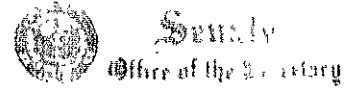


SIXTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



'13 JUL -9 19:28

SENATE

S.B. No. 681

RECEIVED BY: *Jui*

Introduced by Senator LOREN LEGARDA

EXPLANATORY NOTE

In the Philippines, there is a need to undertake Agricultural Extension in order to bolster the agricultural sector. Agricultural extension is a system which assists farm people, through educational procedures and sharing best agricultural practices, in improving farming methods and techniques, increasing production efficiency and income, making levels of living and 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.

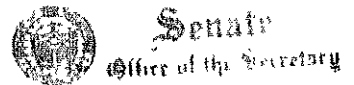
This bill provides for the creation of the Philippine Agriculture and Fisheries Extension Agency (PAFEA), which shall serve as the national apex organization to unify all agriculture and fisheries extension systems and ensure maintenance of the high standards of extension programs. It shall orchestrate,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

As a crucial sector that influences the country's continued economic development, there is an impressing need to uplift our agricultural and fisheries sector. Agriculture and Fisheries Extension is central to the growth and development of this sector, which remain the backbone of our economy.

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


LOREN LEGARDA
Senator

SIXTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



13 JUL -9 1978

SENATE
S.B. No. 681

RECEIVED BY: *ja*

Introduced by Senator LOREN LEGARDA

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

*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 of 2013."

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 increase in
9 the amount of goods and services produced by the nation for the benefit of the
10 people; and expanding productivity as the key to raising the quality of life for all,
11 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 that
15 make full and efficient use of human and natural resources, and which are
16 competitive in both domestic and foreign markets. In pursuit of these goals, all
17 sectors of the economy and all regions of the country shall be given optimum
18 opportunity to develop.

19
20 Thus, it is hereby declared the policy of the State to enable those who belong
21 to the agriculture and fisheries sector to participate and share in the fruits of
22 development and growth in a manner that utilizes the nation's resources in the most

1 efficient and sustainable way possible by establishing a more equitable access to
2 assets, income, basic and support services, and infrastructure.

3
4 The State shall give priority to promote science, technology and human
5 resource development as essentials for national development and progress.

6
7 The State shall utilize research results through information, education,
8 extension and communication services. It shall support the development of a
9 national extension system that will help accelerate the transformation of agriculture
10 and fisheries sectors of the country from a resource-based industry to a knowledge-
11 based and market-oriented industry.

12
13 The State shall adopt a market approach as the enabling framework for the
14 agriculture and fisheries sector to attain food security, poverty alleviation,
15 sustainable development and environmental protection, and balanced urban and
16 rural development while addressing the welfare of the consumers for more
17 affordable nutritious food especially among the lower income groups. The State
18 shall promote market-oriented policies in its agricultural development program to
19 enable agriculture producers to transform their enterprises into technologically
20 advanced profitable ventures.

21
22 The State shall empower the agriculture and fisheries sector to develop and
23 sustain itself to meet present and future needs of the country. Towards this end, the
24 State shall ensure the establishment and development of the agriculture and
25 fisheries extension system that increases and sustains its contributions towards the
26 achievement of the goals of agriculture modernization as mandated by Republic Act
27 8435: a) Poverty Alleviation and Social Equity; b) Food Security; c) Rational Use of
28 Resources and Sustainable Development; d) Global Competitiveness; and e) People
29 Empowerment.

30
31 **SEC. 3. *Definition of Terms.*** As used in this Act, the term:

- 32
33 a) "Agriculture Development Worker (ADW)" or "Agriculture Extension
34 Worker (AEW)" refers to a person who is a graduate of at least a bachelor's
35 degree in agriculture, agriculture engineering, agriculture economics, or any
36 related course registered and licensed with the Professional Regulation

1 Commission or Civil Service Commission; who perform communication,
2 curriculum development, agricultural/coastal community organizing,
3 econometrics, water management, veterinary work, statistical work, training
4 and extension works in agriculture production, trade, and processing
5 including crop and animal protection, food safety, agriculture and natural
6 resource economics, and marketing. For purposes of this Act, the term
7 "Agriculture Development Worker (ADW)" is interchangeably used with
8 "Agriculture Extension Worker (AEW).
9

10 b) "Agricultural Engineer" refers to a person registered with the Professional
11 Regulation Commission or Civil Service Commission performing training
12 and extension work in agricultural and fisheries mechanization, irrigation,
13 drainage, soil and water conservation, agricultural buildings and structures,
14 agricultural processing and post harvest facilities.
15

16 c) "Agriculture Extension" is an educational and information service aimed at
17 the transformation of the behavioral traits or characteristics of agriculture and
18 fishery producers, consumers, or traders as a consequence of "new
19 knowledge" or research results. Agriculture extension services include all
20 those provided by both national and local governments, non-governmental
21 organizations, and the private sector.
22

23 d) "Agroforester" refers to a person who is a graduate of a four-year course in
24 forestry, agroforestry, or related fields and licensed with the Professional
25 Regulation Commission or Civil Service Commission.
26

27 e) "Barangay Technician" refers to a successful agriculture/fishery producer
28 who volunteers and is assigned to assists farmers and other agriculture
29 producers in their respective barangays towards the modernization of their
30 respective AF enterprises. The barangay agricultural technician works closely
31 with the barangay agriculture committee for the planning of projects to be
32 implemented at the barangay level.
33

34 f) "Catalytic Financing" refers to the provision of financial assistance by the
35 National Government as a counterpart grant to the resources provided by the
36 local government units to achieve increased investment by the private sector

1 in the implementation of agriculture and fisheries extension services to
2 accelerate the achievement of national goals.

3
4 g) "Civil Society" refers to the group of organizations whose voluntary
5 collective action revolves around shared interests, purposes and values. Civil
6 societies are organizations composed of community groups, women's
7 organizations, faith-based organizations, professional associations, trade
8 unions, self-help groups, social movements, business associations, coalitions
9 and advocacy groups.

10
11 h) "Consumers" are those that acquire goods or services for direct use or
12 ownership rather than for resale or use in production and manufacturing.

13
14 i) "Empowerment" is the expansion of assets and capabilities of people to
15 participate in, negotiate with, influence, control and hold accountable
16 institutions that affect their lives; it involves providing authority,
17 responsibility, and information to people directly engaged in agriculture and
18 fishery production, primarily at the level of the farmers, fisherfolk and those
19 engaged in food and non-food production and processing, in order to give
20 them enhanced economics rights.

21
22 j) "Extension System for Agriculture and Fisheries" refers to the extension
23 service delivery system of the country that includes all services provided by
24 national, local, non-governmental organizations, and the private sector.

25
26 k) "Farmer-to-Farmer or Fisher-to-Fisher Extension Approach" refers to the
27 modality of extension where farmers or fishers systematically learn from their
28 successful peers new knowledge or skills to improve the productivity and
29 income of their enterprises.

30
31 l) "Fisheries" refers to all interrelated activities which include the production,
32 growing, harvesting, processing, marketing, developing, conserving and
33 managing of all aquatic and fisheries areas.

- 1 m) "Fisheries Technologist" refers to a person who is a graduate of a four-year
2 course in Fisheries and registered and licensed with the Professional
3 Regulation Commission or Civil Service Commission.
4
- 5 n) "Food Security" refers to the national policy objective of meeting the food
6 requirements of the present and the future generations of Filipinos in
7 substantial quantity, ensuring the availability and affordability of safe and
8 nutritious food for all, either through local production or importation, or
9 both, based on the country's existing and potential resource endowment and
10 related production advantages, and consistent with the overall national
11 development objectives and policies.
12
- 13 o) "Formula grants" refer to financial transfers from the National Government
14 to the local governments to enable them to meet national standards in the
15 provision of Agriculture and Fisheries Extension Services (AFES) especially
16 among the poor. The funding formula takes into consideration, among others,
17 the financial capacity of a municipality or a province.
18
- 19 p) "Knowledge Management" is a systematic approach which invents,
20 understands, shares, creates and utilizes knowledge in order to create values
21 such as producers value, customer's value, employee's value, stockholder's
22 value, business partner's value and social value to achieve the vision and goal
23 of the organization.
24
- 25 q) "Partnership" refers to the relationship between and among agencies that is
26 characterized by mutual cooperation and responsibility towards the
27 achievement of shared goals.
28
- 29 r) "RBOs" are rural based organizations or people's organizations composed of
30 various sectors of the rural community such as farmers, fisherfolk, growers,
31 seed producers, women, and youth.
32
- 33 s) "Targeted Financial Transfer" is a financial support provided by the National
34 Government to the LGUs to enable them to plan and implement projects in
35 agriculture extension aimed at helping the poor and economically
36 disadvantaged rural beneficiaries.

1 t) "Value chain" - is a process from seed to shelf or from the producers to the
2 consumers, showing activities and interventions of/for a chosen
3 commodity/ties based on understanding the needs for such interventions.
4

5 u) "Veterinarian" refers to a person registered with the Professional Regulation
6 Commission performing professional services related to the practice of
7 veterinary medicine including training and extension on disease prevention
8 control and animal health.
9

10 **SEC. 4. *Statement of Goals.*** - Agricultural Extension is a policy instrument
11 for agriculture and fisheries development aimed at empowering individuals and
12 organizations; Public agriculture extension shall contribute towards the achievement
13 of the national goals of agriculture development.
14

15 **SEC. 5. *Statement of Objectives.*** - Agriculture and fisheries extension shall
16 contribute to the following objectives:
17

18 a) To enhance the economic right of producers, especially the poor, to use the
19 most appropriate technologies they feel will give them the best profit and to
20 choose the most affordable loans in producing the quality and quantity of
21 products and to sell their products freely; traders, to move goods in the
22 expectation of profits unconstrained by serious lack of knowledge and
23 information; and consumers, regardless of their geographic location, to buy
24 safe and nutritious foods at the lowest prices possible.
25

26 b) To manage knowledge in strengthening the individual and organizational
27 capabilities of producers, traders and consumers; and
28

29 c) To help create an enabling environment that strengthens the linkage between
30 knowledge generation and knowledge use, and encourages increased
31 investment in agriculture extension by the private sector, civil society, and
32 local governments;
33

34 **SEC. 6. *Clients.*** - The clients of Philippine agricultural and fisheries extension
35 system are the producers (farmers, fisherfolk, and agricultural processors), traders
36 and consumers along the value chain. Public extension shall focus on the delivery of

1 public goods. The priority clients shall be the economically and socially
2 disadvantaged groups in agriculture and fisheries. Local government units shall put
3 primary attention to these groups in the provision of extension services.

4 5 **ARTICLE II**

6 **STRUCTURE AND ORGANIZATION**

7
8 **SEC. 7. *Creation of the Philippine Agriculture and Fisheries Extension***
9 ***Agency (PAFEA).*** - The Agricultural Training Institute is hereby strengthened and
10 transformed into the Philippine Agriculture and Fisheries Extension Agency
11 (PAFEA). It shall serve as the national apex organization for a unified and efficient
12 agriculture and fisheries extension system of the country. It shall ensure that public
13 extension services meet the national standards of performance and effectively
14 contribute towards the achievement of the national goals of agriculture and fisheries
15 modernization and sustainable development.

16 17 **SEC. 8. *Powers and Functions.*** -

- 18
19 a) Provide direction in the development of national extension policies in
20 agriculture and fisheries;
- 21
22 b) Orchestrate the development of an extension strategic plan including its
23 financing in coordination with the Department of Budget and Management
24 and stakeholders;
- 25
26 c) Develop and implement national policies and programs aimed at the
27 continuous improvement of the quality of extension methods, products, and
28 services towards a more efficient and client-responsive national agriculture
29 and fisheries knowledge management system;
- 30
31 d) Develop a system towards the management of the country's extension
32 resources for agriculture and fisheries to ensure a sustainable, participatory
33 and efficient system of funding for information, education, and
34 communication materials (IEC); and to help achieve optimal efficiency along
35 the value chain;
- 36

1 e) Provide leadership in the development and implementation of the National
2 Agriculture and Fisheries Knowledge Network (NAFKN) in agriculture and
3 fisheries of the Department through a system of partnerships that may
4 include, but is not limited to, the local government units (LGUs), the Regional
5 Development Council (RDC), the Regional Agriculture and Fisheries Council
6 (RAFCs), the academe especially the state universities and colleges (SUCs) of
7 agriculture and fisheries, the Civil Society Organizations (CSOs), producers,
8 Rural-Based Organizations (RBOs), and the private sector;

9
10 f) Provide national leadership in developing extension partnerships towards
11 increased investment and robust private sector participation in consultation
12 with agriculture and fisheries councils (AFCs);

13
14 g) Harness centers of research excellence in collaboration with state universities
15 and colleges (SUCs) of agriculture and fisheries for the implementation of
16 national programs particularly in the areas of extension innovations, national
17 training, impact assessment, and monitoring and evaluation of extension
18 institutions, programs, and projects;

19
20 h) Provide leadership in developing and implementing a national system of
21 strengthening institutional extension capacities at all levels of
22 implementation; and

23
24 i) In coordination with the Department of Budget and Management (DBM), the
25 Local Government Units, the Department of Interior and Local Government,
26 and other stakeholders, the PAFEA shall set up a review mechanism for all
27 agriculture and fisheries extension programs and budgets of national
28 agencies to determine cost-effectiveness of operations and impacts to national
29 and local goals.

30
31 **SEC. 9. Structure of PAFEA.** - The PAFEA shall be headed by a Director
32 General (DG) with a rank of Assistant Secretary who shall be assisted by two
33 Deputy Director Generals (DDG) who shall be appointed by the President upon
34 recommendation of the Secretary of Agriculture from a list submitted by an
35 Independent Search Committee organized and based on the qualification standards
36 set by the Council of Extension Research Development in Agriculture and Fisheries

1 (CERDAF). They shall have a fixed tenure of six (6) years and may be re-appointed
2 for an additional term of four (4) years based on very satisfactory performance.
3

4 **SEC. 10. *The Council for Extension Research Development in Agriculture and***
5 ***Fisheries (CERDAF).*** - 'The Council for Extension Research Development in
6 Agriculture and Fisheries (CERDAF) is hereby strengthened. It shall ensure that the
7 agriculture and fisheries research, development and extension policies and
8 programs of the Department are consistent with national policies and priorities.
9

10 As part of its functions and duties, the Council for Extension Research
11 Development in Agriculture and Fisheries (CERDAF) shall:
12

- 13 a) Recommend to the Secretary of the Department of Agriculture policies
14 covering program priorities and resource allocation in agriculture and
15 fisheries research and extension of all agencies of the Department;
16
- 17 b) Enhance coordination and linkage of government institutions involved in
18 agriculture and fisheries research, development and extension,
19
- 20 c) Strengthen the participation of various stakeholders, especially the civil
21 society, local government units, and private sector in the development of the
22 National Research Development and Extension (NRDE) agenda and
23 programs;
24
- 25 d) Strengthen the institutional efficiency of the NRDE system, including the
26 creation of a monitoring and evaluation system on the effectiveness and
27 efficiency of its various components; and
28
- 29 e) Set guidelines for the use of services and facilities, collection of fees, and the
30 utilization of income.
31

32 **SEC. 11. *Composition of the Council for Extension Research Development in***
33 ***Agriculture and Fisheries (CERDAF).*** - The Undersecretary for Policy and Planning
34 of the DA shall be the Chair of the Council. There shall be a Vice Chair to be elected
35 from among the other members of the Board. The Executive Director of the
36 Philippine Agriculture and Fisheries Extension Agency (PAFEA) and the Director of

1 the Bureau of Agricultural Research (BAR) shall be the *ex officio* members, and the
2 Chair shall appoint the Executive Director of PAFEA as Secretary of the Council.

3
4 The CERDAF shall have the following members:

5
6 a) Designated Undersecretaries for Policy and Planning of the following
7 Departments:

- 8 1) Department of Science and Technology;
9 2) Department of Environment and Natural Resources;
10 3) Department of Interior and Local Government;

11
12 b) Presidents of the following LGU organizations:

- 13 1) League of Provinces;
14 2) Union of Local Authorities of the Philippines (ULAP);

15
16 c) Four (4) CSO representatives or one each from the rural youth, rural women,
17 farmer, and fisherfolk as identified and selected by the Department of
18 Agriculture;

19
20 d) One (1) private sector representative appointed by the DA Secretary;

21
22 e) One representative each from the following national professional scientific
23 societies/organizations as recommended by the Secretary of the Department
24 of Science & Technology:

- 25 1) crops;
26 2) agriculture economics/economics;
27 3) fisheries & aquatic science,
28 4) livestock/animal science;
29 5) plant protection;
30 6) sociology/anthropology/communications

31
32 **SEC. 12. Offices under the PAFEA.** - To carry out and discharge its functions,
33 the PAFEA shall have four technical offices as follows: (1) Policy Development; (2)
34 Extension Innovations & National Training; (3) Knowledge Products and Services
35 Development; and (4) Extension Governance and Partnerships.

1 The PAFEA shall maintain a small regional office to:

- 2
- 3 a) Liaise with Department Regional Field Units (RFUs), which should
4 serve as the principal arm of the Department in the implementation of
5 extension policies and programs in the regions;
- 6 b) Provide technical assistance in the efficient implementation of PAFEA
7 policies and programs; and
- 8 c) Monitor and evaluate extension programs and projects funded by the
9 DA that are being undertaken in the region.
- 10

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

14

15 ARTICLE III

16 ORGANIZATION OF THE LOCAL GOVERNMENT EXTENSION SERVICES

17

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

26

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

35

1 **SEC. 14. *Extension Personnel in Municipalities & Non-chartered Cities.*** -

2 Upon the effectivity of this Act, all municipal and non-chartered cities agriculture
3 and fisheries extension personnel shall become provincial government employees
4 unless the LGU concerned chooses to retain these personnel under their own
5 plantilla and budget. Municipal and city extension employees transferred to the
6 province shall be issued a new appointment by the Governor as organic personnel of
7 the Provincial Agriculturist & Fisheries Office (PAFO). Transferred extension
8 personnel may continue to serve their respective municipalities and non-chartered
9 cities as detailed employees of the province based on a rationalized organizational
10 structure submitted by the LGUs and approved by the PAFEA and the DBM.
11 Existing employees of municipalities or cities that opt to retain their personnel do
12 not need to issue new appointments to staff of the same positions.

13
14 The Municipal/City Agriculture and Extension Services shall be headed by a
15 technically qualified career Municipal/City Agriculturist & Fisheries Officer
16 (M/CAFO) based on the criteria set by the PAFEA. They shall be appointed by the
17 PAFEA chosen from three (3) qualified nominees submitted by the governors.
18 Existing MAOs or CAOs who are not reappointed for reasons other than for just
19 cause, shall serve as Supervising Agriculturists with salaries equal to that of their
20 existing positions. M/CAFO whether under the plantilla of the province or the
21 municipalities/cities shall have direct day-to-day supervision of all extension
22 municipal/city personnel whether organic or detailed to the municipalities.

23
24 On the other hand, the PAFO shall have direct technical supervision of all
25 M/CAFOs in the province regardless of their sources of salaries. As such,
26 M/CAFOs and their personnel are obligated to attend meetings, workshops,
27 seminars, and other activities organized by the province that require their
28 participation. In addition, they shall, on a periodic basis, submit data and reports
29 required by the province or the national government. In cooperation with the
30 PAFEA and the state colleges and universities of agriculture, all provinces are
31 required to design and implement a periodic external or third party evaluation of all
32 municipal and city extension programs and services.

33
34 **SEC. 15. *Salaries and Wages of Extension Personnel.*** - The salaries and
35 wages of all agriculture and fisheries technical extension personnel under the
36 payroll of the provincial government shall be paid by the National Government

1 through an annual grant-in-aid to be paid out of the regular appropriation of the
2 PAFEA of the Department of Agriculture; *Provided, however,* That during the first
3 year of the effectivity of this Act, the local government concerned shall reallocate its
4 savings from the personal services for agriculture personnel to its agriculture and
5 fisheries extension; *Provided, further,* That every year thereafter, the concerned LGU
6 shall appropriate the equivalent funds paid by the national government as the
7 minimum amount for its agriculture and fisheries operation or counterparts to
8 national grant-in-aid in agriculture and fisheries, without prejudice to the provision
9 of additional funds that may be allocated by the LGUs for this purpose.

10
11 The salaries and wages of technical extension personnel for both agriculture
12 and fisheries shall be standardized so as to equal or be comparable with similar
13 positions of national employees without prejudice to the provision of additional
14 staff benefits by concerned LGUs where their finances warrant. The provision of
15 grants in aid to pay for the salaries and wages of the technical personnel of the LGU
16 extension services shall be subject to external review and evaluation every five (5)
17 years to determine its impact to the quality of services, its cost-effectiveness, and
18 impact on the goals of AFMA. A copy of the report shall be provided to Congress
19 and serve as the basis for the continuation or modification of the grants-in-aid.

20
21 **SEC. 16. *Structure of the Provincial Extension Services.*** - The provincial and
22 municipal agriculture and fisheries extension services shall organize and structure
23 its services based on the agricultural and extension needs of the province and on the
24 standards set by the PAFEA. The technical positions of the Provincial & Municipal
25 Extension Services shall be rationalized to provide the appropriate number of
26 positions for agriculturist, mixed crop-livestock/tree specialist, communication and
27 curriculum specialist, community organizers/anthropologists, economists/agribusiness
28 economists, agricultural engineers, fishery technologists, and veterinarians.

29
30 **SEC. 17. *LGU Livestock Production Services.*** - In recognition of the need to
31 provide an integrated extension approach to total farm development, the LGU
32 livestock production services shall be part and parcel of the Provincial Agricultural
33 Office (PAO). In cases where these functions were earlier integrated into the
34 Provincial Veterinary Services, they shall be returned and re-integrated to the rest of
35 the PAO services. This is to prevent conflict of interest between regulatory functions
36 and livestock extension functions.

1 mandatory in addition to the prescribed positions under the Local Government
2 Code of 1991:

3
4 a) Provincial Agriculture & Fisheries Officer (PAFO)

5 1) Asst. PAFO for Fisheries Development

6 2) Asst. PAFO for Agriculture Development
7

8 b) City Agriculturist & Fisheries Officer (CAFO)
9

10 c) Municipal Agriculture & Fisheries Officer (MAFO)
11

12 **SEC. 21. *Transfer of Geographical Reassignment of Agricultural Officers and***
13 ***Employees of the LGUs.*** - No transfer or geographical reassignment shall be made or
14 effected without prior written notice to the personnel concerned stating therein the
15 reason therefor: *Provided*, That said written notice shall be made thirty (30) days
16 prior to the date of transfer or reassignment: *Provided, further*, That if the employee
17 concerned disagrees with the order of transfer or reassignment, he/she may appeal
18 said order with the Civil Service Commission or the Department of Agriculture, as
19 the case may be: *Provided, further*, That pending appeal, such transfer or
20 reassignment shall be held in abeyance: *Provided, furthermore*, That no transfer or
21 reassignment shall be made three (3) months prior to any local or national elections:
22 *Provided, finally*, That the necessary expenses of the transfer and/or reassignment of
23 the agricultural worker or employee and his/her immediate family shall be paid by
24 the Government.
25

26 **SEC. 22. *Security of Tenure.*** - An agricultural extension worker holding a
27 permanent position shall not be terminated except for just cause: *Provided*, That in
28 the event he/she is found to be unjustly dismissed as verified by the Civil Service
29 Commission, he/she shall be entitled to reinstatement without loss of seniority
30 rights and back wages with twenty per centum (20%) interest to be computed from
31 the time compensation has been withheld. In cases, however, where the agricultural
32 extension worker does not desire to be reinstated, he/she shall be entitled to back
33 wages and separation pay with twenty per centum (20%) interest.
34

1 **SEC. 23. *Discrimination Prohibited.*** - An agricultural extension worker shall
2 not be discriminated by reason of creed, sect, political belief, civil status, and ethnic
3 grouping in the exercise of his/her profession.

4
5 **SEC. 24. *Safeguards in Administrative Proceedings.*** - In every administrative
6 proceeding, an agricultural extension worker shall have:

- 7
8 a) The right to be informed of the charges;
9 b) The right to full access to evidence against him/her;
10 c) The right to defend himself/herself through counsel of his/her choice;
11 d) The right to be given adequate time to prepare his/her case, which shall not
12 be less than seven (7) days from receipt of the formal charge;
13 e) The right to appeal to designated authorities;
14 f) The right to cross-examine witnesses and to processes for the production of
15 witnesses;
16 g) The right to reimbursement for reasonable expenses incurred in his/her
17 defense in case of exoneration or dismissal of the charges; and
18 h) Such other rights provided by other national agencies and local government
19 units to their respective officers and employees to ensure fairness and
20 impartially in prosecution.

21
22 **SEC. 25. *Code of Conduct.*** - All agricultural extension workers shall be
23 guided by a code of ethics not contrary to law, morals, safety, health, public policy
24 and public order, which shall be prepared by the Secretary of Agriculture in
25 consultation with the recognized national associations of agricultural extension
26 workers

27
28 **SEC. 26. *Training and Scholarship Programs.*** - The Department of
29 Agriculture through the PAFEA shall undertake training and scholarship programs
30 for agricultural extension workers, which shall be provided adequate budgetary
31 support by the National Government.

32
33 **SEC. 27. *Married Agricultural Extension Workers.*** - Whenever possible, the
34 proper authorities shall take steps to enable married couples both of whom are
35 public agricultural extension workers, to be employed or assigned in the same
36 municipality.

1 d) Longevity Pay - A longevity pay equivalent to five per centum (5%) of the
2 monthly basic pay shall be paid to an agricultural extension worker for every
3 (3) years of continuous, efficient and meritorious services rendered.

4
5 e) Clothing Allowance - All agricultural extension workers shall be entitled to a
6 clothing allowance in accordance with the approved laws and regulations or
7 as mandated by law.

8
9 f) Housing - All agricultural extension workers who are on tour of duty and
10 those who, because of unavoidable circumstances, are forced to stay in the
11 institution or community shall receive housing allowances unless the
12 government is able to provide free public accommodation. Housing
13 allowance shall be reviewed periodically and adjusted accordingly.

14
15 g) Motor and Vehicle Loan - All agricultural development workers shall be
16 entitled to avail of the motor and vehicle loan of the Department of
17 Agriculture. The National Government shall provide adequate budgetary
18 support for this purpose.

19
20 **ARTICLE VI**

21 **THE FARMER-TO-FARMER EXTENSION APPROACH**

22
23 **SEC. 30. *The Farmer-to-Farmer Approach.*** - The farmer-to-farmer approach
24 in extension is hereby institutionalized. The PAFEA, in cooperation with centers of
25 research excellence and interested LGUs, shall take leadership in developing a
26 highly flexible and innovative system. It shall pilot the approach until it becomes an
27 integral part of the national system in no more than ten (10) years. For the initial
28 implementation of this provision, an initial budget of Twenty Million Pesos
29 (P20,000,000.00) is hereby allocated for the first year. Every year thereafter the
30 budget shall be adjusted accordingly depending on the needs and response of the
31 LGUs and non-governmental organizations subject to review by the CERDAF.

32
33 **ARTICLE VII**

34 **FUNDING FOR EXTENSION SERVICES**

1 **SEC. 34. *Implementing Rules and Regulations.*** - Within ninety (90) days from
2 the effectivity of this Act, the implementing rules and regulations (IRR) shall be
3 formulated by the Department of Agriculture in close coordination with the
4 Department of Interior and Local Government, the Leagues of Governors and
5 Mayors, and relevant members of the civil society, which shall include an
6 implementation plan indicating a phased approach to provide smooth transition
7 from the present to the reformed extension system under this Act. The Secretary of
8 the Department of Agriculture shall furnish a copy of the IRR to the Committee of
9 Agriculture of both Houses of Congress.

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

14
15 **SEC. 36. *Separability Clause.*** - If any provision of this Act is declared invalid
16 or unconstitutional, the other provisions not affected thereby shall remain valid and
17 subsisting.

18
19 **SEC. 36. *Effectivity Clause.*** - This Act shall take effect thirty (30) days after
20 its publication in at least in two (2) national newspapers of general circulation.

21
22 Approved,