

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. 10791



Introduced by Representative ANTOLIN “LENLEN” A. ORETA III

AN ACT
TO ESTABLISH MAGNA CARTA FOR BARANGAYS

EXPLANATORY NOTE

The barangay serves as the bedrock of local governance and the most fundamental political unit in the Republic of the Philippines. Currently, there are 42,001 barangays across the country, each functioning as the critical interface between the State and its citizens. Enshrined in the 1987 Constitution and operationalized by Republic Act No. 7160 or the Local Government Code (LGC) of 1991, these territorial subdivisions are guaranteed genuine local autonomy. This constitutional mandate empowers them to transform into self-reliant communities and indispensable partners in national progress. Consistently, Philippine jurisprudence has reinforced that meaningful decentralization must reach the barangay level to ensure that grassroots governance remains dynamic and effective.

Functioning as the government's primary planning and executing body at the community level, the barangay acts as the frontline for public service delivery, dispute resolution, and participatory governance. The sheer scale of this civic engagement was evident during the 2023 Barangay and Sangguniang Kabataan Elections (BSKE), where over 828,000 candidates vied for leadership posts to represent their communities.¹ It is within this foundational tier that the collective voice of the people is formalized into actionable initiatives. Under the bottom-up development model established by the LGC, barangay development plans serve as the crucial building blocks for broader municipal, provincial, and national socio-economic strategies.

Despite their indispensable role in nation-building, barangay officials and workers are plagued by a systemic lack of institutional support, limited social protection, and severe economic insecurity. Under current provisions, such as DBM Local Budget Circular No. 63, minimum honoraria remain starkly disproportionate to the workload: set at a baseline of just PHP 1,000 monthly for the Punong Barangay and PHP 600 for Sangguniang Barangay members, though some local government units augment this based on available local funds.² This meager compensation persists even as their responsibilities multiply. During the COVID-19 pandemic and amidst frequent natural disasters, barangay officials and Barangay Health Workers (BHWs) functioned as the ultimate frontliners, managing contact tracing, enforcing quarantines, distributing relief goods, and maintaining peace and order, often without hazard pay,

¹ GMA News Online. (2023, October). *How many posts up for grabs and other numbers in BSKE 2023*.
<https://www.gmanetwork.com/news/topstories/nation/885622/eleksyon-2023-facts-and-figures/story/>

² Department of Budget and Management (DBM). Local Budget Circular No. 63.
library.judiciary.gov.ph/thebookshelf/showdocs/11/47160

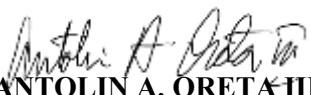
comprehensive insurance, or tenure security.

The push for a comprehensive Magna Carta for Barangay Officials is a decades-old legislative battle. The earliest attempt dates back to 1987 with House Bill No. 6925, followed by a broader Senate measure in 2007 that sought to elevate barangay officials to regular government personnel status, entitling them to fixed salaries, insurance, retirement security, and capacity-building resources. For years, these measures stagnated at the committee level. A notable breakthrough occurred recently in August 2026, when the Senate successfully approved on the third reading the Magna Carta for Barangay Health Workers, guaranteeing at least PHP 3,000 in monthly benefits, hazard allowances, and free legal assistance.³ This recent legislative victory sets a strong precedent for passing the broader Magna Carta covering all barangay officials.

This proposed measure seeks to permanently close this long-standing legislative gap. It reaffirms the State's constitutional duty to promote the general welfare of its citizens by first elevating the economic and social dignity of its grassroots public servants. By officially institutionalizing financial support, professionalizing the barangay workforce, and ensuring local communities have the basic facilities for a dignified life, this bill transforms barangays into true engines of inclusive and sustainable national development.

The enactment of this Magna Carta is no longer just timely; it is a moral imperative. It stands as a long-overdue validation of the sacrifices made by our community leaders and a definitive step toward fulfilling the constitutional promise of genuine, robust local autonomy.

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


ANTOLIN A. ORETA-III
Lone District of Malabon City

³ Philippine Daily Inquirer. (2026, August 3). *Senate approves on 3rd reading Magna Carta of Barangay Health Workers*. <https://newsinfo.inquirer.net/2276336/senate-approves-on-3rd-reading-magna-carta-of-barangay-health-workers>

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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	15,000		
Members	including		the
Kabataang			Barangay
Chairman			
(c) Barangay Secretary and	13,000		
Barangay Treasurer			

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	Salary	Grade	10
Members	including		the
Kabataang			Barangay
Chairman			
(c) Barangay Secretary and	Salary	Grade	9
Barangay Treasurer			

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

114 **FINAL PROVISIONS**

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

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

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

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

126 **SEC. 15. *Consistency with the Local Government Code.*** – The implementation of this Act shall
127 be consistent with Section 331(b) of Republic Act No. 7160, as amended, which limits barangay
128 appropriations to the income certified as collectible by the city or municipal treasurer.

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

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

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

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

147 **SEC 18. *Repealing Clause.*** – All other laws, acts, presidential decrees, rules and regulations or
148 parts thereof inconsistent with the provisions of this Act, are hereby repealed, appealed, or
149 modified accordingly.

150 **SEC. 19. *Separability Clause.*** - Should any provision or part of this Act be declared
151 unconstitutional or invalid, the other provisions and parts hereof, insofar as they are separable
152 from the invalid ones, shall remain in full force and effect.

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

