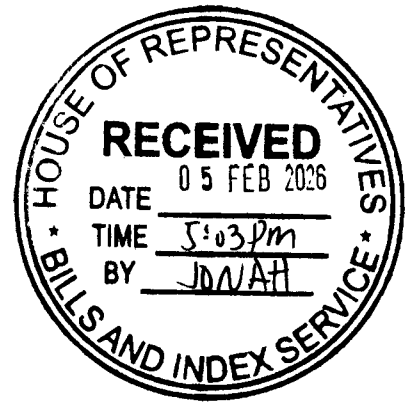


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS

House Bill No. 7644



Introduced by Representative Timothy Joseph Cayton

**"AN ACT RECOGNIZING THE SERVICE OF BARANGAY WORKERS BY
PROVIDING SEPARATION AND RETIREMENT BENEFITS,
APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES"**

EXPLANATORY NOTE

Barangay workers stand at the frontline of public service, serving as the primary link between government and the people at the community level. Day in and day out, they assist in maintaining peace and order, delivering basic health and nutrition services, responding to emergencies and disasters, keeping official records, and ensuring the continuity of local governance. Their work often extends beyond formal hours and is carried out under limited resources, yet their presence remains indispensable to the effective functioning of local government.

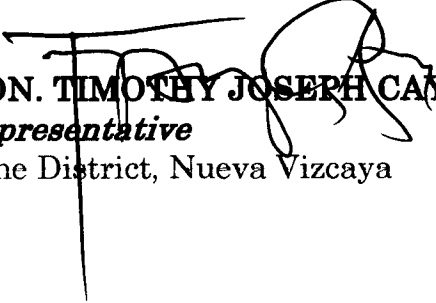
Despite the essential nature of their duties, barangay workers are generally engaged under honorarium-based arrangements and are not covered by a uniform national policy on separation or retirement benefits. While the Local Government Code of 1991 recognizes the authority of barangays to appoint and compensate personnel, it does not provide a comprehensive framework that ensures end-of-service protection for barangay workers who have rendered long and faithful service. As a result, compensation and recognition remain inconsistent and dependent on the fiscal capacity or discretion of individual local government units.

This measure seeks to address this long-standing gap by institutionalizing minimum separation and retirement benefits for barangay workers. By doing so, the State affirms that barangay workers, though not classified as regular civil service employees, perform essential public functions that merit proper recognition and protection. Providing just compensation at the end of service is not only a matter of fairness but also a means of upholding the dignity of those who have devoted years to serving their communities.

Moreover, this bill strengthens local government administration by helping bridge persistent gaps in staffing stability and service continuity at the barangay level.

In recognizing the invaluable contribution of barangay workers and ensuring that their service is met with dignity and security, this bill advances a more responsive, inclusive, and people-centered system of local governance.

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



HON. TIMOTHY JOSEPH CAYTON
Representative
Lone District, Nueva Vizcaya

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

TWENTIETH CONGRESS

House Bill No. 7644

Introduced by Representative Timothy Joseph Cayton

**“AN ACT RECOGNIZING THE SERVICE OF BARANGAY WORKERS BY
PROVIDING SEPARATION AND RETIREMENT BENEFITS,
APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES”**

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

SECTION 1. *Title.* — This Act shall be known as the ***“Barangay Workers
Separation and Retirement Protection Act.”***

SEC. 2. *Declaration of Policy.* — It is hereby declared to be the policy of the State to recognize, promote, and protect the welfare of barangay workers, and to acknowledge their invaluable role in grassroots governance and community service.

As the first and most consistent frontliners of government service, barangay workers perform essential public functions that directly affect the daily lives of communities.

The State shall therefore ensure that their service is properly recognized and compensated, particularly through the provision of just separation and retirement benefits that uphold their dignity, security, and well-being at the end of service.

SEC. 3. *Coverage.* — This Act shall apply to barangay workers who are duly appointed or designated and who have rendered at least five (5) years of continuous or cumulative service, including but not limited to the following:

- a) Barangay Secretaries;
- b) Barangay Treasurers;
- c) Barangay Tanods;
- d) Barangay Health Workers;
- e) Barangay Nutrition Scholars; and

f) Other barangay workers recognized by special laws or by the Sangguniang Barangay in accordance with applicable rules.

SEC. 4. *Separation Benefits.* — Barangay workers who are separated from service due to retirement, abolition of position, reorganization, permanent incapacity, or other causes not attributable to their fault shall be entitled to separation pay equivalent to one (1) month of their latest basic honorarium for every year of service.

SEC. 5. *Retirement Benefits.* —

Barangay workers shall be entitled to retirement benefits upon compliance with the following conditions:

- a) Has rendered at least fifteen (15) years of continuous or cumulative service as a barangay worker;
- b) Has attained sixty (60) years of age at the time of optional or compulsory retirement; and
- c) Is not in receipt of any monthly pension or retirement benefit for permanent total disability under existing laws.

The retirement benefit shall not be less than the separation benefit provided under this Act.

SEC. 6. *Appropriations.* — The benefits under this Act shall be funded and paid through the Local Government Units (LGUs) concerned.

- a) The amounts necessary for the payment of separation and retirement benefits of barangay workers shall be sourced from the respective barangay and municipal funds, subject to the provisions of the Local Government Code of 1991 and applicable budgeting, accounting, and auditing rules;
- b) The National Government shall provide policy guidance, standards, and oversight, and may extend financial support to LGUs through existing intergovernmental fiscal mechanisms, subject to the availability of funds and applicable laws; and
- c) Each LGU shall establish and maintain a Barangay Workers Trust Fund, to be administered by the LGU in accordance with guidelines to be jointly issued by the Department of the Interior and Local Government (DILG) and the Department of Budget and Management (DBM).

SEC. 7. *Implementing Rules and Guidelines.* — The Department of the Interior and Local Government (DILG), in coordination with the Department of Budget and Management (DBM), shall promulgate the necessary Implementing Rules and Regulations for the effective implementation of this Act within ninety (90) days from its effectivity.

SEC. 8. *Separability Clause.* — If any provision of this Act is declared unconstitutional or invalid, the remaining provisions not affected thereby shall remain in full force and effect.

SEC. 9. *Repealing Clause.* — Any law, presidential decree or issuance, executive order, letter of instruction, administrative order, rule or regulation, contrary to, or inconsistent with, the provisions of this Act is hereby repealed, modified or amended accordingly.

SEC. 10. *Effectivity.* — This Act shall take effect fifteen (15) days after the completion of its publication in the Official Gazette or in a newspaper of general circulation.

Approved,