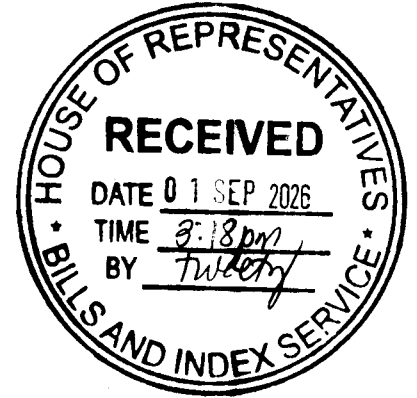


Republic of the Philippines
HOUSE OF REPRESENTATIVES
QUEZON CITY

20th Congress
Second Regular Session

House Bill No. **11045**



Introduced by: **REP. MARK CHOLO I. VIOLAGO**

EXPLANATORY NOTE

The Philippines has consistently ranked among the most disaster-prone countries in the world, as reflected in the World Risk Index. Our nation regularly faces typhoons, earthquakes, volcanic eruptions, floods, and other natural and human-induced hazards. In every calamity, Public Disaster Risk Reduction and Management (DRRM) workers stand at the frontlines, risking their lives to safeguard communities, mitigate disaster impacts, and ensure recovery and rehabilitation.

Despite their indispensable role, DRRM workers often endure inadequate compensation, insufficient benefits, and precarious working conditions. Many are employed under temporary or contractual arrangements, leaving them vulnerable to job insecurity and without access to essential welfare programs. This reality undermines their ability to perform effectively and sustainably, even as the demands of their profession continue to grow in complexity and urgency.

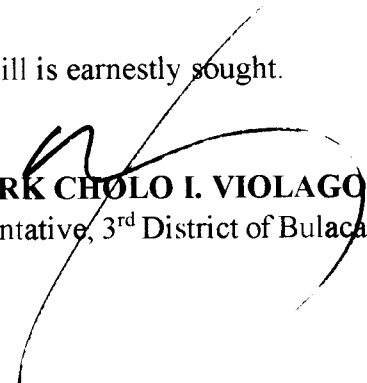
The proposed Magna Carta for Public DRRM Workers seeks to institutionalize measures that will protect their welfare, promote professional growth, and enhance their capacity to deliver critical services. It aims to improve their socio-economic and psychological well-being by creating better working environments, improving terms of employment, and providing robust benefits. It also seeks to professionalize the DRRM workforce by offering capacity-building opportunities, scholarships, and career advancement programs.

Key provisions of this bill include hazard allowances for high-risk activities, mandatory insurance coverage, access to health and psychosocial services, and equitable work conditions that safeguard their rights to security of tenure and protection against discrimination. It also provides allowances for overtime, night shifts, and fieldwork, as well as housing and transportation support. Accountability and transparency mechanisms are embedded in the bill, ensuring grievance handling, administrative due process, and disciplinary safeguards.

This Magna Carta aligns with Republic Act No. 10121, the Philippine Disaster Risk Reduction and Management Act of 2010, by equipping DRRM workers with the tools and

resources necessary to perform their duties effectively and sustainably. It recognizes that investing in the welfare of DRRM workers is an investment in the nation's resilience, readiness, and capacity to withstand disasters.

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



MARK CHOLO I. VIOLAGO
Representative, 3rd District of Bulacan

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AN ACT ESTABLISHING THE MAGNA CARTA FOR BARANGAYS

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

Section 1. Short Title.

This Act shall be known as the “Magna Carta for Public Disaster Risk Reduction and Management (DRRM) Workers.”

Section 2. Declaration of Policy.

It is hereby declared the policy of the State to uphold the constitutional rights of the people to life and property by addressing vulnerabilities to disasters, strengthening institutional capacities for disaster risk reduction and management, and building resilient communities. The State shall recognize and strengthen the capacities of Local Government Units (LGUs) and communities in mitigating, preparing for, responding to, and recovering from disasters. Furthermore, this Act shall enhance the implementation of Republic Act No. 10121 by enacting measures that prioritize the welfare of Public DRRM Workers.

Section 3. Definition of Terms.

For purposes of this Act, “Public DRRM Workers” shall refer to all persons engaged in DRRM functions under the thematic pillars of prevention and mitigation, preparedness, response, and rehabilitation and recovery, whether employed permanently, temporarily, contractually, or under job order arrangements.

Section 4. Certification.

The National Disaster Risk Reduction and Management Council (NDRRMC) shall certify DRRM functions, staffing, and incumbents to ensure that workers are legitimately engaged in DRRM activities.

Section 5. Classification of DRRM Activities.

DRRM activities shall be classified into low-risk and high-risk categories. Low-risk activities include clerical and office work, while high-risk activities include search and rescue, retrieval operations, rapid damage assessment, epidemic response, and deployment in hazard zones.

Section 6. Recruitment and Qualification.

Recruitment policies shall follow Civil Service Commission standards. Temporary appointments may be issued when necessary, subject to renewal limits, and shall not exceed twelve months.

Section 7. DRRM Volunteers.

Volunteers shall be covered under the Guidelines on Accredited Community Disaster Volunteers (ACDV) pursuant to RA 10121.

Section 8. Non-Permanent Workers.

Non-permanent workers engaged in high-risk DRRM activities shall be entitled to benefits under this Act, subject to certification by their agency heads.

Section 9. Performance Evaluation and Merit Promotion.

Agencies shall prepare uniform career development plans, including merit promotion, performance evaluation, training, job rotation, and incentive systems.

Section 10. Transfer or Reassignment.

Transfers and reassignments shall only be made in the interest of public service, with written justification, and shall not be politically motivated. Restrictions apply during election periods.

Section 11. Married Workers.

Authorities shall endeavor to assign married DRRM couples within the same LGU or agency, though not necessarily in the same office.

Section 12. Security of Tenure.

Permanent DRRM workers shall not be dismissed except for cause and with due process. Unjustly dismissed workers shall be entitled to reinstatement and back wages.

Section 13. Protection from Discrimination.

Workers shall be protected against discrimination on the basis of sex, age, gender, orientation, race, creed, disability, or political beliefs.

Section 14. Duties and Obligations.

Workers shall perform their duties with respect for life, readiness, training, fitness, and ethical conduct, ensuring safety and diligence in all operations.

Section 15. Code of Conduct.

Within six months, the NDRRMC shall draft a Code of Conduct consistent with RA 6713.

Section 16. Administrative Charges.

Administrative charges shall be heard by a committee constituted under RRACCS, ensuring fairness and impartiality.

Section 17. Legal Support.

Workers shall be exempt from liability when acting in good faith during disaster response, with legal assistance provided by their agencies.

Section 18. Safeguards in Disciplinary Procedures.

Workers shall enjoy due process rights, including access to evidence, defense, confrontation of witnesses, and appeal.

Section 19. Normal Hours of Work.

Normal hours shall not exceed eight per day or forty per week. On-call pay shall be 50% of regular wage, limited to seven days per month.

Section 20. Overtime Work.

Workers required to render overtime shall be compensated in accordance with CSC and DBM rules.

Section 21. Work During Rest Days and Holidays.

Workers shall be compensated for service rendered during rest days and holidays.

Section 22. Night-Shift Differential.

Workers shall receive 20% of their regular wage per hour of night work.

Section 23. Salaries.

Salaries shall be governed by CSC/DBM and LGU schedules, paid in legal tender, with deductions prohibited except by law.

Section 24. Additional Compensation.

Workers shall receive hazard, subsistence, communication, longevity, laundry, and quarters allowances.

Section 25. Hazard Allowance.

Hazard allowance shall be up to 25% of daily basic salary for high-risk duties, and at least 5% for low-risk duties in affected areas.

Section 26. Transportation, Communication, and Subsistence Allowance.

Workers deployed in emergencies shall receive subsistence and reimbursement of allowable expenses.

Section 27. Longevity Pay.

Workers shall receive 5% of monthly basic pay for every five years of continuous service.

Section 28. Laundry Allowance.

Workers required to wear uniforms shall receive ₱150/month, subject to periodic review.

Section 29. Housing.

Workers on duty shall be entitled to free quarters or allowance.

Section 30. Medical, Mental, and Psychosocial Examination.

Annual compulsory examinations shall be provided free of charge, with treatment covered for service-related conditions.

Section 31. Implementing Rules and Regulations.

NDRRMC, in consultation with CSC, DBM, DOH, and other agencies, shall issue Implementing Rules and Regulations within 90 days.

Section 32. Separability Clause.

If any provision of this Act is declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

Section 33. Repealing Clause.

All laws, decrees, orders, rules, and regulations or other issuances or parts inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

Section 34. Effectivity.

This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in any two (2) newspapers of general circulation in the Philippines.

Approved,