



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila



TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 531

Introduced by Representative EDUARDO R. RAMA JR.

EXPLANATORY NOTE

Under the 1987 Constitution, the State recognizes the vital role of the youth in nation-building and shall promote and protect their physical, moral, spiritual, intellectual, and social well-being. So as to achieve this goal, investing in the welfare of children at an early age is crucial. In view thereof, thereof, there is a need to empower and develop those who dedicate their lives in cultivating and forming the youth.

Day care workers are primarily engaged in the provision of early child development services and programs such as care, social development, education, protection, and other needs of children aged four years old and below in all government-sponsored day care centers. They play a central role in educating young children at their tender years, and in ensuring their safety and welfare.

Despite the immensity of their work, day care workers only receive a small honorarium. In order to empower and bring out the best of our nation's day care workers, it is crucial that they are provided with security of tenure, adequate pay, benefits, and privileges.

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

REP. EDUARDO R. RAMA JR.
2nd District, City of Cebu



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Introduced by **Representative EDUARDO R. RAMA JR.**

AN ACT
INSTITUTING THE MAGNA CARTA OF DAYCARE WORKERS
AND PROVIDING FUNDS THEREFOR

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

CHAPTER 1
GENERAL PROVISIONS

1 **SECTION 1. *Short Title.*** This Act shall be known as the "Magna Carta of Day Care
2 Workers".

3
4 **SECTION 2. *Declaration of Policy.*** – The State recognizes the vital role of children and
5 youth in nation-building and shall promote and protect their physical, moral, spiritual, intellectual, and
6 social well-being. Towards this end, the State shall adopt policies that will improve the social and
7 economic welfare of day care workers, who are charged with providing preschool education and social
8 development services to children.

9
10 **SECTION 3. *Coverage.*** – This Act covers *all day care workers*, also referred to as *child*
11 *development workers* in Republic Act No. 10410, otherwise known as the "Early Years Act (EYA) Of
12 2013", herein defined as persons primarily engaged in the provision of early child development

1 services and programs such as care, social development, education, protection, and other needs of
2 children aged four (4) years old and below in all government sponsored daycare centers.

3 **SECTION 4. *Plantilla Positions and Security of Tenure in Day Care Centers.*** – At least
4 one (1) Day Care Worker I and one (1) Day Care Worker II plantilla positions shall be created in all
5 day care centers nationwide. As plantilla position holders, day care workers shall be appointed under
6 payment status and shall be protected and governed by civil service rules and regulations. No day care
7 worker shall be removed or transferred from office without just cause, due process, and prior
8 consultation with the concerned day care worker. Furthermore, the day care worker's preference must
9 be considered.

10
11 **SECTION 5. *Creation of Special Personnel Selection Board.*** – A Special Personnel Selection
12 Board (SPSB) for day care worker positions shall be created to screen candidates and create a pool of
13 ten (10) qualified applicants for possible appointment to the subject positions. The SPSB shall be
14 composed of the local social welfare and development officer as chairperson, and the punong
15 barangay, local health officer, human resource management officer, and local government unit (LGU)
16 first level employees' representative as members.

17
18 **SECTION 6. *Recruitment and Selection.*** – Upon publication and posting by the local
19 Human Resource Management Office (HRMO) of vacant permanent day care worker positions in
20 particular day care centers, all qualified applicants shall submit their application together with complete
21 requirements to the Punong Barangay who shall forthwith transmit the same to the HRMO for
22 preliminary evaluation: Provided, That all qualified incumbent day care workers hired under casual,
23 contractual, and job order employment status shall automatically be considered candidates and given
24 priority for appointment to permanent day care positions.

25
26 The local chief executive, as the appointing authority, shall exercise sound discretion in
27 appointing, from the SPSB-recommended pool, a day care worker position in a particular day care
28 center.

29
30 **SECTION 7. *Qualifications, Positions and Salary Grade.*** – A day care worker processing
31 the following qualifications shall be hired to the position of:

1 (a) *Day Care Worker I*, with Salary Grade 6, must possess the following qualifications:

2 (1) Must be of legal age;

3 (2) Must have completed at least two (2) years of college education;

4 (3) Must be certified by the Department of Social Welfare and Development (DSWD)
5 or DSWD-deputized entities to have compiled with existing requisites and trainings in
6 early childhood care and development;

7 (4) Must not have been convicted by final judgment of any crime; and

8 (5) Must not have a pending case in relation to Republic Act No. 7610, otherwise
9 known as the "Special Protection of Children Against Child Abuse, Exploitation and
10 Discrimination Act". Day care workers legitimately serving as such upon the passage
11 of this Act who are above seventeen (17) years old but below eighteen (18) years old,
12 shall continue to serve as such and are qualified to be covered under this Act: Provided,
13 That their retention had been recommended by their direct supervisor.
14

15 Day care workers who have no college education upon the effectivity of this Act shall be given
16 two (2) years within which to complete equivalent training to be able to continue in the service, in
17 accordance with Section 12 of this Act. The necessary training courses shall be prescribed by the
18 DSWD.
19

20 (b) *A Day Care Worker II, Salary Grade 8*, must possess the same qualifications mentioned in
21 paragraph (a) of this section including five (5) years of working experience and at least twelve (12)
22 hours of relevant training.
23

24 Qualifications and exceptions applicable to this section shall be subject to conditions imposed
25 by the Civil Service Commission (CSC).
26

27 **SECTION 8. Working Hours.** – A day care worker is required to render eight (8) working
28 hours a day or a total of forty (40) working hours a week: Provided, That the local social welfare officer
29 (LSWDO) may require day care workers to render services beyond their required working hours
30 during emergency situations such as natural and man-made calamities.
31

1 **SECTION 9. *Code of Conduct of Day Care Workers.*** – Within six (6) months upon approval
2 of this Act, the Early Childhood Care and Development Council (ECCDC), in consultation with a
3 national organization of day care workers, shall formulate a Code of Conduct for Day Care Workers.
4 Each day care worker shall be provided with a copy of the Code at the expense of the government.
5

6 **SECTION 10. *Additional Compensation and Allowances.*** – Day care workers shall be
7 provided with the following additional compensation, whenever applicable:

8 (a) Overtime pay – for services rendered beyond the required working hours as prescribed in
9 Section 8 hereof. The rate of which shall be the same as prescribed in relevant civil service
10 laws and issuances;

11 (b) Hazard allowance – for day care workers who are consistently exposed to situations,
12 conditions, or factors in the workplace which endanger the workers' health or life, or increase
13 the danger or risk thereto;

14 Such risk or danger shall be determined by the local Sangguniang Barangay concerned.
15 Provided that, in no case shall the Hazard allowance exceed Php 5,000.00; and

16 (c) Subsistence allowance – for meals taken in the course of their duty within the premises of
17 isolated day care centers, the amount of which shall be computed in accordance with prevailing
18 circumstances as determined by the local Sangguniang Barangay concerned.
19

20 **SECTION 11. *Other Benefits and Privileges.*** – Day care workers shall be entitled to the
21 following additional benefits and privileges:

22 (a) Married Day Care Workers. – Whenever possible, married couples who are both day care
23 workers shall be assigned in the same municipality or city.

24 (b) Free Legal Services. – The Public Attorney's Office (PAO) shall represent day care workers
25 in cases filed against them in connection with the performance of their duties.

26 (c) Free Medical Examination and Treatment. – Annual medical examinations shall be
27 provided by government hospitals, free of charge, to all day care workers. Day care workers
28 suffering from work-related ailments shall be treated without cost in government hospitals.

29 (d) Access to Livelihood, Loans, Grants, and Skills Enhancement. – The DSWD and the
30 LGUs, in coordination with other concerned government agencies, shall provide organized
31 day care workers with a mechanism for accessing livelihood, loans, grants, and skills
32 enhancement services.

1 (c) Other Benefits. – All day care workers shall automatically become members of the
2 Government Service Insurance System (GSIS), Pag-IBIG, and PhilHealth, subject to premium
3 payments by both employers and employees, and shall be entitled to maternity/paternity, sick,
4 and vacation leaves as provided for by existing laws.
5

6 **SECTION 12. *Training, Education and Skills Enhancement.*** – The DSWD, in coordination
7 with Department of Education (DepEd), Commission on Higher Education (CHED), and the
8 Technical Education and Skills Development Authority (TESDA), shall provide for a system of
9 continuing education and skills training and knowledge enhancement programs for day care workers.
10

11 The DepEd, CHED, and TESDA shall adopt an equivalency system of education that shall
12 recognize and duly credit the actual work experiences and prior learning of day care workers as formal
13 academic or training units.
14

15 **SECTION 13. *Support from Nongovernment Organizations (NGOs).*** – Non-governmental
16 organizations (NGOs) or private volunteer organizations are hereby encouraged to assist or support
17 the government in the implementation of programs and projects for day care workers. Pursuant
18 thereto, all day care centers may accept such assistance or support from NGOs.
19

20 **SECTION 14. *Appropriations.*** – The amount necessary to cover the salaries and benefits of
21 day care workers shall be charged from the Internal Revenue Allotment (IRA) and the Special
22 Education Fund of LGUs concerned: Provided, That the national government shall provide subsidy
23 for at least one (1) day care worker per center in the fourth, fifth, and sixth class municipalities. A
24 portion of the contribution of the Philippine Amusement and Gaming Corporation (PAGCOR) as
25 provided under Republic Act No. 10410, as well as additional funds generated from donations, fees,
26 and contributions collected by the ECCDC from whatever source shall also be set aside for the
27 purpose.
28

29 **SECTION 15. *Implementing Rules and Regulations.*** – The DSWD, ECCDC, and
30 Department of the Interior and Local Government (DILG), in consultation with the CSC and a
31 national organization of day care workers, shall formulate the rules and regulations necessary to
32 implement provisions of this Act within six (6) months from its effectivity.

1
2 **SECTION 16. *Separability Clause.*** – If any provision of this Act or any part hereof is
3 declared unconstitutional, the same shall not affect the validity and effectivity of the other provisions.
4

5 **SECTION 17. *Repealing Clause.*** – Republic Act No. 6972, otherwise known as the
6 "Barangay-level Total Development and Protection of Children Act" and all laws, decrees, rules and
7 regulations, and executive orders contrary to or inconsistent with this Act are hereby repealed or
8 modified accordingly.
9

10 **SECTION 18. *Effectivity.*** – This Act shall take effect fifteen (15) days after its publication in
11 the Official Gazette or in a newspaper of general circulation.
12

13 Approved,