



Department of Social Welfare and Development

DSWD-GF-010 | REV 01 | 17 AUG 2022

**HONORABLE IMEE R. MARCOS**

Chairperson

Senate Committee on Social Justice, Welfare and Rural Development

Senate of the Philippines

Pasay City

Dear **Senator MARCOS**,

The Department of Social Welfare and Development (DSWD) supports **Senate Bills Numbered 343, 525, 1086, and 1205** or the “**Magna Carta for Child Development Workers**”, authored by Senators Maria Lourdes Nancy Binay, Cynthia Villar, Jinggoy Ejercito Estrada, and Ramon Revilla, Jr., respectively, that aim to give recognition to the invaluable role of Child Development Workers (CDWs) in caring for the young.

For the enhancement of the Bills, the DSWD respectfully recommends the following:

**1. General Comments:**

1.1 To consolidate all the bills into one.

1.2 To add a Section on Definition of Terms for the following:

- a) Child Development Centers; and
- b) Child Development Workers

1.3 To harmonize the Salary Grade (SG) of all proposed bills to SG 6 and SG 8 for Day Care Workers I and II, respectively.

1.4 To make a consistent use of the terms ‘Day Care Centers (DCC)’ and ‘Child Development Centers (CDC)’, as well as ‘Day Care Workers (DCW)’ with ‘Child Development Workers (CDW)’ for clarity.

1.5 To review for typographical errors.

**2. Sec. 2. Declaration of Policy**

To emphasize children instead of the youth, and to cite the Early Childhood Care and Development (ECCD) Programs as the overarching program that shall espouse the protection and promotion of the rights and welfare of children, and establishes child development services and interventions being extended by child development workers in child development centers.



**3. Sec. 3. Coverage**

3.1 To clarify and define who is considered a Day Care Worker, whether or not this includes accredited Center-based and Supervised Neighborhood Play (SNP) facilitators, and community-based ECCD services of the government; and

3.2 To clarify is DCWs not accredited by DSWD is covered by this proposed measures.

**4. On the Qualification** (Sec. 7 of SBN 343; Sec. 4 of SBN 525; Sec. 7 of SBN 1086; and Sec. 5 of SBN 1205)

To clarify the basis for the length of time, i.e., one year, that the DCW is expected to complete the DCW training course provided by the DSWD. There may be a need to verify how often or how regularly the DSWD provides training for DCWs.

**5. Sec. 5. Creation of Special Personnel Selection Board under Senate Bills Numbered 343 and 1086**

5.1 To use as basis for determining the number of pool of candidates for screening the number of day care centers per locality; and

5.2 To include a representative from the Barangay Council for the Protection of Children (BCPC) to the Selection Board.

**6. On the Recruitment and Selection** (Sec. 6 of SBNs 343 and 1086; and Sec. 5 of SBN 525)

6.1 To ensure that despite the discretionary appointment power of the Local Chief Executive (LCE) due consideration is given to civil service rules and regulations, and the qualifications of the CDW applicants; and

6.2 To consider that SG levels be determined not just by the educational qualification of the applicants but to use a standardized salary scale given the duties, tasks and responsibilities of the position, and other value-adding factors, such as DCW accreditation and length of service and experience.

**7. On the Normal Working Hours** (Sec. 8 of SBNs 343 and 1205; Sec. 7 of SBN 525; and Sec. 9 of SBN 1086)

To change 'man-made' to 'human-induced calamities or disaster'.

8. **On the Security of Tenure** (Sec. 10 of SBN 525; Sec. 4 of SBN 1086; and Sec. 6 of SBN 1205)

To recommend that the ECCD Council formulate the training modules for DCWs with the DSWD as implementer of the same.

9. **Sec. 7. Qualifications, Positions and Salary Grade under Senate Bills Numbered 343 and 1086**

9.1 To include any crime involving moral turpitude;

9.2 On the second paragraph, line 46, to change the word 'disqualifications' to 'qualifications'; and

9.3 To consider the knowledge, attitudes, skills, and behavior as additional qualifying criteria, including observance of RA 7610 and other child protection laws and policies.

10. **On the Code of Conduct of Child Development Workers** (Sec. 9 of SBN 343; Sec. 15 of SBN 525; and Sec. 10 of SBN 1086)

10.1 To consider the United Nations Convention on the Rights of the Child as well as RA No. 6713 or "Code of Conduct and Ethical Standards for Public Officials and Employees" in the formulation of the Code of Conduct for Child Development Workers.

10.2 To consider the roles of CDWs and check (if possible) DSWD's accreditation tool for CDWs in formulating what the expected code of conduct from a DCW should be.

11. **On the Other Benefits and Privileges** (Sec. 12 of SBNs 343 and 1086; and Sec. 9 of SBN 1205)

11.1 To clarify the extent of entitlement in availing of benefits and privileges, i.e., how different is the free medical examination from PhilHealth benefits.

11.2 To recommend putting a more inclusive language to ensure that unmarried DCWs are not discriminated against in the decision as to assignment in the same municipality.

11.3 Where possible, to specify what constitutes work-related ailment.

12. **On the Training, Education and Skills Enhancement** (Sec. 13 of SBNs 343 and 1205; and Sec. 14 of SBN 1086)

12.1 To include the ECCD Council as one of the providers of skills training and

knowledge enhancement programs for CDWs.

12.2 To include disability-sensitivity training to promote inclusivity and accessibility to marginalized children and families.

13. **On the Support from Non-Governmental Organizations (NGOs), Private Volunteer Organizations and Other Private Institutions** (Sec. 14 of SBN 343 Sec. 15 of SBN 1086; and Sec. 16 of SBN 525)

To clarify if this support also includes provision of augmentation should there be a lack of DCWs in the area.

This is being submitted for the Chairperson's consideration.

Thank you.

Regards,



REX GATCHALIAN

Secretary

Date: FEB 28 2023