

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



24 MAY 21 P5:39

RECEIVED BY

SENATE
S. No. 2693

Introduced by Senator Raffy T. Tulfo

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

EXPLANATORY NOTE

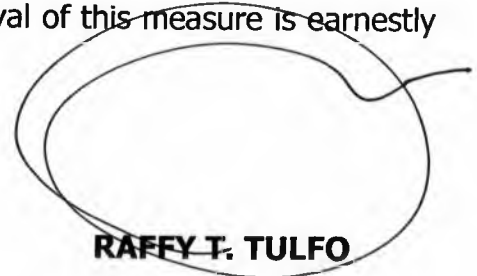
A social worker refers to a professional who works with people from different walks of life, focusing on individuals who are less fortunate, vulnerable, and living in poverty. It is a profession that seeks to improve the well-being of individuals, families, and communities through the provision of basic and complex needs. Social workers provide assistance, especially to those who are in need.

Social workers are essential in cases of disaster and in protecting and assisting children in difficult circumstances. As of July 31, 2022 the Department of Social and Welfare Development (DSWD) reported that we have 6,796 registered social workers nationwide. Since they play a vital role in our society, this bill recognizes the significant contribution of social workers in our country.

A social worker's job entails a variety of responsibilities depending on the specific sector. They are mandated to promote social change, development and transformation which are favorable to the general welfare. Hence, the proposed measures mandate that the salaries of social welfare officers in government

institutions should be on par with the Modified Salary Schedule for Civilian Employees and aim for equal rights among social workers in government.

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

A handwritten signature in black ink, appearing to read 'RAFFY T. TULFO', is written over a large, hand-drawn oval shape.

RAFFY T. TULFO

Senator

/ldv

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Be it enacted by the Senate and 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 2024”.

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

10 Sec. 3. *Equality of rights amongst social workers in the government.* – Section
11 17 of Republic Act No. 9443, or the “Magna Carta of Public Social Workers” provides
12 for the Rights of a Public Social Worker. Thus, in recognition of the invaluable efforts
13 of the registered social workers in the government service, without distinction as to
14 the nature of one’s engagement, the rights afforded to Public Social Workers, in the
15 law and its implementing rules and regulations, shall be recognized and applied equally
16 to all registered social workers in the government, such as but not limited to:

1 a. Protection from discrimination by reason of sex, sexual orientation, age,
2 political or religious beliefs, civil status, physical characteristics/disability, or ethnicity;

3 b. Protection from any form of interference, intimidation, harassment, or
4 punishment, to include, but not limited to, arbitrary reassignment or termination of
5 service, in the performance of his/her duties and responsibilities;

6 c. Protection of the right to join, organize, or assist organizations or unions for
7 lawful purposes;

8 d. Protection from any act that will prevent his/her from applying professional
9 interventions that the client's situation may require; and

10 e. Opportunities for continuing professional growth and development.

11 *Sec. 4. Increase in the Minimum Salary Grade Level.* – The minimum base pay
12 of Social Welfare Officer I in government institutions shall not be lower than Salary
13 Grade 13 with equivalent monthly salary as prescribed in the existing and applicable
14 Modified Salary Schedule for Civilian Employees: *Provided*, that for social workers
15 working in local government units (LGUs), adjustments of their salaries shall be in
16 accordance with applicable laws.

17 *Sec. 5. Effectivity.* –This Act shall take effect fifteen (15) days after its
18 publication in the Official Gazette or in a newspaper of general circulation.

Approved,