 8th Congress, 1st Reg. Sess. (1987).

⁶ An Act to Establish the Magna Carta for Barangays, S.B. No. 1127, 13th Congress, 1st Reg. Sess. (2007).



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AN ACT
TO ESTABLISH THE MAGNA CARTA FOR BARANGAYS

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

TITLE I
GENERAL PROVISIONS

SECTION 1. Short Title. - This Act shall be known as the “Magna Carta for Barangays.”

SEC. 2. Declaration of Policy. - It is the policy of the State to uphold genuine and meaningful local autonomy, recognize the barangay as the basic political unit and primary planning and implementing unit of government at the community level, and promote the general welfare and quality of life of barangay residents through participatory governance and amicable dispute settlement. The State shall ensure a responsive system of decentralization through the progressive transfer of powers, authority, responsibilities, and resources, raise the economic and social status of barangay officials and personnel through just compensation, appropriate benefits, and institutional support, and provide every barangay with the basic facilities and services necessary for decent, healthy, and comfortable living.

SEC. 3. General Principles. - The following are the general principles of this Act:

- a. The national government shall prioritize the development and strengthening of the barangay as the basic political unit, primary service delivery platform, and foundation of participatory local governance and inclusive national development.
- b. Every barangay shall be empowered with adequate authority, resources, and institutional capability to address local needs, resolve community concerns, and implement development initiatives at the barangay level, consistent with the policy of decentralization.

- c. Active people's participation, self-help, and collective responsibility shall be the guiding principles in the formulation, implementation, and sustainability of all barangay policies, programs, and development projects.

TITLE II
RIGHTS, PRIVILEGES AND ENTITLEMENTS OF
BARANGAY OFFICIALS AND PERSONNEL

SEC. 4. The Barangay Officials as Regular Government Employees. - The punong barangay, sangguniang barangay members, the kabataang barangay chairman, the barangay secretary and barangay treasurer in all barangays are hereby declared regular employees, and as such are entitled to fixed salaries, allowances, insurance, medical and dental coverage, retirement benefits and such other fringe benefits to which a regular government employee may be entitled to.

SEC 5. Salaries of Barangay Officials. - As soon as the appropriate steps and measures are undertaken by each city or municipality in coordination with the individual barangay involved on matters relating to the sources of fund and the corresponding appropriation ordinance, which in no case shall be later than six (6) months from the approval hereof, all barangay officials mentioned in paragraph 4 hereof shall be entitled to the following minimum salaries:

a. Punong Barangay	19,000
b. Sangguniang Barangay Members including the Kabataang Barangay Chairman	15,000
c. Barangay Secretary and Barangay Treasurer	13,000

The minimum salary indicated herein may be increased to a maximum rate equivalent to the first step of the following salary grade level and its corresponding salary as implemented by the city or municipality where the barangay belongs:

a. Punong Barangay	Salary Grade 14
b. Sangguniang Barangay Members including the Kabataang Barangay Chairman	Salary Grade 10
c. Barangay Secretary and Barangay Treasurer	Salary Grade 9

Provided, That no barangay official or personnel shall suffer any reduction, diminution or withdrawal of salaries and benefits already enjoyed by the barangay official or personnel concerned: Provided, further, that the grant of adjusted basic salary shall be subject to limitations provided under Section 14 of this Act.

SEC. 6. Membership of Barangay Officials and Personnel in the Government Service 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 personnel. It shall be mandatory for barangay governments to pay the monthly contributions to life insurance, retirement, and social protection coverage of their respective barangay officials and personnel equivalent to twenty-one percent (21%) of their average monthly compensation, which corresponds to the twelve percent (12%) barangay government contribution and the nine percent (9%) employee contribution to be subsidized by the barangay government.

Barangay governments shall include in its annual appropriations the amounts necessary for its share of contributions, plus any additional premiums that may be required on account of the hazards or risks of the occupation of barangay officials and personnel. The mode of collection and remittance of contributions, including penalties for violations thereof, shall be in accordance with Republic Act No. 8291, otherwise known as "The Government Service Insurance System Act of 1997."

SEC. 7. Automatic Coverage of Barangay Officials and Personnel in the National Health Insurance Program of the Philippine Health Insurance Corporation. - Barangay Officials and Personnel shall be entitled to automatic coverage under the National Health Insurance Program (NHIP) being administered by the PhilHealth with premium contributions to be paid by the national government.

SEC. 8. Membership of Barangay Officials and Personnel in the Mandatory Membership Program of the Home Development Mutual Fund. - Barangay officials and personnel shall be covered under the mutual provident savings system of the Home Development Mutual Fund (PagIBIG Fund).

Barangay governments shall include in its annual appropriations the amounts necessary for its share of contributions. The amount of contributions due from barangay officials and personnel and barangay governments, mode of collection and remittance of contributions, including penalties for violations thereof, shall be in accordance with Republic Act No. 9679, otherwise known as the "Home Development Mutual Fund Law of 2009."

SEC. 9. Hazard Allowance. - Barangay officials and personnel who render service in areas declared under state of calamity or emergency shall be entitled to a hazard allowance equivalent to ten percent (10%) of their monthly salary or honoraria, whichever is applicable, until such declaration has been lifted by a competent authority.

SEC. 10. Death and Burial Benefits. - Barangay officials and personnel shall be entitled, during their incumbency, to insurance coverage for disability and accident, including death and burial benefits. The minimum benefits shall be guaranteed by law; however,

the amounts of death and burial benefits shall not be fixed or limited to those provided under Republic Act No. 6942.

Such benefits shall be subject to periodic review and adjustment, commensurate with prevailing market value, inflation, and economic conditions, to be determined by the Department of Interior and Local Government (DILG), the Department of Budget and Management (DBM), and other concerned agencies at intervals not exceeding three (3) years, and funded through the General Appropriations Act (GAA).

SEC. 11. Civil Service Eligibility. - Qualified barangay officials and personnel shall be conferred with the appropriate civil service eligibility in accordance with existing laws, rules and regulations.

SEC. 12. Legal Indemnification. - Barangay officials and personnel shall be entitled to an equitable legal indemnification package in the form of legal assistance and other forms of legal protection and indemnification for all legal costs and expenses reasonably incurred in any administrative, civil, or criminal action, suit or proceeding to which they have been made a party by reason of the performance of their official functions or duties, unless they are finally adjudged in such action or proceeding to be guilty of an offense.

SEC. 13. Employment Preference in Agencies and Instrumentalities of Government. - Qualified barangay personnel shall be accorded with preferential treatment in employment with national government agencies, local government units, or government-owned or -controlled corporations, subject to the minimum standards and guidelines prescribed by the CSC, and in accordance with existing laws, rules and regulations.

TITLE III FINAL PROVISIONS

SEC. 14. Appropriations. -The funds necessary for the implementation of this Act shall be sourced from available national and local government funds.

The Department of Budget and Management (DBM), in coordination with the Department of the Interior and Local Government (DILG) and the Department of Finance (DOF), shall issue the necessary guidelines to:

- (a) Identify barangays with insufficient funds;
- (b) Establish criteria for national government subsidy; and
- (c) Ensure the equitable and efficient implementation of the standardized salary scheme.

An initial Barangay Personnel Compensation Adjustment Fund (BPCAF) shall be included in the annual General Appropriations Act to assist barangays in the transition. City or municipal governments may also extend financial assistance to their component barangays.

SEC. 15. Consistency with the Local Government Code. -The implementation of this Act shall be consistent with Section 331(b) of Republic Act No. 7160, as amended, which limits

barangay appropriations to the income certified as collectible by the city or municipal treasurer.

Barangays unable to comply with the provisions of this Act due to insufficient resources may seek assistance from the national government through the BPCAF Barangay Personnel Compensation Adjustment Fund or other subsidy mechanisms, subject to the guidelines of the DBM, DILG, and DOF.

SEC. 16. Registry System for Barangay Officials and Personnel. - The Department of the Interior and Local Government (DILG) shall develop, maintain and update a registry system for barangay officials and personnel to effectively implement the provisions of this Act. The registry system shall be the basis for the release of appropriations for the payment of salaries to barangay officials and personnel as provided in Section 5 of this Act, and the remittance of mandatory contributions to GSIS, PhilHealth and PagIBIG Fund as provided in Sections 6, 7, and 8 of this Act.

SEC. 17. Implementing Rules and Regulations. - DILG, in coordination with the Department of Budget and Management (DBM), Department of Finance (DOF), Civil Service Commission (CSC), Liga ng mga Barangay, and other concerned government agencies, promulgate the implementing rules and regulations (IRR) of this Act within thirty (30) days from its effectivity.

The IRR shall include, but not be limited to, the guidelines and mechanisms necessary to operationalize the funding support, position classification, benefit entitlements, and transition measures outlined in this Act.

SEC. 18. Separability Clause. - If any provision, section or part of this Act shall be declared unconstitutional or invalid, such judgment shall not affect, invalidate or impair any other provisions, sections or parts hereof.

SEC. 19. Repealing Clause. - All laws, acts, decrees, executive orders, issuances, and rules and regulations or parts thereof which are contrary to and inconsistent with this Act are hereby repealed, amended or modified accordingly.

SEC. 20. Effectivity. - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,