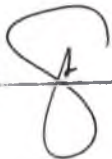


NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



23 JAN 19 P5:14

SENATE
S. No. 1707

RECEIVED BY: 

Introduced by Senator Christopher Lawrence "Bong" T. Go

AN ACT
FULLY RECOGNIZING THE SERVICES OF SOCIAL WORKERS BY ENSURING
COMPETITIVE REMUNERATION AND COMPENSATION PACKAGES,
APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

Social workers play a vital role in human development and nation-building. Their crucial contribution to the society is indispensable. It is therefore imperative to uphold their rights and welfare by ensuring competitive remuneration and compensation packages for them.

The International Federation of Social Workers defines social work as a profession and academic discipline that "promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Unpinned by theories of social work, social sciences, humanities and indigenous knowledges, social work engages people and structures to address life challenges and enhance wellbeing."

Indeed, with the presence of social workers, competent social protection is provided to all people who have access thereto, making social protection transformative, leading to positive economic outcomes, to more sustainable, stabilized, resilient and harmonious societies.

In the Philippine setting, registered social workers are one of the unacknowledged groups of workers despite the great weight of their contribution to and responsibility for the wellbeing of all Filipinos. Social workers play vital roles in reintegration of families and communities who have been vulnerable after being victims of crimes, disasters, calamities, armed conflicts or similar incidents.

It is now an opportune time to fully recognize the champions of social change, those who significantly provide aid and healing within the communities, taking high-value in improving the living conditions of our *kababayans*.

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


SENATOR CHRISTOPHER LAWRENCE "BONG" T. GO



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

1 SECTION 1. *Short Title.* – This Act shall be known as the "Competitive
2 Remuneration and Compensation Packages for Social Workers Act of 2023."
3

4 SEC. 2. *Declaration of Policy.* – It is hereby declared the policy of the state to
5 afford full protection to labor, local and overseas, and promote full employment and
6 equality of employment opportunities for all. They shall be entitled to security of
7 tenure, humane conditions of work, and a living wage. Thus, the State shall endeavor
8 to pay just and equitable compensation to all government personnel, including the
9 social workers, in accordance with the principle of equal pay for work of equal value,
10 in order to attract, retain and motivate a corps of competent civil servants.
11

12 SEC. 3. *Equality of rights amongst social workers in the government.* - Section
13 17 of Republic Act No. 9443, or the "Magna Carta of Public Social Workers" provides
14 for the Rights of a Public Social Worker. Thus, in recognition of the invaluable efforts
15 of the registered social workers in the government service, without distinction as to
16 the nature of one's engagement, the rights afforded to Public Social Workers, in the

1 law and its implementing rules and regulations, shall be recognized and applied equally
2 to all registered social workers in the government, such as but not limited to:

- 3
- 4 a. Protection from discrimination by reason of sex, sexual orientation, age,
5 political or religious beliefs, civil status, physical characteristics/disability, or
6 ethnicity;
 - 7 b. Protection from any form of interference, intimidation, harassment, or
8 punishment, to include, but not limited to, arbitrary reassignment or
9 termination of service, in the performance of his/her duties and responsibilities;
 - 10 c. Protection of the right to join, organize, or assist organizations or unions for
11 lawful purposes;
 - 12 d. Protection from any act that will prevent his/her from applying professional
13 interventions that the client's situation may require; and
 - 14 e. Opportunities for continuing professional growth and development.
- 15

16 SEC. 4. *Increase in the Minimum Salary Grade Level.* - The minimum base pay
17 of Social Welfare Officer I in government institutions shall not be lower than Salary
18 Grade 13 with equivalent monthly salary as prescribed in the existing and applicable
19 Modified Salary Schedule for Civilian Employees: *Provided,* That for social workers
20 working in local government units (LGUs), adjustments of their salaries shall be in
21 accordance with applicable laws.

22

23 SEC. 5. *Compensation Packages for Social Workers.* - The Department of Social
24 Welfare and Development (DSWD), in coordination with other concerned government
25 agencies, association of social workers, and the accredited professional organization
26 shall establish an incentive and benefit system for the social workers; *Provided,* That
27 the following compensation package shall be made available regardless of the nature
28 of engagement of the registered social worker, to wit:

- 29 a. Hazard Pay;
- 30 b. Compensation for Workplace Injuries;
- 31 c. Insurance; and

1 d. Other proper and just incentives, such as scholarship grants, training, and other
2 non-cash benefits.

3
4 Furthermore, the benefits provided under Republic Act No. 9433, or the "Magna
5 Carta for Public Social Workers" may be extended to registered social workers under
6 a cost of service status, the corresponding conditions, amount, and rate of which shall
7 be subject to the determination by the DSWD, in coordination with other agencies or
8 entities as stated in this section.

9
10 SEC. 6. *Coverage.* - This Act shall apply to all social workers with a Social
11 Welfare Officer item working in the government, including those engaged by the local
12 government unit. This Act shall cover all social workers whether regular, contractual
13 or casual, or cost of service personnel now existing or hereafter created.

14
15 SEC. 7. *Appropriations.* - The funding sources for the amounts necessary to
16 implement this Act shall be as follows:

- 17
18 a. For national government entities, the amount necessary for the immediate
19 implementation of this Act shall be included in the General Appropriations Act;
20 b. For LGUs, the amounts shall be charged against their respective local
21 government funds in accordance with the pertinent provisions of this Act and
22 Republic Act No. 7160.

23
24 SEC. 8. *Authority of the Department of Budget and Management (DBM).* - The
25 DBM is authorized to adjust the salary grades of social worker positions in government
26 as reflected in the occupational group Social Welfare Development under the Index of
27 Occupational Services, Occupational Groups, Classes and Salary Grades, pursuant to
28 DBM Budget Circular 2018-4.

29
30 SEC. 9. *Implementing Rules and Regulations.* - The DBM, DSWD and other
31 relevant agencies, shall, within sixty (60) days after the approval of this Act, prepare
32 and issue the necessary guidelines to implement the provisions of this Act.

1

2 SEC. 10. *Repealing Clause.* - All other laws, acts, decrees, executive orders,
3 issuances, and rules and regulations or parts thereof which are contrary to or
4 inconsistent with this Act are hereby repealed, amended, or modified accordingly.

5

6 SEC. 11. *Effectivity.* - This Act shall take effect upon its publication in the Official
7 Gazette or in one newspaper of general circulation.

Approved,