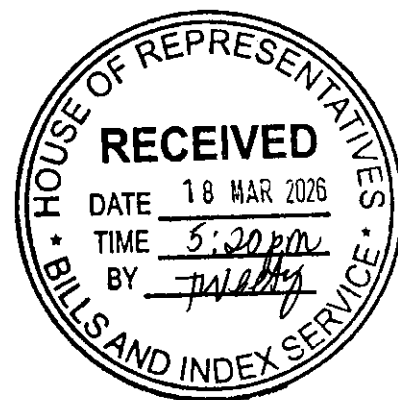


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 8674



Introduced by: HON. BAMBI B. EMANO

AN ACT
PROVIDING A COMPREHENSIVE CHARTER FOR BARANGAYS
AND BARANGAY OFFICIALS AND WORKERS, DEFINING THEIR
RIGHTS, BENEFITS AND FINANCIAL ENTITLEMENTS,
AND PROVIDING FUNDS THEREFOR

EXPLANATORY NOTE

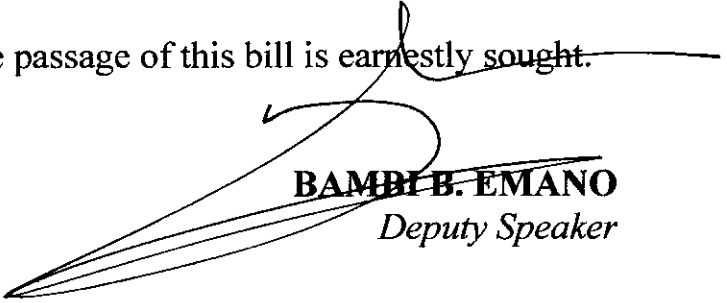
The barangay is the most basic political unit in the country. It is the foundation of local governance and the first level of public service delivery. For millions of Filipinos, the barangay is the most accessible arm of government—the office closest to their homes, their daily concerns, and their immediate needs.

More than proximity, the barangay also possesses the most direct and immediate access to its constituents. Barangay officials are not distant administrators; they are community leaders who interact daily with residents, respond to emergencies firsthand, mediate disputes, implement national and local programs, and serve as the primary link between citizens and higher levels of government.

Despite this indispensable role, barangay officials and personnel have historically not been accorded the same regular compensation structures, social protection, and institutional support granted to other government offices. It is incongruous that those who serve at the frontline of governance remain outside the standard packages of salaries, insurance, and benefits enjoyed by regular government employees.

This measure seeks to correct that imbalance. It provides a comprehensive legal framework defining the rights, benefits, and financial entitlements of barangays and barangay officials and employees, thereby strengthening grassroots governance and promoting institutional stability at the community level.

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



BAMBI B. EMANO

Deputy Speaker

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

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 hereby declared the policy of the State to advance and safeguard the welfare of residents in every barangay; to uplift the economic condition and social standing of barangay officials; to ensure that each barangay is equipped with essential facilities conducive to safe, sanitary, and dignified living; to strengthen barangay autonomy in the effective discharge of its functions as the fundamental planning and implementing unit of government; and to uphold the barangay as the venue where the collective voice of the community is articulated and respected.

Sec. 3. *General Principles.* The implementation of this Act shall be anchored on the following principles:

- a. The national government shall recognize the barangay as the cornerstone of grassroots development and prioritize its institutional strengthening.
- b. Barangays shall be empowered with adequate authority and resources to address local concerns within their jurisdiction.

- c. Participatory governance and community-driven initiatives shall serve as the primary approach in barangay development efforts.

II. COMPENSATION AND WELFARE OF BARANGAY OFFICIALS

Sec. 4. *Status as Government Personnel.* The Punong Barangay, Members of the Sangguniang Barangay, Sangguniang Kabataan Chairperson, Barangay Secretary, Barangay Treasurer, Barangay Health Workers, Barangay Daycare Workers, and Barangay *Tanod* are hereby recognized as term-based government personnel, subject to applicable term limitations. They shall be entitled to standardized compensation, allowances, insurance coverage, medical and dental benefits, retirement privileges, and other benefits granted to government employees under existing laws.

Sec. 5. *Term-based Government Personnel.* For purposes of this Act, the term “term-based government personnel” shall refer to elected barangay officials and those holding coterminous appointments listed herein whose tenure is coterminous with the appointing authority. The compensation, allowances, and benefits granted under this Act shall accrue only for the duration of their lawful term of office and shall cease upon its expiration or termination, unless otherwise provided by law.

Sec. 6. *Standardized Compensation Structure.* Barangay officials, employees, and volunteer workers shall receive appropriate remuneration, allowances, or honoraria commensurate with the services rendered. The Department of Budget and Management (DBM) shall formulate a uniform Position Classification and Compensation System for barangay officials, personnel, and volunteers, subject to qualification standards prescribed by the Civil Service Commission (CSC) and taking into account the fiscal capacity of the barangay.

The system shall provide for four (4) compensation levels:

- a. Barangay Salary Grade I, covering barangay health workers, daycare workers, and *tanod*
- b. Barangay Salary Grade II, covering appointive officials such as barangay secretary, treasurer, and nutritionist
- c. Barangay Salary Grade III, covering elective members of the Sangguniang Barangay and the chairperson of the Sangguniang Kabataan
- d. Barangay Salary Grade IV, for the Punong Barangay

The minimum monthly compensation shall be:

- a. Barangay Salary Grade I – An amount equivalent to thirty percent (30%) of the salary of a Sangguniang Bayan member of his/her municipality

- b. Barangay Salary Grade II – An amount equivalent to fifty percent (50%) of the salary of a Sangguniang Bayan member of his/her municipality
- c. Barangay Salary Grade III – An amount equivalent to eighty percent (80%) of the salary of a Sangguniang Bayan member of his/her municipality
- d. Barangay Salary Grade IV – An amount equivalent to the salary of a Sangguniang Bayan member of his/her municipality

Sec. 7. *Representation and Transportation Allowance.* The Punong Barangay shall be entitled to a Representation and Transportation Allowance (RATA) equivalent to that granted to a Member of the Sangguniang Bayan of the municipality where the barangay is situated, subject to existing rules and regulations of the Department of Budget and Management (DBM).

Sec. 8. *Social Insurance Coverage.* The Government Service Insurance System (GSIS) shall institute an insurance and social protection program for barangay officials and personnel.

Sec. 9. *Health Insurance Enrollment.* Barangay officials and personnel shall be enrolled in the national health insurance program administered by PhilHealth, consistent with existing laws and regulations.

Sec. 10. *Provident Fund Membership.* Coverage under the Home Development Mutual Fund (Pag-IBIG Fund) shall extend to barangay officials and personnel.

Sec. 11. *Hazard Compensation.* Officials, personnel, and volunteers assigned in areas under a declared state of calamity or emergency shall receive hazard pay equivalent to ten percent (10%) of their monthly salary or honorarium, as applicable, during the period of such declaration.

Sec. 12. *Death and Burial Assistance.* Upon the death of any barangay official or personnel covered under this Act during his or her incumbency, the lawful beneficiaries shall be entitled to a fixed death benefit of Ten Thousand Pesos (₱10,000.00), irrespective of salary grade or position.

In addition, a burial assistance in the amount of Two Thousand Pesos (₱2,000.00) shall be released within twenty-four (24) hours from receipt of written notice and satisfactory proof of death.

Should the death occur in the lawful performance of official duties or by reason thereof, the beneficiaries shall be entitled to double the death benefit herein provided.

Sec. 13. *Employment Preference.* Qualified barangay personnel and volunteers shall be given preferential consideration for employment in national government agencies, local government units, and government-owned or controlled corporations, subject to CSC standards and applicable laws.

III. ESSENTIAL COMMUNITY SERVICES

Sec. 14. *Access to Potable Water.* Every barangay shall be entitled to a reliable source of safe drinking water. Cities and municipalities shall ensure the installation and maintenance of at least one (1) deep well with pumping facilities for every one thousand (1,000) residents within each barangay.

Sec. 15. *Availability of Public Transportation.* Each barangay shall have access to public transportation at least once daily. Local government units shall coordinate with appropriate regulatory agencies to require public utility operators to provide such minimum service.

Sec. 16. *Educational, Health, and Administrative Facilities.* Every barangay shall have at least one (1) elementary school, one (1) health center, and one (1) barangay hall. A secondary school shall be accessible within five (5) kilometers from the barangay center.

IV. FISCAL AUTONOMY AND REVENUE ENTITLEMENTS

Sec. 17. *Direct Remittance of National Tax Shares.* The National Treasury shall automatically release to barangays their lawful share in national taxes at the end of each calendar year.

Sec. 18. *Transfer of Maintenance Funds.* Appropriations for the upkeep of barangay roads, bridges, and similar infrastructure shall be directly remitted to the barangay general fund, subject to auditing rules.

Sec. 19. *Share in Local Revenues.* Barangays shall receive twenty-five percent (25%) of real property taxes collected from properties within their territorial jurisdiction. Additionally, they shall receive ten percent (10%) of other local taxes, fees, fines, or charges generated from residents or establishments situated within the barangay.

Sec. 20. *Participation in Proceeds from Natural Resources.* Barangays hosting natural resource utilization activities shall be granted an equitable share in the proceeds thereof. The rate shall be determined by the concerned city or municipality, in consultation with stakeholders, taking into account

environmental and social impacts. Such revenues shall accrue to the barangay's general fund.

V. DEVELOPMENT SUPPORT MECHANISMS

Sec. 21. *Local Hiring Preference.* Residents of the barangay shall be prioritized for employment in government-funded construction or development projects undertaken within the barangay.

Sec. 22. *Promotion of Cooperative Enterprises.* Barangays shall actively promote and assist in the establishment of cooperatives and community enterprises to strengthen local economic participation.

VI. IMPLEMENTATION AND FINAL PROVISIONS

Sec. 23. *Implementing Rules and Regulations.* The Secretaries of the DILG and DBM shall promulgate the necessary rules and regulations to carry out this Act. Such rules shall take effect thirty (30) days after publication in a newspaper of general circulation and by other appropriate means of notice.

Sec. 24. *Appropriations and Budget Submission.* The DILG and DBM shall submit to Congress the required funding estimates for implementation. Barangays shall include in their annual budgets the necessary appropriations for compensation and statutory contributions.

Sec. 25. *Prohibited Acts and Penalties.* Any person who obstructs or undermines the rights granted under this Act shall, upon conviction, be liable to a fine ranging from Five Hundred Pesos (P500.00) to Two Thousand Pesos (P2,000.00), imprisonment of up to six (6) months, or both, at the court's discretion. If the offender is a public officer, dismissal from service shall likewise be imposed.

Sec. 26. *Separability Clause.* If any provision of this Act is declared unconstitutional or invalid, the remaining provisions shall continue in full force and effect.

Sec. 27. *Repealing Clause.* All laws, decrees, orders, rules, or regulations inconsistent with this Act are hereby repealed or modified accordingly.

Sec. 28. *Effectivity.* This Act shall take effect fifteen (15) days after publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,