

**SENATE**  
**S. B. No. 2359**

'21 AUG 23 P 2 :28

---

INTRODUCED BY SENATOR CHRISTOPHER LAWRENCE "BONG" T. GO

---

**AN ACT**  
**FULLY RECOGNIZING THE SERVICES OF SOCIAL WORKERS BY ENSURING**  
**COMPETITIVE REMUNERATION AND COMPENSATION PACKAGES**

**EXPLANATORY NOTE**

The provisions enshrined under the Universal Declaration of Human Rights and the International Covenant of Economic, Social and Cultural Rights are clear when they embrace the essence of social security and the legal obligation of the State-parties in the recognition and full realization of the right to such, including enjoyment of adequate standard of living and continuous improvement of living conditions. The Covenant further upholds the right of everyone to the enjoyment of just and favorable conditions of work, whereby State-parties shall guarantee *fair wages* and *equal remuneration for work of equal value* without distinction of any kind.

It is unequivocal that the attainability of the aforementioned legal obligations of the State rests primarily on the dedicated efforts of the workers rendering *biopsychosocial services and interventions* to the public.

The International Federation of Social Workers (IFSW), during its July 2014 general Meeting and the International Association of Schools of Social Work General Assembly, approved the global definition of social work as a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. 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, which vision was recognized by the IFSW during the October 3, 2016 IFSW General Meeting.

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

With the onslaught of our *kababayans* needing material assistance and a more holistic biopsychosocial intervention in the wake of the continuous spread of the Coronavirus Disease-2019 (COVID-19), the social workers has been extending their helping hands, providing necessary interventions round the clock but only receiving a contemptible treatment with a remuneration incommensurate with their workload and absence of benefits appropriate to their profession.

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**

**SENATE**  
**S. B. No. 2359**

'21 AUG 23 P2 :28

---

INTRODUCED BY SENATOR CHRISTOPHER LAWRENCE "BONG" T. GO

---

**AN ACT**  
**FULLY RECOGNIZING THE SERVICES OF SOCIAL WORKERS BY ENSURING**  
**COMPETITIVE REMUNERATION AND COMPENSATION PACKAGES**

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 2021."  
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

- 30 a. Hazard Pay;
- 31 b. Compensation for Workplace Injuries;
- 32 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  
3  
4  
5  
6  
7  
8  
9

**SEC. 10. *Repealing Clause.*** - 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. 11. *Effectivity.*** - This Act shall take effect upon its publication in the Official Gazette or in one newspaper of general circulation.

*Approved,*