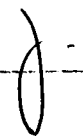


**SEVENTEENTH CONGRESS** )  
**REPUBLIC OF THE PHILIPPINES** )  
First Regular Session )



'16 JUL 19 AIO:32

**S E N A T E**  
**S.B. No. 439**

RECEIVED BY: 

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Introduced by **SENATOR LOREN LEGARDA**

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**AN ACT STRENGTHENING THE NATIONAL AGRICULTURE AND FISHERIES EXTENSION SYSTEM TO ACCELERATE AGRICULTURE AND FISHERIES DEVELOPMENT, APPROPRIATING FUNDS THEREFOR AND FOR OTHER PURPOSES**

Explanatory Note

Agricultural extension is a system which assists farm people, through educational procedures and sharing of best agricultural practices, in improving farming methods and techniques, increasing production efficiency and income, lifting social and educational standards. The clients of this agricultural and fisheries extension system are the producers (the farmers, fisherfolk, agricultural processors), traders, and consumers, with priority given to economically and socially disadvantaged groups.

This bill provides for the creation of the Philippine Agriculture and Fisheries Extension Agency (PAFEA), which shall serve as the national apex organization to unify all agriculture and fisheries extension systems and ensure maintenance of the high standards of extension programs. It shall provide national direction, set standards of performance, and institutionalize financial and technical support to the LGUs.

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

  
**LOREN LEGARDA**  
Senator

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

**ARTICLE I**  
**GENERAL PROVISIONS**

1  
2  
3  
4 **SECTION 1. Short Title.** - This Act shall be known as the "Agriculture and  
5 Fisheries Extension Act."

6  
7 **Sec. 2. Declaration of Policy.** - The goals of national economy are a more  
8 equitable distribution of opportunities, income and wealth; a sustained  
9 increase in the amount of goods and services produced by the nation for the  
10 benefit of the people; and expanding productivity as the key to raising the  
11 quality of life for all, especially the underprivileged.

12  
13 The State shall promote economic modernization and full employment based  
14 on sound agricultural development and agrarian reform, through industries  
15 that make full and efficient use of human and natural resources, and which  
16 are competitive in both domestic and foreign markets. In pursuit of these  
17 goals, all sectors of the economy and all regions of the country shall be  
18 given optimum opportunity to develop.

19  
20 Thus, it is hereby declared the policy of the State to enable those who  
21 belong to the agriculture and fisheries sector to participate and share in the  
22 fruits of development and growth in a manner that utilizes the nation's  
23 resources in the most efficient and sustainable way possible by establishing  
24 a more equitable access to assets, income, basic and support services, and  
25 infrastructure.

26  
27 The State shall give priority to promote science, technology and human  
28 resource development as essentials for national development and progress.

29  
30 The State shall utilize research results through information, education,  
31 extension and communication services. It shall support the development of  
32 a national extension system that will help accelerate the transformation of  
33 agriculture and fisheries sectors of the country from a resource-based  
34 industry to a knowledge-based and market-oriented industry.

1 The State shall adopt a market approach as the enabling framework for the  
2 agriculture and fisheries sector to attain food security, poverty alleviation,  
3 sustainable development and environmental protection, and balanced urban  
4 and rural development while addressing the welfare of the consumers for  
5 more affordable nutritious food especially among the lower income groups.  
6 The State shall promote market-oriented policies in its agricultural  
7 development program to enable agriculture producers to transform their  
8 enterprises into technologically advanced profitable ventures.

9  
10 The State shall empower the agriculture and fisheries sector to develop and  
11 sustain itself to meet present and future needs of the country. Towards this  
12 end, the State shall ensure the establishment and development of the  
13 agriculture and fisheries extension system that increases and sustains its  
14 contributions towards the achievement of the goals of agriculture  
15 modernization as mandated by Republic Act 8435: a) Poverty Alleviation and  
16 Social Equity; b) Food Security; c) Rational Use of Resources and  
17 Sustainable Development; d) Global Competitiveness; and e) People  
18 Empowerment.

19  
20 **Sec. 3. Definition of Terms.** - As used in this Act, the term:

- 21  
22 a) "Agriculture Development Worker (ADW)" or "Agriculture Extension  
23 Worker (AEW)" refers to a person who is a graduate of at least a  
24 bachelor's degree in agriculture, agriculture engineering, agriculture  
25 economics, or any related course registered and licensed with the  
26 Professional Regulation Commission or Civil Service Commission; who  
27 perform communication, curriculum development,  
28 agricultural/coastal community organizing, econometrics, water  
29 management, veterinary work, statistical work, training and  
30 extension works in agriculture production, trade, and processing  
31 including crop and animal protection, food safety, agriculture and  
32 natural resource economics, and marketing. For purposes of this Act,  
33 the term "Agriculture Development Worker (ADW)" is interchangeably  
34 used with "Agriculture Extension Worker (AEW).  
35  
36 b) "Agricultural Engineer" refers to a person registered with the Profes-  
37 sional Regulation Commission or Civil Service Commission performing  
38 training and extension work in agricultural and fisheries mechaniza-  
39 tion, irrigation, drainage, soil and water conservation, agricultural  
40 buildings and structures, agricultural processing and post-harvest  
41 facilities.  
42  
43 c) "Agriculture Extension" is an educational and information service  
44 aimed at the transformation of the behavioral traits or characteristics  
45 of agriculture and fishery producers, consumers, or traders as a  
46 consequence of "new knowledge" or research results. Agriculture  
47 extension services include all those provided by both national and  
48 local governments, non-governmental organizations, and the private  
49 sector.  
50  
51 d) "Agroforester" refers to a person who is a graduate of a four-year  
52 course in forestry, agroforestry, or related fields and licensed with the  
53 Professional Regulation Commission or Civil Service Commission.  
54  
55 e) "Barangay Technician" refers to a successful agriculture/fishery  
56 producer who volunteers and is assigned to assists farmers and other

1 agriculture producers in their respective barangays towards the  
2 modernization of their respective AF enterprises. The barangay  
3 agricultural technician works closely with the barangay agriculture  
4 committee for the planning of projects to be implemented at the  
5 barangay level.  
6

7 f) "Catalytic Financing" refers to the provision of financial assistance by  
8 the National Government as a counterpart grant to the resources  
9 provided by the local government units to achieve increased invest-  
10 ment by the private sector in the implementation of agriculture and  
11 fisheries extension services to accelerate the achievement of national  
12 goals.  
13

14 g) "Civil Society" refers to the group of organizations whose voluntary  
15 collective action revolves around shared interests, purposes and  
16 values. Civil societies are organizations composed of community  
17 groups, women's organizations, faith-based organizations,  
18 professional associations, trade unions, self-help groups, social  
19 movements, business associations, coalitions, and advocacy groups.  
20

21 h) "Consumers" are those that acquire goods or services for direct use or  
22 ownership rather than for resale or use in production and  
23 manufacturing.  
24

25 i) "Empowerment" is the expansion of assets and capabilities of people  
26 to participate in, negotiate with, influence, control and hold  
27 accountable institutions that affect their lives; it involves providing  
28 authority, responsibility, and information to people directly engaged in  
29 agriculture and fishery production, primarily at the level of the  
30 farmers, fisherfolk, and those engaged in food and non-food  
31 production and processing, in order to give them enhanced economics  
32 rights.  
33

34 j) "Extension System for Agriculture and Fisheries" refers to the  
35 extension service delivery system of the country that includes all  
36 services provided by national, local, non-governmental organizations,  
37 and the private sector.  
38

39 k) "Farmer-to-Farmer or Fisher-to-Fisher Extension Approach" refers to  
40 the modality of extension where farmers or fishers systematically  
41 learn from their successful peers new knowledge or skills to improve  
42 the productivity and income of their enterprises.  
43

44 l) "Fisheries" refers to all interrelated activities which include the  
45 production, growing, harvesting, processing, marketing, developing,  
46 conserving, and managing of all aquatic and fisheries areas.  
47

48 m) "Fisheries Technologist" refers to a person who is a graduate of a  
49 four-year course in Fisheries and registered and licensed with the  
50 Professional Regulation Commission or Civil Service Commission.  
51

52 n) "Food Security" refers to the national policy objective of meeting the  
53 food requirements of the present and the future generations of  
54 Filipinos in substantial quantity, ensuring the availability and  
55 affordability of safe and nutritious food for all, either through local  
56 production or importation, or both, based on the country's existing

1 and potential resource endowment and related production  
2 advantages, and consistent with the overall national development  
3 objectives and policies.  
4

5 o) "Formula grants" refer to financial transfers from the National  
6 Government to the local governments to enable them to meet national  
7 standards in the provision of Agriculture and Fisheries Extension  
8 Services (AFES) especially among the poor. The funding formula takes  
9 into consideration, among others, the financial capacity of a  
10 municipality or a province.  
11

12 p) "Knowledge Management" is a systematic approach which invents,  
13 understands, shares, creates and utilizes knowledge in order to  
14 create values such as producers value, customer's value, employee's  
15 value, stockholder's value, business partner's value and social value  
16 to achieve the vision and goal of the organization.  
17

18 q) "Partnership" refers to the relationship between and among agencies  
19 that is characterized by mutual cooperation and responsibility  
20 towards the achievement of shared goals.  
21

22 r) "RBOs" are rural based organizations or people's organizations  
23 composed of various sectors of the rural community such as farmers,  
24 fisherfolk, growers, seed producers, women, and youth.  
25

26 s) "Targeted Financial Transfer" is a financial support provided by the  
27 National Government to the LGUs to enable them to plan and  
28 implement projects in agriculture extension aimed at helping the  
29 poor and economically disadvantaged rural beneficiaries.  
30

31 t) "Value chain" - is a process from seed to shelf or from the producers  
32 to the consumers, showing activities and interventions of/for a chosen  
33 commodity/ties based on understanding the needs for such  
34 interventions.  
35

36 u) "Veterinarian" refers to a person registered with the Professional  
37 Regulation Commission performing professional services related to the  
38 practice of veterinary medicine including training and extension on  
39 disease prevention control and animal health.  
40

41 **Sec. 4. Statement of Goals.** – Agricultural Extension is a policy instrument  
42 for agriculture and fisheries development aimed at empowering individuals  
43 and organizations; Public agriculture extension shall contribute towards the  
44 achievement of the national goals of agriculture development.  
45

46 **Sec. 5. Statement of Objectives.** – Agriculture and fisheries extension  
47 shall contribute to the following objectives:  
48

49 a) To enhance the economic right of producers, especially the poor, to  
50 use the most appropriate technologies they feel will give them the best  
51 profit and to choose the most affordable loans in producing the quali-  
52 ty and quantity of products and to sell their products freely; traders,  
53 to move goods in the expectation of profits unconstrained by serious  
54 lack of knowledge and information; and consumers, regardless of their  
55 geographic location, to buy safe and nutritious foods at the lowest  
56 prices possible.

- 1 b) To manage knowledge in strengthening the individual and  
2 organizational capabilities of producers, traders and consumers; and  
3  
4 c) To help create an enabling environment that strengthens the linkage  
5 between knowledge generation and knowledge use, and encourages  
6 increased investment in agriculture extension by the private sector,  
7 civil society, and local governments.  
8

9 **Sec. 6. Clients.** – The clients of Philippine agricultural and fisheries  
10 extension system are the producers (farmers, fisherfolk, and agricultural  
11 processors), traders and consumers along the value chain. Public extension  
12 shall focus on the delivery of public goods. The priority clients shall be the  
13 economically and socially disadvantaged groups in agriculture and fisheries.  
14 Local government units shall put primary attention to these groups in the  
15 provision of extension services.  
16

17 **ARTICLE II**  
18 **STRUCTURE AND ORGANIZATION**  
19

20 **Sec. 7. Creation of the Philippine Agriculture and Fisheries Extension**  
21 **Agency (PAFEA).** – The Agricultural Training Institute is hereby  
22 strengthened and transformed into the Philippine Agriculture and Fisheries  
23 Extension Agency (PAFEA). It shall serve as the national apex organization  
24 for a unified and efficient agriculture and fisheries extension system of the  
25 country. It shall ensure that public extension services meet the national  
26 standards of performance and effectively contribute towards the  
27 achievement of the national goals of agriculture and fisheries modernization  
28 and sustainable development.  
29

30 **Sec. 8. Powers and Functions.** –  
31

- 32 a) Provide direction in the development of national extension policies in  
33 agriculture and fisheries;  
34  
35 b) Orchestrate the development of an extension strategic plan including  
36 its financing in coordination with the Department of Budget and  
37 Management and stakeholders;  
38  
39 c) Develop and implement national policies and programs aimed at the  
40 continuous improvement of the quality of extension methods,  
41 products, and services towards a more efficient and client-responsive  
42 national agriculture and fisheries knowledge management system;  
43  
44 d) Develop a system towards the management of the country's extension  
45 resources for agriculture and fisheries to ensure a sustainable,  
46 participatory and efficient system of funding for information,  
47 education, and communication materials (IEC); and to help achieve  
48 optimal efficiency along the value chain;  
49  
50 e) Provide leadership in the development and implementation of the  
51 National Agriculture and Fisheries Knowledge Network (NAFKN) in  
52 agriculture and fisheries of the Department through a system of  
53 partnerships that may include, but is not limited to, the local  
54 government units (LGUs), the Regional Development Council (RDC),  
55 the Regional Agriculture and Fisheries Council (RAFCs), the academe  
56 especially the state universities and colleges (SUCs) of agriculture and

1 fisheries, the Civil Society Organizations (CSOs), producers,  
2 Rural-Based Organizations (RBOs), and the private sector;  
3

- 4 f) Provide national leadership in developing extension partnerships  
5 towards increased investment and robust private sector participation  
6 in consultation with agriculture and fisheries councils (AFCs);  
7 g) Harness centers of research excellence in collaboration with state  
8 universities and colleges (SUCs) of agriculture and fisheries for the  
9 implementation of national programs particularly in the areas of  
10 extension innovations, national training, impact assessment, and  
11 monitoring and evaluation of extension institutions, programs, and  
12 projects;  
13  
14 h) Provide leadership in developing and implementing a national system  
15 of strengthening institutional extension capacities at all levels of  
16 implementation; and  
17  
18 i) In coordination with the Department of Budget and Management  
19 (DBM), the Local Government Units, the Department of Interior and  
20 Local Government, and other stakeholders, the PAFEA shall set up a  
21 review mechanism for all agriculture and fisheries extension programs  
22 and budgets of national agencies to determine cost-effectiveness of  
23 operations and impacts to national and local goals.  
24

25 **Sec. 9. Structure of PAFEA.** – The PAFEA shall be headed by a Director  
26 General (DG) with a rank of Assistant Secretary who shall be assisted by  
27 two Deputy Director Generals (DDG) who shall be appointed by the  
28 President upon recommendation of the Secretary of Agriculture from a list  
29 submitted by an Independent Search Committee organized and based on  
30 the qualification standards set by the Council of Extension Research  
31 Development in Agriculture and Fisheries (CERDAF). They shall have a fixed  
32 tenure of six (6) years and may be re-appointed for an additional term of  
33 four (4) years based on very satisfactory performance.  
34

35 **Sec. 10. The Council for Extension Research Development in Agricul-**  
36 **ture and Fisheries (CERDAF).** – The Council for Extension Research  
37 Development in Agriculture and Fisheries (CERDAF) is hereby strengthened.  
38 It shall ensure that the agriculture and fisheries research, development and  
39 extension policies and programs of the Department are consistent with  
40 national policies and priorities.  
41

42 As part of its functions and duties, the Council for Extension  
43 Research Development in Agriculture and Fisheries (CERDAF) shall:  
44

- 45 a) Recommend to the Secretary of the Department of Agriculture policies  
46 covering program priorities and resource allocation in agriculture and  
47 fisheries research and extension of all agencies of the Department;  
48  
49 b) Enhance coordination and linkage of government institutions involved  
50 in agriculture and fisheries research, development and extension,  
51  
52 c) Strengthen the participation of various stakeholders, especially the  
53 civil society, local government units, and private sector in the  
54 development of the National Research Development and Extension  
55 (NRDE) agenda and programs;  
56

- 1 d) Strengthen the institutional efficiency of the NRDE system, including  
2 the creation of a monitoring and evaluation system on the  
3 effectiveness and efficiency of its various components; and  
4  
5 e) Set guidelines for the use of services and facilities, collection of fees,  
6 and the utilization of income.  
7

8 **Sec. 11. Composition of the Council for Extension Research**  
9 **Development in Agriculture and Fisheries (CERDAF).** - The  
10 Undersecretary for Policy and Planning of the DA shall be the Chair of the  
11 Council. There shall be a Vice Chair to be elected from among the other  
12 members of the Board. The Executive Director of the Philippine Agriculture  
13 and Fisheries Extension Agency (PAFEA) and the Director of the Bureau of  
14 Agricultural Research (BAR) shall be the ex officio members, and the Chair  
15 shall appoint the Executive Director of PAFEA as Secretary of the Council.  
16

17 The CERDAF shall have the following members:  
18

- 19 a) Designated Undersecretaries for Policy and Planning of the following  
20 Departments:  
21 1) Department of Science and Technology;  
22 2) Department of Environment and Natural Resources;  
23 3) Department of Interior and Local Government;  
24  
25 b) Presidents of the following LGU organizations:  
26 1) League of Provinces;  
27 2) Union of Local Authorities of the Philippines (ULAP);  
28  
29 c) Four (4) CSO representatives or one each from the rural youth, rural  
30 women, farmer, and fisherfolk as identified and selected by the  
31 Department of Agriculture;  
32  
33 d) One (1) private sector representative appointed by the DA Secretary;  
34  
35 e) One representative each from the following national professional  
36 scientific societies/organizations as recommended by the Secretary of  
37 the Department of Science & Technology:  
38 1) crops;  
39 2) agriculture economics/economics;  
40 3) fisheries & aquatic science,  
41 4) livestock/animal science;  
42 5) plant protection;  
43 6) sociology/anthropology/communications  
44

45 **Sec. 12. Offices under the PAFEA.** - To carry out and discharge its  
46 functions, the PAFEA shall have four technical offices as follows: (1) Policy  
47 Development; (2) Extension Innovations & National Training; (3) Knowledge  
48 Products and Services Development; and (4) Extension Governance and  
49 Partnerships.  
50

51 The PAFEA shall maintain a small regional office to:  
52

53 Liaise with Department Regional Field Units (RFUs), which should serve as  
54 the principal arm of the Department in the implementation of extension  
55 policies and programs in the regions;  
56 Provide technical assistance in the efficient implementation of PAFEA



1 policies and programs; and  
2 Monitor and evaluate extension programs and projects funded by the DA  
3 that are being undertaken in the region.  
4

5 The PAFEA is authorized to utilize existing Agricultural Training Institute  
6 (ATI) plantilla positions and to convert them into positions most appropriate  
7 to the Agency to provide national technical and managerial leadership.  
8

### 9 **ARTICLE III**

#### 10 **ORGANIZATION OF THE LOCAL GOVERNMENT EXTENSION SERVICES**

11  
12 **Sec. 13. Province as the LGU Unit of Operation for Agriculture and**  
13 **Fisheries Extension.** – To achieve efficiency and to provide more responsive  
14 services, the planning and implementation unit of the extension services at  
15 the level of the LGUs shall be the province through a Provincial Agriculture  
16 and Fisheries Extension Services under the Office of the Governor. Towards  
17 this end, all technical and financial assistance for agriculture and fisheries  
18 development from the National Government to the LGUs shall be coursed  
19 through, and coordinated by, the province.  
20

21 The Provincial Agriculture and Extension Services shall be headed by a  
22 technically qualified career Provincial Agriculturist & Fisheries Officer  
23 (PAFO). The PAFO shall have two deputies or Assistant PAFOs: one for  
24 fisheries and one for agriculture development. The PAFOs shall be appointed  
25 by the Director General of PAFEA chosen from three qualified nominees per  
26 position submitted by the Governor. Its staff shall be composed of  
27 technically qualified career agriculturists, economists, statisticians,  
28 agricultural engineers, fishery technologist, and veterinarians appointed by  
29 the Provincial Governor.  
30

31 **Sec. 14. Extension Personnel in Municipalities & Non-chartered Cities.**  
32 – Upon the effectivity of this Act, all municipal and non-chartered cities  
33 agriculture and fisheries extension personnel shall become provincial  
34 government employees unless the LGU concerned chooses to retain these  
35 personnel under their own plantilla and budget. Municipal and city  
36 extension employees transferred to the province shall be issued a new  
37 appointment by the Governor as organic personnel of the Provincial  
38 Agriculturist & Fisheries Office (PAFO). Transferred extension personnel  
39 may continue to serve their respective municipalities and non-chartered  
40 cities as detailed employees of the province based on a rationalized  
41 organizational structure submitted by the LGUs and approved by the PAFEA  
42 and the DBM. Existing employees of municipalities or cities that opt to  
43 retain their personnel do not need to issue new appointments to staff of the  
44 same positions.  
45

46 The Municipal/City Agriculture and Extension Services shall be headed by a  
47 technically qualified career Municipal/City Agriculturist & Fisheries Officer  
48 (M/CAFO) based on the criteria set by the PAFEA. They shall be appointed  
49 by the PAFEA chosen from three (3) qualified nominees submitted by the  
50 governors. Existing MAOs or CAOs who are not reappointed for reasons  
51 other than for just cause, shall serve as Supervising Agriculturists with  
52 salaries equal to that of their existing positions. M/CAFO whether under the  
53 plantilla of the province or the municipalities/cities shall have direct  
54 day-to-day supervision of all extension municipal/city personnel whether  
55 organic or detailed to the municipalities.  
56

1 On the other hand, the PAFO shall have direct technical supervision of all  
2 M/CAFOs in the province regardless of their sources of salaries. As such,  
3 M/CAFOs and their personnel are obligated to attend meetings, workshops,  
4 seminars, and other activities organized by the province that require their  
5 participation. In addition, they shall, on a periodic basis, submit data and  
6 reports required by the province or the national government. In cooperation  
7 with the PAFEA and the state colleges and universities of agriculture, all  
8 provinces are required to design and implement a periodic external or third  
9 party evaluation of all municipal and city extension programs and services.

10 **Sec. 15. Salaries and Wages of Extension Personnel.** – The salaries and  
11 wages of all agriculture and fisheries technical extension personnel under  
12 the payroll of the provincial government shall be paid by the National  
13 Government through an annual grant-in-aid to be paid out of the regular  
14 appropriation of the PAFEA of the Department of Agriculture; Provided,  
15 however, That during the first year of the effectivity of this Act, the local  
16 government concerned shall reallocate its savings from the personal services  
17 for agriculture personnel to its agriculture and fisheries extension; Provided,  
18 further, That every year thereafter, the concerned LGU shall appropriate the  
19 equivalent funds paid by the national government as the minimum amount  
20 for its agriculture and fisheries operation or counterparts to national  
21 grant-in-aid in agriculture and fisheries, without prejudice to the provision  
22 of additional funds that may be allocated by the LGUs for this purpose.

23  
24 The salaries and wages of technical extension personnel for both agriculture  
25 and fisheries shall be standardized so as to equal or be comparable with  
26 similar positions of national employees without prejudice to the provision of  
27 additional staff benefits by concerned LGUs where their finances warrant.  
28 The provision of grants in aid to pay for the salaries and wages of the  
29 technical personnel of the LGU extension services shall be subject to  
30 external review and evaluation every five (5) years to determine its impact to  
31 the quality of services, its cost-effectiveness, and impact on the goals of  
32 AFMA. A copy of the report shall be provided to Congress and serve as the  
33 basis for the continuation or modification of the grants-in-aid.

34  
35 **Sec. 16. Structure of the Provincial Extension Services.** – The provincial  
36 and municipal agriculture and fisheries extension services shall organize  
37 and structure its services based on the agricultural and extension needs of  
38 the province and on the standards set by the PAFEA. The technical  
39 positions of the Provincial & Municipal Extension Services shall be  
40 rationalized to provide the appropriate number of positions for agriculturist,  
41 mixed crop-livestock/tree specialist, communication and curriculum  
42 specialist, community organizers/anthropologists, economists/agribusiness  
43 economists, agricultural engineers, fishery technologists, and veterinarians.

44  
45 **Sec. 17. LGU Livestock Production Services.** - In recognition of the need  
46 to provide an integrated extension approach to total farm development, the  
47 LGU livestock production services shall be part and parcel of the Provincial  
48 Agricultural Office (PAO). In cases where these functions were earlier  
49 integrated into the Provincial Veterinary Services, they shall be returned  
50 and re-integrated to the rest of the PAO services. This is to prevent conflict  
51 of interest between regulatory functions and livestock extension functions.

52  
53 **Sec. 18. Strategic Plan in Agriculture and Fisheries.** - To provide  
54 coherence of all government plans in agriculture and fisheries and to  
55 achieve efficiency in the use of resources, all provincial governments are  
56 required to develop a five-year strategic plan in agriculture and fisheries

1 based on the framework and principles provided by the Department of  
2 Agriculture (DA). The Strategic Plan shall serve as the basis for the  
3 Provincial Annual Work Program & Budget and for the DA to provide  
4 short-term and long-term assistance.

5  
6 **ARTICLE IV**  
7 **AGRICULTURAL SERVICE CAREER DEVELOPMENT**  
8

9 **Sec. 19. Professionalization of Extension Services.** - The State shall  
10 support the development and professionalization of agricultural services by  
11 providing the necessary compensation and benefits to various extension  
12 workers based on their duties, responsibilities and qualifications. For this  
13 purpose, the PAFEA, in coordination with Civil Service Commission, shall  
14 develop qualification standards beyond the minimum set by the Civil Service  
15 Commission for the various managerial, technical and non-technical  
16 positions of the extension services of the country including that of all local  
17 government units. The PAFEA shall also develop a career path of all  
18 technical extension personnel that will allow them, regardless of assignment  
19 or location in government, to move vertically in the promotion system.  
20 Managerial positions shall be open to all qualified personnel regardless of  
21 geographic or agency assignment.  
22

23 Towards this end, the PAFEA shall issue guidelines for the creation of  
24 a merit promotion boards in all extension agencies/office to include  
25 representatives of civil societies and the SUCs of agriculture and fisheries.  
26 In determining the salaries of agriculture and fishery development workers,  
27 the provisions of Joint Resolution No. 4, series of 2009, entitled,  
28 "Joint Resolution Authorizing the President of the Philippines to Modify the  
29 Compensation and Position Classification System of Civilian Personnel and  
30 the Base Pay Schedule of Military and Uniformed Personnel in the  
31 Government, and for Other Purposes," shall apply.  
32

33 **Sec. 20. Mandatory Managerial Positions for Agricultural Services in**  
34 **Local Government Units.** - The creation of the following positions are  
35 hereby made mandatory in addition to the prescribed positions under the  
36 Local Government Code of 1991:  
37

- 38 a) Provincial Agriculture & Fisheries Officer (PAFO)
    - 39 1) Asst. PAFO for Fisheries Development
    - 40 2) Asst. PAFO for Agriculture Development
  - 41 b) City Agriculturist & Fisheries Officer (CAFO)
  - 42 c) Municipal Agriculture & Fisheries Officer (MAFO)
- 43  
44  
45

46 **Sec. 21. Transfer of Geographical Reassignment of Agricultural Officers**  
47 **and Employees of the LGUs.** - No transfer or geographical reassignment  
48 shall be made or effected without prior written notice to the personnel  
49 concerned stating therein the reason therefor: Provided, That said written  
50 notice shall be made thirty (30) days prior to the date of transfer or  
51 reassignment: Provided, further, That if the employee concerned disagrees  
52 with the order of transfer or reassignment, he/she may appeal said order  
53 with the Civil Service Commission or the Department of Agriculture, as the  
54 case may be: Provided, further, That pending appeal, such transfer or  
55 reassignment shall be held in abeyance: Provided, furthermore, That no  
56 transfer or reassignment shall be made three (3) months prior to any local

1 or national elections: Provided, finally, That the necessary expenses of the  
2 transfer and/or reassignment of the agricultural worker or employee and  
3 his/her immediate family shall be paid by the Government.  
4

5 **Sec. 22. Security of Tenure.** - An agricultural extension worker holding a  
6 permanent position shall not be terminated except for just cause: Provided,  
7 That in the event he/she is found to be unjustly dismissed as verified by the  
8 Civil Service Commission, he/she shall be entitled to reinstatement without  
9 loss of seniority rights and back wages with twenty per centum (20%)  
10 interest to be computed from the time compensation has been withheld. In  
11 cases, however, where the agricultural extension worker does not desire to  
12 be reinstated, he/she shall be entitled to back wages and separation pay  
13 with twenty per centum (20%) interest.  
14

15 **Sec. 23. Discrimination Prohibited.** - An agricultural extension worker  
16 shall not be discriminated by reason of creed, sect, political belief, civil  
17 status, and ethnic grouping in the exercise of his/her profession.  
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19 **Sec. 24. Safeguards in Administrative Proceedings.** - In every  
20 administrative proceeding, an agricultural extension worker shall have:  
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- 22 a) The right to be informed of the charges;
- 23 b) The right to full access to evidence against him/her;
- 24 c) The right to defend himself/herself through counsel of his/her choice;
- 25 d) The right to be given adequate time to prepare his/her case, which  
26 shall not be less than seven (7) days from receipt of the formal charge;
- 27 e) The right to appeal to designated authorities;
- 28 f) The right to cross-examine witnesses and to processes for the  
29 production of witnesses;
- 30 g) The right to reimbursement for reasonable expenses incurred in  
31 his/her defense in case of exoneration or dismissal of the charges;  
32 and
- 33 h) Such other rights provided by other national agencies and local  
34 government units to their respective officers and employees to ensure  
35 fairness and impartially in prosecution.  
36

37 **Sec. 25. Code of Conduct.** - All agricultural extension workers shall be  
38 guided by a code of ethics not contrary to law, morals, safety, health, public  
39 policy and public order, which shall be prepared by the Secretary of  
40 Agriculture in consultation with the recognized national associations of  
41 agricultural extension workers  
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43 **Sec. 26. Training and Scholarship Programs.** - The Department of  
44 Agriculture through the PAFEA shall undertake training and scholarship  
45 programs for agricultural extension workers, which shall be provided  
46 adequate budgetary support by the National Government.  
47

48 **Sec. 27. Married Agricultural Extension Workers.** - Whenever possible,  
49 the proper authorities shall take steps to enable married couples both of  
50 whom are public agricultural extension workers, to be employed or assigned  
51 in the same municipality.  
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## 53 **ARTICLE V** 54 **INCENTIVES AND REWARDS SYSTEM**

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56 **Sec. 28. Criteria for Incentives and Rewards System.** - The PAFEA shall

1 develop a reward and incentive system for agricultural extension workers  
2 provided under this Act, to encourage them to stay in the service, promote  
3 their productivity and reward them for extraordinary performance.  
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5 **Sec. 29. Other Compensation and Benefits.** - All agricultural extension  
6 workers shall be entitled to the following additional compensation and  
7 benefits:  
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- 9 a) Representation Allowance and Traveling Allowance - All  
10 Provincial/City/Municipal AF Officers shall be entitled to  
11 Representation Allowance and Traveling Allowance (RATA) equivalent  
12 to the Department Head of the equivalent Local Government Units.  
13
- 14 b) Hazard Allowance - All agricultural extension workers assigned in  
15 difficult areas, strife-torn or embattled areas, distressed or isolated  
16 stations, animal/plant/fisheries breeding station, plant nurseries,  
17 plantations and demonstration farms, laboratories especially those  
18 handling x-rays, radioisotopes, chemicals, etc., sea-borne patrols,  
19 construction and installation of agricultural infrastructure projects,  
20 and other areas declared under a state of calamity or emergency  
21 which exposes them to great danger, occupational risks of perils of life  
22 shall be compensated with hazard allowance equivalent to at least  
23 twenty per centum (20%) of the monthly basic salary.  
24
- 25 c) Subsistence Allowance - All agricultural extension workers who are  
26 required to render services in the communities, institutions, animal  
27 and plant breeding nurseries, plantations and demonstration farms  
28 and other barrier programs and projects of the Department of  
29 Agricultural in order to make their services available at all times, shall  
30 be entitled to full daily subsistence allowance of three (3) meals, which  
31 shall be computed in accordance with the prevailing circumstances.  
32
- 33 d) Longevity Pay - A longevity pay equivalent to five per centum (5%) of  
34 the monthly basic pay shall be paid to an agricultural extension  
35 worker for every (3) years of continuous, efficient and meritorious  
36 services rendered.  
37
- 38 e) Clothing Allowance - All agricultural extension workers shall be  
39 entitled to a clothing allowance in accordance with the approved laws  
40 and regulations or as mandated by law.  
41
- 42 f) Housing - All agricultural extension workers who are on tour of duty  
43 and those who, because of unavoidable circumstances, are forced to  
44 stay in the institution or community shall receive housing allowances  
45 unless the government is able to provide free public accommodation.  
46 Housing allowance shall be reviewed periodically and adjusted accord-  
47 ingly.  
48
- 49 g) Motor and Vehicle Loan - All agricultural development workers shall  
50 be entitled to avail of the motor and vehicle loan of the Department of  
51 Agriculture. The National Government shall provide adequate  
52 budgetary support for this purpose.  
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**ARTICLE VI**  
**THE FARMER-TO-FARMER EXTENSION APPROACH**

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**Sec. 30. The Farmer-to-Farmer Approach.** - The farmer-to-farmer approach in extension is hereby institutionalized. The PAFEA, in cooperation with centers of research excellence and interested LGUs, shall take leadership in developing a highly flexible and innovative system. It shall pilot the approach until it becomes an integral part of the national system in no more than ten (10) years. For the initial implementation of this provision, an initial budget of Twenty Million Pesos (P20,000,000.00) is hereby allocated for the first year. Every year thereafter the budget shall be adjusted accordingly depending on the needs and response of the LGUs and non-governmental organizations subject to review by the CERDAF.

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**ARTICLE VII**  
**FUNDING FOR EXTENSION SERVICES**

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**Sec. 31. Initial Appropriation.** - For the first year of implementation of this Act, the amount of Ten Billion Pesos (P10,000,000,000.00) shall be appropriated out of the total budget of the Department of Agriculture (DA) for personal services, grants-in-aid to the LGUs, operation and capital outlay requirements of the Philippine Agriculture and Fisheries Extension Agency (PAFEA).

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The Department of Budget and Management (DBM) is hereby mandated to include annually in the President's program of expenditures for submission to Congress and release, an amount not less than Ten Billion Pesos (P10,000,000,000.00) or one percent of the gross value added in agriculture and fisheries, whichever is higher, for the implementation of this Act. Five Billion Pesos (P5,000,000,000.00) of this amount shall be allocated to the salary grant to LGUs for the local extension personnel and operation of the PAFE. The Department of Agriculture is hereby tasked accordingly to rationalize its budget to meet the requirements of this Act.

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The PAFEA is authorized to utilize part of its yearly appropriation to set up or upgrade necessary facilities to improve the provision of national extension services. All assets, resources both human and financial of Agricultural Training Institute (ATI), shall be transferred to the PAFEA.

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All revenues generated out of the use of services, facilities and equipment shall be utilized by the Agency to augment its maintenance and operating expenditures subject to the approval of the Governing Board.

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**ARTICLE VIII**  
**FINAL PROVISIONS**

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**Sec. 32. Phased Implementation.** - The implementation of this Act shall be phased over a period of five (5) years.

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**Sec. 33. Oversight Committee.** - The Congressional Oversight Committee for Agriculture and Fisheries Modernization (COCAFAM) shall oversee the implementation of this Act for a period not exceeding five (5) years from its affectivity.

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**Sec. 34. Implementing Rules and Regulations.** - Within ninety (90) days from the effectivity of this Act, the implementing rules and regulations (IRR)

1 shall be formulated by the Department of Agriculture in close coordination  
2 with the Department of Interior and Local Government, the Leagues of Gov-  
3 ernors and Mayors, and relevant members of the civil society, which shall  
4 include an implementation plan indicating a phased approach to provide  
5 smooth transition from the present to the reformed extension system under  
6 this Act. The Secretary of the Department of Agriculture shall furnish a copy  
7 of the IRR to the Committee of Agriculture of both Houses of Congress.

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9 **Sec. 35. Repealing Clause.** – All laws, decrees, executive orders, rules and  
10 regulations, issuances or parts thereof inconsistent with this Act are hereby  
11 repealed or amended accordingly.

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13 **Sec. 36. Separability Clause.** – If any provision of this Act is declared inva-  
14 lid or unconstitutional, the other provisions not affected thereby shall re-  
15 main valid and subsisting.

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17 **Sec. 37. Effectivity Clause.** – This Act shall take effect thirty (30) days after  
18 its publication in at least in two (2) national newspapers of general circula-  
19 tion.

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21 Approved,