

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 6254



Introduced by
REPRESENTATIVE MIKAELA ANGELA B. SUANSING

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

EXPLANATORY NOTE

The State recognizes the vital role of children and youth in nation-building. Cognizant of this role, it shall promote and protect their physical, moral, spiritual, intellectual, and social well-being.

To ensure that our young children will grow up with the proper values and guidance, families usually entrust their care and early education to child development workers. Section 4 of Republic Act No. 10410 or the Early Years Act (EYA) of 2013 regard Child Development Workers, more commonly known as Day Care Workers, as among those who are directly responsible for the care and education of young children from age zero (0) to four (4) years. As secondary parents, Day Care Workers play an important role in character molding and personality development as the first eight years of a child is considered as the most formative and crucial stage in growth and development. However, despite this crucial role, Day Care Workers do not enjoy the benefits of a regular employee. Regrettably, under our present law, Day Care Workers are only entitled to receive a monthly allowance of not less than Five Hundred Pesos (P500.00), which is insufficient to provide for their daily needs.

Furthermore, decentralization of child care services also contributes to the dismal economic situation of Day Care Workers. Due to local budgetary constraints, Day Care Workers are often not provided with the proper training, conducive working conditions, and adequate materials for them carry out their functions effectively. Changes in leadership also put their employment at a greater risk as they are not shielded from political discretionary powers. While several local government units have already instituted local policies to promote the retention and welfare of Day Care Workers in service¹, much still needs to be done on a national level. A national policy will ensure that all Day Care Workers across the country are accorded with the same rights,

¹ The Philippine Combining Training with Job Security to Improve the Quality of Childcare Workforce. Retrieved from: <https://www.r4d.org/wp-content/uploads/Brief-Philippines.pdf>

benefits, and privileges commensurate with their complementary role in child care and development.

In recognition of our front liners in the provision of child care services, this bill seeks to improve the social and economic welfare of Day Care Workers by granting them benefits and privileges. This bill mandates the creation of Plantilla positions in all Day Care Centers nationwide, allowing them to enjoy security of tenure and other benefits provided under Civil Service rules and regulations. They shall also be duly entitled to receive other additional compensation and allowances, such as overtime pay, hazard pay, and subsistence allowance.

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



MIKAELA ANGELA B. SUANSING

1st District of Nueva Ecija

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

SECTION 1. *Short Title.* – This Act shall be known as the “Magna Carta of Day Care Workers”.

SEC. 2. *Declaration of Policy.* – The State recognizes the vital role of children and youth in nation-building and shall promote and protect their physical, moral, spiritual, intellectual, and social well-being. Towards this end, the State shall adopt policies that will improve the social and economic welfare of day care workers who provide pre-school education and social development services to children.

SEC. 3. *Coverage.* – This Act covers all day care workers, also referred to as Child Development Workers in Republic Act No. 10410, otherwise known as “The Early Years Act (EYA)”, herein defined as persons 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 (4) years old and below in all government-sponsored day care centers.

SEC. 4. *Plantilla Positions and Security of Tenure in Day Care Centers.* – At least one (1) Day Care Worker I and one (1) Day Care Worker II plantilla positions shall be created in all day care centers nationwide. As plantilla position holders, day care workers shall be appointed under permanent status and shall be protected and governed by Civil Service rules and regulations. No day care worker shall be removed or transferred from office without just cause, due process, or prior consultation with the concerned day care worker.

SEC. 5. *Creation of Special Personnel Selection Board.* – A Special Personnel Selection Board (SPSB) for day care worker positions shall be created to screen candidates and create a pool of ten (10) qualified applicants for possible appointment to the subject positions. The SPSB shall be composed of the local social welfare and development officer as chairperson,

and the punong barangay, local health officer, human resource management officer, and local government unit (LGU) first level employees' representative as members.

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

The local chief executive, as the appointing authority, shall exercise sound discretion in selecting from the SPSB-recommended pool the most qualified for appointment to the day care worker position in a particular day care center.

SEC. 7. *Qualifications, Positions and Salary Grade.* – A day care worker possessing the following qualifications shall be hired to the position of:

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

- (1) Must be of legal age;
- (2) Must have completed at least two (2) years of college education;
- (3) Must be certified by the Department of Social Welfare and Development (DSWD) or DSWD-deputized entities to have complied with existing requisites and trainings in early childhood care and development;
- (4) Must not have been convicted by final judgment of any crime; and
- (5) Must not have a pending case in relation to Republic Act No. 7610, otherwise known as the “Special Protection of Children Against Child Abuse, Exploitation and Discrimination Act”.

Day care workers legitimately serving as such upon the passage of this Act who are above seventeen (17) years old but below eighteen (18) years old shall continue to serve as such and are qualified to be covered under this Act: *Provided*, That their retention has been recommended by their direct supervisor.

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

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

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

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

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

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

- (a) Overtime pay – for services rendered beyond the required working hours as prescribed in Section 8 hereof;
- (b) Hazard allowance – for being exposed to situations, conditions, or factors in the workplace which endanger the workers' health or life, or increase the danger or risk thereto. Such risk or danger shall be determined by the local Sangguniang Barangay concerned; and
- (c) Subsistence allowance – for meals taken in the course of their duty within the premises of isolated day care centers, the amount of which shall be computed in accordance with prevailing circumstances as determined by the local Sangguniang Barangay concerned.

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

- (a) Married Day Care Workers. – Whenever possible, married couples who are both day care workers shall be assigned in the same municipality or city.
- (b) Free Legal Services. – The Public Attorney's Office (PAO) shall represent day care workers in cases filed against them in connection with the performance of their duties.
- (c) Free Medical Examination and Treatment. – Annual medical examinations shall be provided by government hospitals, free of charge, to all day care workers. Day care workers suffering from work-related ailments shall be treated without cost in government hospitals.
- (d) Access to Livelihood, Loans, Grants, and Skills Enhancement. – The DSWD and the LGUs, in coordination with other concerned government agencies, shall provide organized day care workers with a mechanism for accessing livelihood, loans, grants, and skills enhancement services.

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

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

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

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

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

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

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

SEC. 17. *Repealing Clause.* – Republic Act No. 6972, otherwise known as the “Barangay-Level Total Development and Protection of Children Act” and all laws, decrees, rules and regulations, and executive orders contrary to or inconsistent with this Act are hereby repealed or modified accordingly.

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

Approved,