

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

FIFTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 1434

Introduced by Honorable CARMELO F. LAZATIN

EXPLANATORY NOTE

The state provides for sufficient and effective parenting to children in the absence of parents. One such measure is the Day Care Service.

Day Care Workers share a highly significant and extensive role in shaping the future of many children. They bear a serious responsibility not only on the early education but also on the values formation and safety of the parent's children the moment parents leave their children to them.

In spite of this, there is no law protecting the welfare of our Day Care Workers. They have no security of tenure and their monthly allowance of P500 each as provided for by Republic Act 6972 or the Day Care Law, does not suffice for the hard work and committed service they render to pre-school children.

Thus, it is strongly proposed that the State should guarantee their security of tenure and they should be given salaries that commensurate to their competence level and workload. However, due to the situation of local government units (LGU) where most of which exceed the personnel services budget limitation of 45 percent. The LGUs cannot create casual or permanent positions for them.

In the absence of a plantilla position, this proposed measure seeks to give the Day Care Workers a minimum of five years appointment with monthly salary and health and retirement benefits since by securing the welfare of our Day Care Workers, we are ensuring the quality of service they render to our children.

To this end, approval of this bill is ardently sought.


CARMELO F. LAZATIN
First District, Pampanga

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HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

FIFTEENTH CONGRESS
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House Bill No. 1434

Introduced by **Honorable Carmelo F. Lazatin**

**AN ACT PROVIDING FOR FIVE YEARS MINIMUM APPOINTMENT WITH MONTHLY
SALARY, HEALTH AND RETIREMENT BENEFITS FOR DAY CARE WORKERS AND
APPROPRIATING FUND THEREOF.**

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

SECTION 1. *Title.* – This Act shall be known and cited as the “Security of Tenure and Benefits of Day Care Workers Act”.

SECTION 2. *Declaration of Policy.* – It is the declared policy of the State to recognize the integral role of Day Care Workers in the education of the youth through the improvement of their social and economic status through the provision of just and corresponding benefits and security of tenure.

SECTION 3. *Coverage.* This Act shall cover all individuals engaged in Early Childhood Development Program in government-recognized Day Care Centers mandated to assist in the care of children, provide quality early education and other similar needs of the youth.

SECTION 4. *Enforcement of the Act.* – This Act shall enact the security of tenure of Day Care Workers and the provision of due benefits such as health and retirement benefits. All existing Day Care Workers shall be given priority in securing their tenure and provision of the said benefits.

SECTION 5. *Assisting Entries* –The local government unit shall cooperate with the Department of Social Welfare and Development (DSWD) and other concerned sectors for the preparation of the appointment and provision of the said benefits.

SECTION 6. *Implementing Rules and Regulations.* The DSWD together with the Civil Service Commission (CSC) and the national organization of Day Care workers shall formulate rules and regulations necessary for the enforcement of this Act.

SECTION 7. *Appropriations.* Funding for the salaries and other benefits shall be provided by the local government unit concerned and the DSWD.

SECTION 8. *Separability Clause.* – If any provisions or part hereof, is invalid or unconstitutional, the remainder of the law or the provision not otherwise affected shall remain valid and subsisting.

SECTION 9. *Repealing Clause.* – Any law, presidential decree or issuance, executive order, letter of instruction, administrative order, rule of regulation contrary to or inconsistent with, the provisions of this Act is hereby repealed, modified, or amended accordingly.

SECTION 10. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its publication in at least two (2) newspapers of general circulation.

Approved,