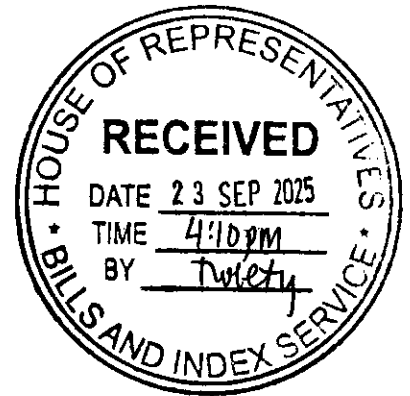




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

20th CONGRESS
1st Regular Session

HOUSE BILL NO. 4806



Introduced by **REPRESENTATIVE JENNIFER A. LAGBAS**

EXPLANATORY NOTE

The early years of a child, from zero (0) to eight (8), constitute the most crucial stage of human development. Scientific and educational research confirms that what happens during this period profoundly shapes lifelong learning, behavior, and health outcomes. Recognizing this, the State enacted Republic Act No. 12199, or the Early Childhood Care and Development (ECCD) Systems Act, which strengthened the ECCD system by clarifying institutional responsibilities, expanding program coverage, and aligning early childhood education with the enhanced basic education framework for children under the age of five (5).

While the ECCD Systems Act laid a strong foundation, gaps remain in the professionalization and standardization of the ECCD workforce. Child Development Teachers (CDTs) and Child Development Workers (CDWs) are the frontline service providers in Child Development Centers (CDCs), yet their qualifications, training, and professional development opportunities remain uneven across local government units.

In 2015, the ECCD Council issued the Standards and Guidelines for Center-Based Early Childhood Programs for 0 to 4 Years Old Filipino Children,¹ followed in 2017 by the Competency Standards for Child Development Teachers (CDTs) and Child Development Workers (CDWs), pursuant to Republic Act No. 10410 or the Early Years Act of 2013.² However, these standards remain an administrative issuance and lack the binding authority of law. Without statutory codification, the ECCD system cannot guarantee consistent quality across the country, nor can it sustain professional pathways for its workforce.

¹ Early Childhood Care and Development (ECCD) Council, *Standards and Guidelines for Center-Based Early Childhood Programs for 0–4 Years Old Filipino Children*, eccdcouncil.gov.ph, October 2024, <https://eccdcouncil.gov.ph/wp-content/uploads/2024/10/STANDARDS-AND-GUIDELINES-for-CENTER-BASED-FOR-ECCD-PROGRAMS-1.pdf> (accessed September 23, 2025).

² Early Childhood Care and Development (ECCD) Council, *Competency Standards for Child Development Teachers (CDTs) and Child Development Workers (CDWs)*, eccdcouncil.gov.ph, October 2024, <https://eccdcouncil.gov.ph/wp-content/uploads/2024/10/Competency-Standards.pdf> (accessed September 23, 2025).

This bill seeks to amend Republic Act No. 12199 by:

Institutionalizing the ECCD Council's competency standards for CDTs and CDWs, ensuring uniform qualifications and professional practice nationwide and setting minimum educational and credential requirements for CDTs and CDWs, including degree, training, and licensure or certification. By embedding these competency standards into law, this measure not only uplifts the dignity and professional standing of CDTs and CDWs, but also ensures that Filipino children in their most formative years are provided with consistent, high-quality care and early education services.

In view of the above, passage of this bill is earnestly sought.



HON. JENNIFER A. LAGBAS
Representative
First District, Misamis Oriental



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

20th CONGRESS
1st Regular Session

HOUSE BILL NO. 4806

Introduced by **REPRESENTATIVE JENNIFER A. LAGBAS**

AN ACT
STRENGTHENING THE EARLY CHILDHOOD CARE AND DEVELOPMENT (ECCD)
SYSTEM, INSTITUTIONALIZING COMPETENCY STANDARDS FOR CHILD
DEVELOPMENT TEACHERS AND CHILD DEVELOPMENT WORKERS, AMENDING
SECTION 12 OF REPUBLIC ACT NO. 12199, OTHERWISE KNOWN AS THE EARLY
CHILDHOOD CARE AND DEVELOPMENT SYSTEM ACT

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

SECTION 1. Section 12 of Republic Act No. 12199, otherwise known as Early Childhood Care and Development System Act, is hereby amended to read as follows:

“Section 12. Professionalization of CDTs; National Competency Assessment of CDWs; Certification, Reskilling, and Upskilling of Incumbent CDWs; Scholarships for Continuing Education. - There shall be at least one (1) CDT and one (1) CDW for every CDC, and every province, city, and municipality shall create plantilla positions for CDTs and CDWs pursuant to Section 7(b)(5) of this Act.

The guidelines for the salary grades (SGs), eligibility and qualifications, and duties and responsibilities, among others, shall be issued by the local chief executive in consultation with and as approved by the CSC and the Department of Budget and Management (DBM): *Provided*, That the SGs shall not be lower than SG 11 for CDTs and SG 10 for CDWs. [with an associate degree, and SG 8 for other CDWs: *Provided*, further, That a CDT shall be a holder of any bachelor's degree, preferably with units in early childhood education, and has passed the Board Licensure Examination for Professional Teachers (BLEPT): *Provided*, furthermore, That a CDW shall be a holder of at least an associate degree in early childhood education, at least a senior high school graduate and has passed the national competency assessment for CDWs, or a high school graduate who has

finished two (2) years of tertiary education and has passed the same assessments by the TESDA for CDWs:]

PROVIDED, THAT THE CHILD DEVELOPMENT TEACHER MUST HAVE, AT MINIMUM:

- (1) A BACHELOR'S DEGREE IN CHILDHOOD/EARLY CHILDHOOD EDUCATION OR ELEMENTARY EDUCATION WITH SPECIALIZATION IN EARLY CHILDHOOD, OR ANY DEGREE RELATED TO EDUCATION WITH AT LEAST TWENTY-FOUR (24) UNITS IN ECCD/ECE AND HAS COMPLETED BASIC TRAININGS/SEMINARS IN ECCD/ECE;**
- (2) SKILLS ON COMMUNITY MOBILIZATION AND EFFECTIVE ORAL COMMUNICATION, AND PREFERABLY ONE WHO IS COMPUTER LITERATE;**
- (3) EXPERIENCE WORKING WITH CHILDREN;**
- (4) DEMONSTRATED LOVE FOR CHILDREN;**
- (5) A BARANGAY CERTIFICATE/NBI CLEARANCE WITH THREE (3) CHARACTER REFERENCES; AND**
- (6) PASSED THE SPECIALIZED BOARD LICENSURE EXAMINATION FOR PROFESSIONAL TEACHERS (BLEPT) FOR EARLY CHILDHOOD EDUCATION.**

PROVIDED, FURTHER, THAT THE CHILD DEVELOPMENT WORKER MUST HAVE, AT MINIMUM:

- (1) A BACHELOR'S DEGREE IN ANY DEGREE RELATED TO EDUCATION OR ASSOCIATE DEGREE IN EARLY CHILDHOOD EDUCATION;**
- (2) COMPLETED BASIC TRAININGS OR SEMINARS RELATED TO ECCD/ECE;**
- (3) SKILLS ON COMMUNITY MOBILIZATION AND EFFECTIVE ORAL COMMUNICATION;**
- (4) EXPERIENCE WORKING WITH CHILDREN;**
- (5) DEMONSTRATED LOVE FOR CHILDREN;**
- (6) A BARANGAY CERTIFICATE/NBI CLEARANCE WITH THREE (3) CHARACTER REFERENCES.**

Provided, finally, That a CDT or a CDW (a) must not have been convicted by final judgment of an offense or crime involving moral turpitude; (b) must not have a pending case in relation to Republic Act No. 11930 or the "Anti-Online Sexual Abuse or Exploitation of Children (OSAEC) and Anti-Child Sexual Abuse or Exploitation Materials (CSAEM) Act"; Republic Act No. 9208 or the "Anti-Trafficking in Persons Act of 2003", as amended; or Republic Act No. 7610 or the "Special Protection of Children

Against Abuse, Exploitation and Discrimination Act", as amended; and (c) must not be included in the child sex offender registry list.

Incumbent CDW shall complete mandatory reskilling and upskilling training programs on ECCD or early childhood reskilling and upskilling training programs on ECCD or early childhood education to be provided by the ECCD Council, and pass a certification by the TESDA for CDWs.

The TESDA shall provide such assessment and certification free of charge.

The ECCD Council, in collaboration with the CHED or the TESDA, or both, shall ensure the availability of ECCD training programs across the country, the formulation of degree and associate programs in early childhood education, and the recognition of prior learning and credit transfer mechanisms.

Further, the ECCD Council, in collaboration with the CHED, shall develop a scholarship program for the continuing education of CDWs who shall complete their bachelor's degrees and be required to take the **SPECIALIZED BOARD LICENSURE EXAMINATION FOR PROFESSIONAL TEACHERS (BLEPT) FOR EARLY CHILDHOOD EDUCATION** within an agreed period of time. The scholars shall be required to fulfill an obligation to return service in the CDCs for such reasonable period as may be determined by the ECCD Council."

SEC. 2. All laws, acts, presidential decrees, executive orders, administrative orders, rules and regulations inconsistent with or contrary to the provisions of this Act are deemed amended, modified or repealed accordingly.

SEC. 3. This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,