

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

TWENTIETH CONGRESS
First Regular Session

House Bill No. 5391



Introduced by Representatives ERIC G. YAP AND EDVIC G. YAP

EXPLANATORY NOTE

This proposed measure seeks to amend Republic Act (RA) No. 9433, otherwise known as the "*Magna Carta for Public Social Workers*", to increase the minimum salary grade of entry-level social workers in government service to at least Salary Grade 13. It also expands the definition of "public social workers" to cover those engaged in roles across a broad spectrum of public services, including disaster management, gender and development, youth services, and peace initiatives, among others. Furthermore, the bill ensures that those employed through job orders or contracts of service are also covered by the provisions of the Magna Carta.

Social workers are among the frontline service providers in government, working tirelessly to uphold the welfare and dignity of the most vulnerable sectors of our society. Whether addressing poverty, disaster response, child protection, mental health, or community development, public social workers carry out vital tasks under often challenging and underappreciated circumstances.

Despite their indispensable role, many social workers, particularly those in local government units (LGUs) and those employed through job orders or contracts of service, continue to face inadequate compensation and lack of proper recognition. This disparity undermines their morale, professional development, and ultimately, the delivery of critical services to the public.

A study by the Philippine Institute for Development Studies (PIDS) has consistently shown that fair wages and secure employment are key factors in attracting and retaining qualified personnel in public service sectors. By institutionalizing these reforms, the bill aims to empower public social workers to perform their duties more effectively and sustainably.

The passage of this bill is a recognition not just of the services rendered by social workers but of the dignity they bring to public service. Through ensuring fair compensation and inclusive coverage, the government affirms its commitment to

strengthening the social service workforce and, in turn, improving the lives of the Filipino people.

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



HON. ERIC G. YAP



HON. EDVIC G. YAP

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AN ACT
INCREASING COMPENSATION OF SOCIAL WORKERS IN GOVERNMENT
SERVICE, AMENDING FOR THE PURPOSE THE REPUBLIC ACT NO. 9433,
OTHERWISE KNOWN AS THE “MAGNA CARTA FOR PUBLIC SOCIAL
WORKERS”

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

Section 1. Section 3(c) of Republic Act (RA) No. 9433, otherwise known as the “*Magna Carta for Public Social Workers*”, is hereby amended to read as follows:

“SEC. 3. *Definition of Terms.* - As used in this Act, the following shall mean as follows:

“(a) x x x

“(b) x x x

“(c) ‘Public Social Worker’ refers to [registered social worker employed in the] **CIVILIAN** government [service] **PERSONNEL WHOSE POSITION REQUIRES AT LEAST A BACHELOR’S DEGREE IN SOCIAL WORK, AND REGISTRATION OR LICENSE AS A SOCIAL WORKER, WHETHER OR NOT THE POSITION TITLE CARRIES THE WORD ‘SOCIAL WELFARE’, SUCH AS POSITIONS CONCERNING COMMUNITY AFFAIRS AND DEVELOPMENT, DISASTER RISK AND MANAGEMENT, GENDER AND DEVELOPMENT, LABOR AND EMPLOYMENT, PEACE, EARLY CHILDHOOD AND DEVELOPMENT, VOLUNTEER SERVICE, YOUTH DEVELOPMENT AND ASSISTANCE TO VETERANS;**

“x x x”

SEC. 2. Section 4 of the same Act is hereby amended to read as follows:

“SEC. 4. Coverage. - This Act shall cover all registered social workers [employed] in government service, INCLUDING THOSE WHOSE SERVICES ARE ENGAGED THROUGH JOB ORDERS OR CONTRACTS OF SERVICE.”

SEC. 3. Section 12 of the same Act is hereby amended to read as follows:

*“SEC. 12. Compensation. – [The existing law] **APPLICABLE LAWS, RULES AND REGULATIONS** on [the] salary scaleS of government employees shall apply in determining the salaries of public social workers[.]: **PROVIDED, THAT THE SALARY GRADE OF ENTRY-LEVEL JUNIOR OFFICER PUBLIC SOCIAL WORKERS SHALL BE AT LEAST SALARY GRADE 13: PROVIDED, HOWEVER, THAT NOTHING IN THIS ACT SHALL BE CONSTRUED TO ELIMINATE OR IN ANY WAY DIMINISH BENEFITS BEING ENJOYED BY PUBLIC SOCIAL WORKERS AT THE TIME OF THE EFFECTIVITY OF THIS ACT: PROVIDED, FURTHER, THAT [In] IN** case of violations of this provision, the public social worker concerned shall file the necessary complaint to the CSC or NLRC through the Social Work Management and Consultative Council: **PROVIDED, FINALLY, THAT FOR LOCAL GOVERNMENT UNITS WHICH DO NOT HAVE ADEQUATE OR SUFFICIENT FUNDS SHALL ONLY PARTIALLY IMPLEMENT THE ESTABLISHED RATE AS MAY BE APPROVED BY THE SOCIAL WORK MANAGEMENT AND CONSULTATIVE COUNCIL.**”*

SEC. 4. The Department of Budget and Management, in consultation with the Social Work Management and Consultative Council, shall, within ninety (90) days after the approval of this Act, modify the Index of Occupational Services, Occupational Groups, Classes and Salary Grades to adjust the salary grades of public social workers.

SEC. 5. All other laws, acts, decrees, executive orders, issuances, and rules and regulations or parts thereof which are contrary to or inconsistent with this Act are hereby repealed, amended, or modified accordingly.

SEC. 6. This Act shall take effect upon its publication in the Official Gazette or in one newspaper of general circulation.

Approved,