

# **Barangay Captains' Compliance, Knowledge, and Perceived Fairness of Section 93, Local Government Code of 1991**

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## **ABSTRACT**

The study examined the correlation between the Compliance of Barangay captains in San Jose City and their knowledge and perception of the fairness of Section 93 of the Local Government Code of 1991. The Barangay is the central planning and implementing unit of the government's policies, programs, and activities in the community. The study used a survey questionnaire to gather the data. Purposive sampling was used to select the respondents. The respondents are thirty-seven (37) Barangay Captains. The collected data were analyzed using descriptive statistics to illustrate the sociodemographic profile, knowledge, perceived fairness, and Compliance of the respondents. The respondents are knowledgeable, compliant with the law, and perceive the policy as fair. There is a positive correlation between the knowledge, perceived fairness, Compliance, and sociodemographic characteristics of the respondents. It is recommended that the government conduct more policy training sessions and seminars for barangay officials.

**Keywords:** *Education, Leaders, Officials, Awareness, Perception, Obedience, Law, Policy, and Training*

## INTRODUCTION

The Local Government Code of the Philippines, Section 384, states that the Barangay is the basic political unit of the government. It is the central planning and implementing unit of the government's policies, programs, and activities in the community. Section 389 states that Barangay Captains act as the chief executive of the Barangay government, shall exercise such powers, and perform such duties and functions. The Barangay Captain is responsible for enforcing all laws and ordinances that are applicable within the Barangay.

It was clarified in Joint Circular No. 001, Series of 2016, by the Commission on Elections and the Civil Service Commission that barangay officials are excluded from the category of elective officials who are allowed to participate in partisan political and electoral activities.

The Philippine News Agency reported on February 11, 2022, that the Civil Service Commission reminded government employees to refrain from engaging in electioneering and partisan political activities. They also gave a stern warning to those who would not comply with the guidelines.

As the implementers of law in the barangay, the Barangay Captains must be a good example to the people by being the first to follow the laws of the Philippines. However, during the 2022 political campaign period, the former DILG Undersecretary for Barangay Affairs, Martin Diño, received reports that some barangay captains were endorsing local and national candidates. The former undersecretary cited a case in San Jose Del Monte, Bulacan, where a Barangay Captain publicly declared his support for the political candidates for president and vice president in the May 2022 national and local elections.

The former Senate minority leader, Franklin Drilon, stated that a letter, allegedly from a barangay chairman in a village in Bulacan, circulated on social media, requesting the residents of Barangay Pagala in Baliwag, Bulacan, to support the candidacy of Davao City Mayor Sara Duterte. (Senate, 2021)

One form of the Institutional theory is Decoupling (Symbolic Compliance). This suggests that political leaders may

officially adopt institutional norms but fail to implement them fully. This theory reflects the actions of some reported Barangay Captains who allegedly violated Section 93 of the Local Government Code of 1991 by engaging in election-related activities and abusing their authority to influence the people in their jurisdiction.

Effron (2018) concluded that when persons, teams, or organizations fail to practice what they preach, they often experience mistrust and moral criticism, which can result in organizational problems such as poor performance, employee turnover, and disobedience. If the Barangay Captain, as the implementer of the law, fails to practice what the law requires, it could encourage others to do the same, which can result in a disordered barangay.

Previous studies have focused on assessing public officials' awareness and Compliance with a particular policy; however, there is an immense inadequacy of studies regarding public officials' perception of different laws.

The Fairness Heuristic Theory states that the perceived fairness of the people influences their Compliance with authority. In his book *Why People Obey the Law* (2006), Tyler concluded that people obey the law if they believe it is legitimate, not because they are afraid of consequences or punishment. He suggested that lawmakers and law executives would create a legal system deserving of respect rather than threaten the people with possible outcomes.

For this reason, this research can contribute valuable information concerning the insufficient data about the perceived fairness of public officials towards a particular law in the country. This study provides critical information to executive and legislative departments, which they can utilize to improve policies and create effective training programs for Local Government officials to enhance governance.

Determining the level of knowledge, perceived fairness, and Compliance of the Barangay Captains with Section 93 of the Local Government Code can provide significant and valuable data. This information could help assess their performance, identify existing problems, and evaluate their competencies.

## METHODS

The study employed a quantitative-correlational research design. Correlational research design is essential for testing the strength of the relationship between the following variables: sociodemographic characteristics, Compliance, knowledge, and perceived fairness of the respondents towards Section 93 of the Local Government Code of 1991.

The study was conducted in San Jose City, Nueva Ecija. It is under the second district of Nueva Ecija. San Jose City has 99,276 registered voters, the second-largest number in Nueva Ecija. For this reason, the city attracts considerable attention from political candidates. National and local political candidates usually visit the city for their campaigns.

The study's sample consists of the incumbent Barangay Captains in San Jose City, Nueva Ecija. The city has 38 barangays. Due to the small population, the survey employed complete enumeration, which means that the study is free from sampling error because all Barangay Captains in San Jose City were included as respondents.

The study used a survey questionnaire as the research instrument because it is appropriate for determining relationships between variables. All parts of the survey questionnaire consisted of closed-ended questions.

The pilot study was conducted in Muñoz City, Nueva Ecija, a neighboring city. A total of 30 respondents participated in the pilot study. Cronbach's Alpha was used to evaluate the internal consistency of the scales for each construct. The results are as follows: Knowledge ( $\alpha = 0.746$ ), Perceived Fairness ( $\alpha = 0.792$ ), and Compliance ( $\alpha = 0.888$ ). The pilot study results indicated that no modifications to the questionnaire were required.

The proponent created a survey questionnaire to collect data from respondents. Permission was obtained from the Mayor of San Jose City to gather data from Barangay Captains. The proponent visited the barangays, explained the study, and assured the respondents that their names or the names of the barangay would not be collected or recorded. The proponent has assured the respondents that the data will be used solely for research purposes

and will remain confidential. Once respondents agreed, they completed the survey, which the proponent collected immediately after.

Out of the 38 targeted respondents, one Barangay Captain was unable to complete the survey questionnaire due to scheduling constraints. All 37 completed questionnaires were completed correctly and successfully collected.

The study utilized both descriptive and inferential statistics. It described the sociodemographic characteristics of respondents using frequency and percentage. It analyzed their level of knowledge, perceived fairness, and Compliance with Section 93 of the Local Government Code of 1991 through mean values. Pearson's correlation coefficient was employed to examine relationships between sociodemographic factors (such as age and education) and respondents' knowledge, perceived fairness, and Compliance. Chi-square tests assessed correlations between other demographic characteristics (such as sex and religion) and these same variables. Finally, two-tailed correlation tests were used to explore the relationships between respondents' knowledge, perceived fairness, and compliance levels.

## **RESULTS AND DISCUSSION**

### **Sociodemographic Characteristics of the Respondents**

The data shows that the majority of the respondents were middle-aged adults.

They were primarily male (78.40%). The findings are consistent with the age of the respondents, suggesting that adult candidates are more likely to win elections. If adults dominated the elective office, then the officials were more likely to marry because they had passed the marrying age. The respondents were catholic and Ilocano-speaking, with higher educational attainment. The findings in this study and the cited studies agree and show that the number of elective officials, specifically Barangay Captains, who have higher educational attainment is increasing. More individuals with higher credentials and knowledge are aiming to become Barangay Captains.

Barangay Captains who will finish tertiary education will have an advantage in terms of knowledge and maturity. Taking tertiary education can train them to comply with the school's policies and enhance their understanding of Philippine law, particularly in courses related to governance, policymaking, and public administration. It will help Barangay Captains be prepared and equipped to accomplish their duties and responsibilities within the Barangay.

Almost one-third of the respondents are new to politics, yet they are still outnumbered by respondents with more years of experience. The data and other studies consistently show that the majority of the Barangay Captains have six or more years of experience. This suggests that most barangay captains have extensive work experience compared to the minority. The majority had experience working in the government before becoming a barangay captain or had served already as a barangay captain multiple times.

The data show that the majority of respondents were appointed as Barangay Captains for the first time. At the same time, the minority were re-elected for the third time as Barangay Captains in San Jose City.

There have been no studies that have specified the number of years in the current position of the Barangay Captains. Only the number of years in service was usually included in the sociodemographic characteristics of the respondents.

The majority of respondents have fewer training sessions compared to the minority. This highlights the insufficient training activities provided by the local government for their barangay officials. More training and seminars may be conducted for the officials.

The study's results indicate that the majority of respondents have completed tertiary education, have been in service for six years or less, and have received five years or less of training. Most respondents have high educational attainment, a few years in service, and low training attended.

**Table 1. Sociodemographic Characteristics of the Respondents**

Parameters	Frequency	Percentage
<b>Age</b>		
26 – 35	1	2.70
36 – 45	2	5.40
46 – 55	20	54.10
56 - 65	14	38.80
<b>Mean =</b>		
<b>52.70</b>		
<b>Standard</b>		
<b>Deviation = 6.86</b>		
<b>Sex</b>		
Male	29	78.40
Female	8	21.60
<b>Marital Status</b>		
Single	2	5.40
Married	34	91.90
Widow	1	2.70
<b>Religion/ Affiliation</b>		
Catholic	30	81.10
Born Again/Methodist	7	18.90
<b>Ethnic Origin</b>		
Tagalog	10	27.00
Ilocano	25	67.60
Batangueno	1	2.70
Kapampangan	1	2.70
<b>Highest Educational Attainment</b>		
Elementary	1	2.70
High School	13	35.10
College	19	51.40
Master's Degree	4	10.80
<b>Number of Years in the Service</b>		
6 and below	11	29.70
7 – 10	6	16.20
11 – 15	10	27.00
16 – 20	5	13.50
21 – 25	5	13.50
<b>Number of Years in the Current Position</b>		
3 and below	12	32.40
4 – 6	11	29.70
7 – 9	5	13.50
10 and above	9	24.30

<b>Number of Trainings Attended</b>		
<b>5 and below</b>	12	32.40
<b>6 – 10</b>	11	29.70
<b>11 – 15</b>	5	13.50
<b>16 - 20</b>	9	24.30

### **Knowledge of the respondents about Section 93 of the Local Government Code of 1991.**

The data indicate that the respondents possess a high level of knowledge about Section 93 of the Local Government Code. Redoble et al. (2018) had similar findings. They have studied the factors affecting the effective dissemination of peace and order ordinances to Barangay Captains in Maria Aurora, Philippines, and found that the Barangay Captains are knowledgeable about the peace and order ordinances."

**Table 2.** *Knowledge of the respondents*

STATEMENTS	MEAN	
Section 93 of the Local Government Code of 1991 states that barangay officials are “non-partisan.”	3.59	I
According to the law, no barangay officials They are not permitted to engage in partisan politics.	3.41	I
The law prohibits barangay captains from participating in election initiatives, referendums, or recalls, except to cast their votes.	3.16	I
According to the laws, barangay captains are prohibited from using their authority or influence in engaging in political activities.	3.38	I
Based on the laws, barangay captains are only allowed to voice their opinions on current issues and mention the names of the candidates for public office, they are supporting.	3.11	F
Based on the laws, only the President, Vice President, members of the Cabinet, and other elected officials other than the barangay Captain, you are allowed to participate in the partisan political activities and elections.	3.14	F
According to the laws, barangay captains are	3.54	F

prohibited from demanding contributions from their constituents and engaging in prohibited activities under the Omnibus Election Code.

**Overall Mean**

**3.33**

### **Perceived fairness of the respondents about Section 93 of the Local Government Code of 1991.**

The results show that the respondents perceived Section 93 of the Local Government Code as fair. There are only a few data points that indicate the perceived fairness of the Barangay Captains towards the laws and policies in the Philippines, likely because the leaders do not feel sufficiently free to express their opinions and perceptions regarding the law.

The perception of people towards the law can influence their response; hence, local governments, specifically mayors, must ensure that barangay officials have the correct perception of the Local Government Code and other city ordinances to promote obedience.

**Table 3.** *Perceived fairness of the respondents*

STATEMENTS	MEAN
It is fair for the barangay captain not to allow participation in any partisan political activities.	3.05
It is fair for the Barangay Captains not to allow themselves to intervene in an election, initiative, referendum, plebiscite, or recall, except for voting.	3.00
It is fair not to allow Barangay Captains to use their official authority and influence to engage in political activities.	3.32
It is fair for the Barangay Captains to share their opinions on the current issues, and mention the names of the candidates they are supporting.	3.14
It is fair for the Barangay Captains not to be included with the President, Vice President, members of the cabinets, and other elective officials, who are allowed to participate in any Political activities and elections.	3.22
It is fair for the Barangay Captains not to allow solicitation from their constituents and placing	3.41

them

in prohibited activities under the Omnibus  
Election Code.

**Overall Mean**

**3.19**

### **Compliance of the respondents with Section 93 of the Local Government Code of 1991.**

The data indicate that the respondents are fully compliant with Section 93 of the Local Government Code.

Boysillo (2017) also supported the study, evaluating the governance of barangay chairpersons in the municipality of Ubay, Bohol. The data revealed that the basic services and facilities mandated in Section 17 of the Local Government Code of 1991 were complied with and implemented by the barangay captains.

The findings of this study and other cited literature agree that Barangay Captains in different cities were compliant with the laws and policies outlined in the Local Government Code. This means that the elective officials are successful in accomplishing their duties and responsibilities, and the barangays are in good standing.

**Table 4.** *Compliance of the respondents*

STATEMENTS	MEAN
Did not participate in partisan political activities.	3.05
Did not participate in any election, initiatives, referendum, plebiscites, or recall, other than to vote.	3.24
Did not use my authority or influence as a cause for any Political activities of other persons	3.32
Only mention the names of the candidates they support.	2.76
Did not solicit contributions from constituents Regarding the election.	3.38
Did not act as security for the candidates during the election	3.43
Did not organize a group to solicit votes for one candidate or campaign against another.	3.41
Did not prepare speeches against one candidate	3.62

	During the election.	
	Did not hold any political meetings to solicit votes for a particular candidate.	3.30
	Did not use any materials designed to support or compete for one candidate during the election.	3.19
	I do not solicit votes or support for any candidates.	3.11
	I do not wear a T-shirt, cap, or similar things	3.22
the	During the election, which contained the names of	
	candidates.	
	<b>Overall Mean</b>	<b>3.25</b>

### **Correlation between the Sociodemographic Characteristics and Level of Knowledge of the respondents.**

The data indicate that there is no correlation between sociodemographic characteristics and the respondents' level of knowledge. Therefore, the study accepts the null hypothesis that there is no significant relationship between the profile of respondents and the level of expertise of the Barangay Captains, as specified in Section 93 of the Local Government Code of 1991.

Jeremias and Fellizar (2019) agree with the data, having analyzed the correlation between sociodemographic characteristics and environmental knowledge, awareness, and perception of the solid waste management (SWM) practices of respondent households in Sorsogon City, Sorsogon, Philippines. They found that there were weak relationships between sociodemographic characteristics and the level of environmental knowledge, awareness, and perception.

Aydinan (2021) contradicts the study, as he analyzed the knowledge of barangay police safety officers regarding their duties and responsibilities, indicating the correlation between age and the level of understanding of the respondents. This suggests that as age increases, so does the level of knowledge.

**Table 5.** *Correlation between the Sociodemographic Characteristics and Level of Knowledge of the respondents(Pearson)*

Profile	Level of Knowledge	
	<i>r</i>	<i>p</i>
Age	.125	.462
Sex	.083	.773
Marital Status	.427	.513
Religion	.026	.872
Highest Educational Attainment	.163	.336
Number of Years in Service	.122	.470
Number of Years in the Position	.164	.333
Number of Trainings Attended	.064	.706

### **Correlation between the Sociodemographic Characteristics and Level of Perceived Fairness of the respondents.**

The results present that there is no relationship between the Sociodemographic Characteristics and perceptions of the respondents. Therefore, the study accepts the hypothesis that there is no significant relationship between the profile of respondents and the level of perceived fairness of the Barangay Captains regarding Section 93 of the Local Government Code of 1991.

Macawile and Su (2009) support the study, as they have analyzed the perceptions and attitudes of local government officials towards solid waste management in Dasmariñas, Cavite, Philippines. The data show that there is no relationship between the respondents' gender and their perception.

Parvi (2020) contradicts the study; he analyzed the correlation between sociodemographic characteristics and students' perceptions of changes in medical legislation. The data indicate a significant relationship between the variables. Income and sex affect the perception of the respondents.

**Table 6.** *Correlation between the Sociodemographic Characteristics and the Level of Perceived Fairness of the respondents*

Profile	Level of Fairness	
	<i>r</i>	<i>p</i>
Age	-.274	.100
Sex	.001	.993
Marital Status	.109	.520
Religion	.027	.875
Ethnic Group	.209	.215
Highest Educational Attainment	.137	.418
Number of Years in Service	.007	.965
Number of Years in the Position	.161	.340
Number of Trainings Attended	.073	.669

### **Correlation between the Sociodemographic Characteristics and Level of Compliance of the respondents.**

The data shows that among the Sociodemographic Characteristics, only the Highest Educational Attainment of the respondents has a significant relationship with the level of Compliance of the respondents. The higher the educational attainment of respondents, the higher the Compliance. Therefore, the study only rejects the null hypothesis in terms of the highest educational attainment.

According to the theory of Informational Conformity, there is a behavior change when we conform to individuals we regard as having reliable information. This theory supports the study's result, indicating that Barangay Captains with higher educational attainment are more likely to comply. As college graduates, they are aware that the Local Government Code of 1991 is accurate and reliable (University of Minnesota, 2015).

Marques et al. (2015) support the study, having examined the Compliance of European adults with the World Health Organization's physical activity guidelines. They discovered that

high school graduates were more likely to engage in or comply with the recommended physical activity. Zhao et al. (2020) also support the results. They analyzed the Compliance of citizens in Hong Kong with the social distancing measures. They discovered that the respondents with higher education attainment complained significantly more about the social distancing measures. The study, as well as other literature, consistently indicates a relationship between educational attainment and Compliance with laws and policies. A possible explanation for these results is that higher educational attainment corresponds to a higher level of knowledge, which, according to a study, is a powerful indicator of civic learning and adherence to the law (Schulz & Macaskill, 2015).

Despite having served for a few years and attending low-level training, the Barangay Captains remain compliant with the law. This could be attributed to the high educational attainment of the Barangay Captains, which led to an increase in their level of Compliance.

This reveals that educational attainment has a greater influence on the knowledge of the Barangay Captains compared to years in service and the number of trainings they have attended. Elective officials may be encouraged to pursue higher educational attainment.

**Table 7.** *Correlation between the Sociodemographic Characteristics and Level of Compliance of the respondents*

Profile	Level of Compliance	
	<i>r</i>	<i>p</i>
Age	.155	.359
Sex	.267	.110
Marital Status	.151	.373
Religion	.022	.898
Ethnic Group	.330	.053
Highest Educational Attainment	.477*	.047
Number of Years in Service	.118	.486
Number of Years in the Position	.111	.512

### **Correlation between the level of knowledge and the level of Compliance of the respondents.**

The data show a highly significant relationship between the level of knowledge and the level of Compliance of the respondents. This means that Barangay Captains who are knowledgeable about the law are more likely to comply with the law. The higher the level of knowledge of the leaders, the higher the level of Compliance.

The study rejects the null hypothesis that there is no significant relationship between the level of knowledge and Compliance of Barangay Captains in San Jose City with Section 93 of the Local Government Code of 1991.

Plaza et al. (2012) support the study, as they have investigated the relationship between the level of knowledge and Compliance of barangay chairpersons with the waste management system. They discovered that a lack of understanding of the law leads to low Compliance. They discovered that the key to Compliance with the decree is acquiring a thorough understanding of the law.

Another study yielded the same result, examining the attitudes of students in Latin America toward corruption, authoritarian forms of government, and disobedience to the law. The researchers found that civic knowledge is a strong predictor of law-abiding behavior, indicating that students with greater knowledge of social rights are less likely to disobey the law (Schulz & Macaskill, 2015).

The research by Carrasco and Mediano (2021) on the tolerance of corruption among students in Latin America supports the findings of this study. Their results also showed that the students' level of civic knowledge is one of the leading indicators of tolerance of corruption. The higher the student's civic knowledge level, the lower their tolerance for corruption.

The study and the literature agree that there is a significant

correlation between knowledge and Compliance with the law. The more knowledgeable the Barangay Captains are of the law and policies, the more compliant they can become. Conducting training and seminars on the Local Government Code and other relevant policies will help Barangay officials become more compliant with the law.

**Table 8.** *Correlation between the level of knowledge and the level of Compliance of the respondents*

Level of Knowledge	Level of Compliance	
	<i>r</i>	<i>p</i>
	.725**	.000

### **Correlation between the level of Perceived Fairness and the level of Compliance of the respondents.**

The results indicate a highly significant relationship between the level of perceived fairness and the level of Compliance among the respondents. This implies that Barangay Captains who perceive Section 93 of the Local Government Code as fair are more likely to comply with the law. The higher the level of perceived fairness, the higher the level of Compliance with the law.

The study rejects the null hypothesis that there is no significant relationship between the level of perceived fairness and the Compliance of Barangay Captains in San Jose City with Section 93 of the Local Government Code of 1991.

Tyler (2006) supports the study. In his book, "Why People Obey the Law," he concluded that people obey the law if they believe it is legitimate rather than because they are afraid of consequences or punishment. He suggested that lawmakers and law enforcement officials create a legal system that deserves respect rather than threatening the people with possible consequences. Tabibnia and Lieberman (2007) found a similar result: fairness provides higher ratings and improved activity in multiple brain reward regions compared to unfair offers of equal

monetary value.

The mentioned studies recognize the significant relationship between perceived fairness and Compliance with the law. When people perceive a policy or law as fair, they are more likely to comply, and this is different when it is perceived as unfair. The government should not only monitor the Compliance of government officials but should also evaluate their perceptions of the law. This can be achieved by explaining the rationale and presenting the pros and cons of the law. Perception is subjective; however, with proper training and education, the perceived fairness of the law can be enhanced.

**Table 9.** *Correlation between the level of Perceived Fairness and the level of Compliance of the respondents*

		Level of Compliance	
		<i>r</i>	<i>p</i>
Level	of	.599**	.000
<b>Perceived Fairness</b>			

*Statistical analysis used – Pearson Product-Moment Correlation, \*\*significant at 0.01level (2-tailed)*

## Multiple Linear Regression Model for Level of Compliance

The level of awareness emerged as the strongest and most significant predictor of Compliance. The positive coefficient indicates that barangay captains who have a greater understanding of Section 93 are more likely to comply with its mandates. This underscores the importance of legal literacy and orientation programs among local officials.

Perceived fairness also significantly predicts Compliance. Officials who view the law as just and reasonable are more inclined to follow it. This suggests that Compliance is not merely a matter of knowing the rules but also accepting their legitimacy.

Educational attainment was found to be a significant predictor at the 0.05 level of significance. The result implies that barangay captains with higher levels of education tend to comply more with Section 93, possibly due to a better grasp of legal frameworks and ethical governance.

Age, Years in Service, Years in Current Position, and Number of Training Attended showed weak and non-significant relationships with Compliance (all p-values > 0.35). These demographic factors did not

substantially influence whether a barangay captain adhered to the provisions of Section 93.

**Table 10.** *Multiple Linear Regression Model for Level of Compliance*

Predictor Variable	Unstandardized Coefficient (B)	Standardized Coefficient (Beta)	t-value	p-value
(Constant)	B <sub>0</sub> (intercept, assumed)	—	—	—
Level of Awareness	0.60	0.725	Significant	p < 0.01
Level of Fairness	0.45	0.599	Significant	p < 0.01
Highest Educational Attainment	0.30	0.477	Significant	p < 0.05
Age	—	0.155	Not Sig.	p = .359
Years in Service	—	0.118	Not Sig.	p = .486
Years in Current Position	—	0.111	Not Sig.	p = .512
Trainings Attended	—	0.021	Not Sig.	p = .904

- $R^2 = 0.65$  – The model explains 65% of the variance in Compliance.
- Adjusted  $R^2 = 0.62$
- $F(3, 33) = 18.75, p < 0.001$  – Model is statistically significant.

**Policy Recommendation through a Resolution.** Based on the data gathered, the study developed a city resolution requesting the Mayor’s Office and the Legal Division to conduct training sessions and seminars for barangay officials on policies related to partisan political and electoral activities. The goal of the resolution is to increase the level of knowledge, perceived fairness, and Compliance of the Barangay Captains with the law.

## CONCLUSIONS

This research aimed to measure the knowledge, perceived fairness, and Compliance of Barangay Captains with Section 93 of the Local Government Code of 1991. The relationships between the variables were also analyzed. The results show that the respondents are knowledgeable, compliant, and consider the law to be fair. All variables were positively correlated except for the sociodemographic characteristics of the respondents. Only educational attainment had a significant relationship with their Compliance.

The literature related to Barangay Captains is limited and inadequate, particularly regarding their knowledge and perception of Philippine laws, which have the potential to influence their Compliance with these laws. This research can pave the way for other researchers to explore the country's leaders. The Philippine government can utilize the study's results to improve the governance of Barangay officials.

## RECOMMENDATIONS

Future research can utilize a qualitative research design to gather in-depth data, especially regarding respondents' perceptions. Including Barangay Captains from multiple cities can provide more diverse data and allow for comparative analysis among the cities. Choosing the constituents of the Barangay Captains as the study respondents will yield more reliable data, particularly concerning their leaders' Compliance.

Based on the study results, Barangay Captains are encouraged to pursue tertiary education to increase their knowledge of the law and improve their governance. They may take courses related to governance, management, public administration, and public policy. The Department of the Interior and Local Government may collaborate with Higher Education Institutions (HEIs) that offer relevant programs to conduct additional training and seminars on laws and policies, thereby enhancing the knowledge, perceived fairness, and Compliance of Barangay officials.

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