



Republic of the Philippines  
Province of Leyte  
SANGGUNIANG PANLALAWIGAN



**COMMITTEE ON SOCIAL SERVICES**

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COMMITTEE REPORT

Referred to this Committee through SP Resolution No. 2024-097 dated February 27, 2024, from the Municipality of Leyte is Ordinance No. 096-24 entitled, ORDINANCE PROVIDING MINIMUM QUALIFICATIONS FOR CHILD DEVELOPMENT WORKERS, THEIR FUNCTIONS AND BENEFITS.

Upon perusal of said ordinance, the committee finds said ordinance congruent to *Republic Act 6972* otherwise known as the Barangay Level Total Development and Protection of Children, *Republic Act 8980* or the Early Childhood Care and Development Act, and *Republic Act 10410* or the Early Years Act, which policies involve development and protection program for children, multi-sectoral and inter-agency collaboration among government service providers, families and communities at the national and local levels and strengthening of government's program for young children, respectively.

The ordinance recognizes the Child Development Workers' important role in society, hence, providing them support that they deserve to ensure that their well-being is protected by granting them with the compensation and benefits that they deserve.

The Committee therefore, recommends to this August Body the approval of Ordinance No. 096-24, entitled ORDINANCE PROVIDING MINIMUM QUALIFICATIONS FOR CHILD DEVELOPMENT WORKERS, THEIR FUNCTIONS AND BENEFITS AS ORDAINED by the Sangguniang Bayan of the Municipality of Leyte, Leyte.

Submitted this 4<sup>th</sup> day of February, 2025 in Palo, Leyte.

  
Hon. Trinidad G. Apostol  
Chairperson

  
Hon. Raissa J. Villasin  
Vice Chairperson

  
Atty. Ronnan Christian M. Reposar  
Member

  
Hon. Ma. Corazon E. Remandaban  
Member

Hon. Vincent L. Rama  
Member



Republic of the Philippines  
**PROVINCE OF LEYTE**  
Palo, Leyte  
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**OFFICE OF THE SANGGUNIANG PANLALAWIGAN**

**EXCERPTS FROM THE MINUTES OF THE 79<sup>th</sup> REGULAR SESSION OF THE SANGGUNIANG PANLALAWIGAN OF LEYTE CONDUCTED AT THE SESSION HALL, LEYTE PROVINCIAL GOVERNMENT COMPLEX, PALO, LEYTE ON FEBRUARY 27, 2024.**

**RESOLUTION NO. 2024-097**

**A RESOLUTION REFERRING TO THE SANGGUNIANG PANLALAWIGAN COMMITTEE ON SOCIAL SERVICES MUNICIPAL ORDINANCE NO. 096-24 OF LEYTE, LEYTE.**

**WHEREAS**, submitted to the Sangguniang Panlalawigan is **Municipal Ordinance No. 096-24 of Leyte, Leyte**, entitled: **"AN ORDINANCE PROVIDING MINIMUM QUALIFICATIONS FOR CHILD DEVELOPMENT WORKERS, THEIR FUNCTIONS AND BENEFITS"**;

**WHEREAS**, the August Body, deemed it proper to refer the said Ordinance to the SP Committee on Social Services for further study;

**NOW, THEREFORE**, on motion presented by Honorable Ma. Corazon E. Remandaban, duly seconded by Atty. Carlo P. Loreto, Honorable Marie Kathryn Veloso - Kabigting, be it

**RESOLVED**, as it is hereby resolved, to **REFER TO THE SANGGUNIANG PANLALAWIGAN COMMITTEE ON SOCIAL SERVICES MUNICIPAL ORDINANCE NO. 096-24 OF LEYTE, LEYTE, FOR FURTHER STUDY.**

**Approved unanimously.**

**I HEREBY CERTIFY** to the correctness of the foregoing resolution.

**FLORINDA JILL S. UVICO**  
Secretary to the Sanggunian

**ATTESTED:**

  
**HON. LEONARDO M. JAVIER, JR.**  
Vice Governor/Presiding Officer

*Copy furnished:*

*Honorable Trinidad G. Apostol  
Chairperson  
SP Committee on Social Services*

*LCE and the Sangguniang Bayan  
of Leyte, Leyte*

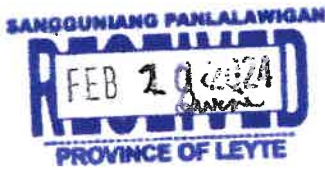
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Item No.: 09

Date: 27 2024 FEB

Republic of the Philippines  
PROVINCE OF LEYTE  
Palo, Leyte



**PROVINCIAL LEGAL OFFICE**

Province of Leyte  
Legal Office  
Released by: *[Signature]*  
Time: *2:00 PM*  
Date: *27-20-24*

2<sup>nd</sup> INDORSEMENT  
February 16, 2024

Respectfully returned to the Sangguniang Panlalawigan of Leyte, through the SP Secretary, the attached Ordinance No. 096-24 of the Sangguniang Bayan of Leyte, Leyte, recommending for the declaration of its validity, pursuant to its power under Section 56 (C) of R.A. 7160, to the opinion of the Provincial Legal Office (PLO), an exercise of the power authorized under Section 447(1)(vii)<sup>i</sup> in relation to R.A. 10410<sup>ii</sup>

Furthermore, the opinions rendered herein are without prejudice to opinions rendered by higher authorities.

**ATTY. JOSE RAYMUND A. ACOL**  
Asst. Provincial Legal Officer *[Signature]*

<sup>i</sup> (vii) Subject to the provisions of this Code and pertinent laws, determine the powers and duties of officials and employees of the municipality;

<sup>ii</sup> AN ACT RECOGNIZING THE AGE FROM ZERO (0) TO EIGHT (8) YEARS AS THE FIRST CRUCIAL STAGE OF EDUCATIONAL DEVELOPMENT AND STRENGTHENING THE EARLY CHILDHOOD CARE AND DEVELOPMENT SYSTEM, APPROPRIATING FUNDS THEREFOR AND FOR OTHER PURPOSES

Republic of the Philippines  
PROVINCE OF LEYTE  
Palo, Leyte

**OFFICE OF THE SANGGUNIANG PANLALAWIGAN**

**1<sup>ST</sup> INDORSEMENT**  
15 February 2024

Province of Leyte  
Legal Office  
Received: *[Signature]*  
2.15.24

The Provincial Legal Office is respectfully requested to review and submit recommendations on the herein enclosed **MUNICIPAL ORDINANCE NO. 096-24** of the **Municipality of LEYTE, LEYTE**, entitled: **An Ordinance Providing Minimum Qualifications For Child Development Workers, Their Functions and Benefits.**

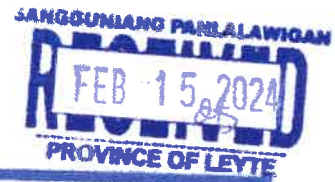
*[Signature]*  
**FLORINDA JILL SUYVICO**  
Secretary to the Sanggunian



Republic of the Philippines  
**MUNICIPALITY OF LEYTE**  
LEYTE

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*Office of the Sangguniang Bayan*



**1<sup>st</sup> ENDORSEMENT**  
**February 15, 2024**

Respectfully forwarded to the Honorable Sangguniang Panlalawigan in session, through the Sangguniang Panlalawigan Secretary, Province of Leyte, Palo, Leyte, the herein **Municipal Ordinance No. 096-24** Entitled **"AN ORDINANCE PROVIDING MINIMUM QUALIFICATIONS FOR CHILD DEVELOPMENT WORKERS, THEIR FUNCTIONS AND BENEFITS."**

Attached herewith are the following :

1. Municipal Ordinance No. 096-24
2. Certificate of Posting

  
**VILMA D. COMBATE**  
SB Secretary



Republic of the Philippines  
 MUNICIPALITY OF LEYTE  
 L E Y T E  
 -oOo-

Office of the Sangguniang Bayan



EXCERPT FROM THE MINUTES OF THE REGULAR SESSION BY THE SANGGUNIANG BAYAN HELD ON JANUARY 29, 2024 AT THE SB SESSION HALL, MUNICIPAL BUILDING, LEYTE, LEYTE

Present:

Hon. Armando M. Ysidoro, _____	Mun. Vice Mayor/Presiding Officer
Hon. Lifeth I. Gatchalian, _____	SB Member
Hon. Edward Jay A. Durante, _____	-do-
Hon. Rowil G. Batan, _____	-do-
Hon. Aida A. Delantar, _____	-do-
Hon. Eulogio E. Capacio, _____	-do-
Hon. Alex A. Dagandan, _____	-do-
Hon. Gualberto G. Meracap, _____	-do-
Hon. Jerry G. Apacible, _____	ABC President
Hon. Nellie Grace D. Dandan, _____	SK Fed. President

Absent:

Hon. Paquito D. Pelipel, Jr. _____	SB Member
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**MUNICIPAL ORDINANCE NO. 096-24**

**AN ORDINANCE PROVIDING MINIMUM QUALIFICATIONS FOR CHILD DEVELOPMENT WORKERS, THEIR FUNCTIONS AND BENEFITS**

Author: Hon. Rowil G. Batan

**EXPLANATORY NOTE**

WHEREAS, Article II, Section 13 of the 1987 Constitution declares that the State recognizes the vital role of the youth in nation-building and shall promote and protect their physical, moral, spiritual, intellectual, and social well-being." Article XV, Section 3 requires the State to defend the right of children to assistance, including proper care and nutrition.

WHEREAS, Republic Act No. 6972, also known as the Barangay-Level Total Development and Protection of Children Act, which mandates the establishment of a day care center in every barangay to provide a total development and protection program for children up to six (6) years old. Likewise, Republic Act No. 8980, or the Early Childhood Care and Development (ECCD) Act, institutionalizes a comprehensive, integrative and sustainable National System for ECCD that involves a multi-sectoral and inter-agency collaboration among government, service providers, families and communities at the national and local levels.

WHEREAS, Republic Act No. 10410, or the Early Years Act, further strengthened the government's program for young children, recognizing ages zero (0) to eight (8) as the most formative and crucial stage of educational development. Under this law, Day Care Centers are henceforth called Child Development Centers (CDC).

WHEREAS, as of June 2023, the Municipality of Leyte has 37 Child Development Workers catering to children aged 3 to 5 old years that are enrolled in the 37 Child Development Centers. 100% of the Child Development Workers are volunteers and are compensated through honoraria which depend on the Internal Revenue Allotment (IRA) or budget of the barangay. Their monthly

honorarium ranges from Php1,800.00-Php5,000.00 plus the Local Government Unit also provides monthly subsidy ranging from Php1,000.00-Php1,300.00 depending on their performance in the implementation of Early Childhood Care and Development programs and services which is assessed by the MSWDO. Majority of the child development workers have been in service for many years, yet they still receive such measly salaries and they don't enjoy the security of tenure and other benefits, hence, turnover is high for the past years.

WHEREAS, in their respective barangays, the child development workers are in the frontline in the implementation of programs and services that are essential for the optimum development of young children. As such, they deserve commensurate compensation with respect to their workload and expertise. This ordinance shall be enacted in recognition of the Child Development Workers' important role in society and to provide them as much support as possible to ensure that their well-being is protected by granting them with the compensation and benefits that they justly deserve.

NOW, Therefore be it ordained by the Sangguniang Bayan of Leyte, Leyte in session assembled that:

**Section 1. TITLE.** This ordinance shall be known as the "Ordinance Providing Criteria for the Recruitment of Child Development Workers in the Barangays, their Functions and Benefits".

**Section 2. DECLARATION OF POLICY.** The Local Government Unit of Leyte recognizes the children as the most important asset of the Municipality and it shall exercise its powers and authority to promote and protect their physical, moral, spiritual, intellectual, and social well-being. Thus, the LGU shall adopt policies that will improve the well-being of the Child Development Workers as partners in the implementation of programs and services for children.

**Section 3. DEFINITION OF TERMS.** For the purpose of this ordinance, the following terms shall mean:

**Children** – refers to an individual aged 3-5 years old enrolled in a Child Development Center or 0-2 years old beneficiary of Supplementary Feeding Program.

**Child Development Worker (CDW)** – a person who may be appointed by the barangay or employed by the LGU who is directly and primarily engaged in providing ECCD services in a child development center.

**Early Childhood Care and Development (ECCD) Program** – it refers to the full range of health, nutrition, early education program that provides basic holistic needs of young children, to promote their optimum growth and development through a center-based or home-based program.

**Benefits** – are tangible and intangible entitlements that the Barangay and Municipal government shall grant to CDWs as compensation for their services and contributions in ECCD program implementation.

**Performance Incentive** – a reward system that compensates CDWs for their yearly

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performance, achievements and significant contributions assessed through a tool that measures their level of effectiveness and efficiency in the delivery of ECCD programs and services.

**Subsidy** – a monthly cash augmentation that will be provided by the LGU to the honorarium that the CDWs receive from their respective BLGUs to hopefully help them afford a decent living.

**Special assistance** – are relief provided to a CDW who is confronted with a stressful life circumstances that cause disruption of their usual or normal daily activities or family functioning.

**Honorarium** – a compensation received by CDWs as volunteer frontline worker implementing ECCD programs and services at the barangay level.

**Mortuary Benefit** – a cash assistance extended by the LGU to the bereaved family in case the CDW dies while he/she is still in service.

**Severance Benefit** – is a compensation that will be granted by the LGU to CDWs who are separated from service.

**HUMSS Strand (Humanities and Social Sciences)** – a strand offered to senior high school students under the academic track; it is designed to effectively prepare students who seek to pursue a college degree in liberal education. It focuses on developing oral communication, media and information, and will hone skills in reading and writing to a professional level; it is intended for those who wish to explore careers in social sciences.

**Section 4. MINIMUM QUALIFICATIONS OF CHILD DEVELOPMENT WORKERS (CDWs).** The Punong Barangay shall appoint a Child Development Worker based on the following qualifications:

1. Must be of legal age but not beyond 45 years old;
2. Must have at least two (2) years of college education or a graduate of senior high school under HUMSS Strand;
3. Must be physically and mentally fit to performs expected tasks and functions in the implementation of ECCD programs and services;
4. Must have undergone basic orientation and training on Early Childhood Care and Development (ECCD) and Early Childhood Education;
5. Must have not been convicted by final judgment of any crime;
6. Must not have a pending case in relation to Republic Act No. 7610 otherwise known as the Special Protection Against Child Abuse, Exploitation and Discrimination Act; and

**Section 5. DUTIES AND FUNCTIONS OF CHILD DEVELOPMENT WORKERS (CDW).** The Child Development Worker shall primarily ..

1. Plan, prepare and conduct daily early education sessions at the child development center;
2. Conduct periodic assessment of each child's development using the ECCD Checklist Record 1 for 3-3.11 years old and Record 2 for 4-4.11 years old children;
3. Accomplish the Child Information Sheet for every child with an accurate records of the child's basic information, health and nutritional status including results of assessments conducted;



4. Facilitate the implementation of center-based Supplementary Feeding Program;
5. Coordinate with barangay health workers (BHW) and barangay nutrition scholar (BNS) in the monitoring of the children's nutritional status;
6. Serve as member of the Barangay Council for the Protection of Children;
7. Prepare an Annual Work and Financial Plan for the Child Development Center Operations;
8. Conduct relevant family support sessions to the parents and guardians; and
9. Apply for and facilitate the accreditation/recognition of the child development center and ensure the compliance to ECCD standards.

**Section 6. BENEFITS OF CHILD DEVELOPMENT WORKERS (CDWs).** The Child Development Worker, hereinafter referred to as CDW, shall receive the following benefits:

a. **Monthly Honorarium.** The CDW shall receive a monthly honorarium from the Barangay Local Government Unit depending on the National Tax Allotment of the Barangay. However, BLGUs are encouraged to grant a monthly honorarium of not less than Php2,000.00 to CDWs.

b. **Monthly Subsidy.** The CDW shall be entitled of a Php2,000.00 monthly subsidy, provided, that all requirements relative to ECCD program implementation are satisfactorily complied with such as but not limited to the following:

1. Submission of monthly session plans and preparation of instructional materials;
2. Growth and nutritional status monitoring reports on pre, mid and after Supplementary Feeding Program Cycle implementation and documentation of daily feeding activities;
3. Timely administration of ECCD Checklist;
4. Submission of Child Information Sheet for ECCD-IS and NETIS encoding; and
5. Updating of enrolment records and performance of other related tasks.

c. **Performance Incentive.** The CDW shall receive an one-time incentive annually based on their performance of their duties, roles and functions as Child Development Worker and as ECCD Program implementer of the previous year. A year-end evaluation shall be conducted by an evaluation team using an assessment tool designed to determine their level of performance. The CDW shall be incentivized based on their performance rating as follow:

Level 1 (1 Star rating )	-	Php200.00	-	Php500.00
Level 2 (2 Star rating)	-	Php500.00	-	Php700.00
Level 3 (3 Star rating)	-	Php800.00	-	Php1,000.00
Level 4 (4 Star rating)	-	Php1,000.00	-	Php1,200.00
Level 5 (5 Star rating)	-	Php1,500.00	-	Php2,000.00

d. **Special Assistance for CDWs In Crisis.** The CDW assessed to be in crisis situation shall be provided with immediate appropriate assistance (medical, burial, shelter and others) to be determined by the MSWDO or LGU social worker.

d. **Retirement Benefit.** The CDWs who have reached the age of at least 60 and have served for at least ten (10) years as Child Development Worker, shall receive a retirement benefit of Ten Thousand Pesos (Php10,000.00) and an additional one thousand Pesos

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(Php1,000.00) for every year in service after the ten-year minimum requirement, whether continuous or accumulated. Provided, that the CDW must file an application for retirement a year prior to allow the MSWDO to allocate budget for the grant of the said benefit to the retiring CDW. Provided further, that the CDW must comply with the requirements, to wit:

1. PSA Birth Certificate;
2. Service record;
3. Barangay Resolutions Appointing the CDW/Day Care Worker; and
4. Certification of good standing (MSWDO)

f. **Terminal Pay.** The CDW who is separated from service and have served for at least ten (10) years as Child Development Worker, shall be paid one thousand Pesos **Php1,000.00** for every year in service after the ten-year minimum requirement, whether continuous or accumulated.

g. **Mortuary Aid.** A cash assistance amounting to **Php5,000.00** shall be provided from AICS to the bereaved family in case the CDW dies while he/she is still. The claimant shall provide the following documents:

1. Death Certificate;
2. Certification from MSWDO and Punong Barangay that CDW was still in service prior to his/her death; and
3. Proof of claimants relationship to the deceased CDW

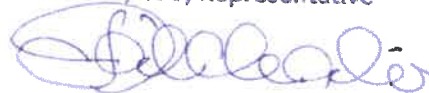

h. **Severance Benefit.** A CDW who is separated from service but has continuously served for at least five years as ECCD service provider shall be entitled of a compensation amounting to **Php3,000.00** Provided, however, that the reason for his/her separation from service is not due to dishonourable termination or conviction of criminal or administrative offenses. The following requirements shall be presented by the CDW in order to avail the said benefit:

1. Service record/Barangay Resolutions of CDWs Appointment; and
2. Certification from MSWDO and Punong Barangay stating the reason of termination/separation from service.

i. **Training, Education and Skills Enhancement.** The LGU through the MSWDO, in coordination with the Early Childhood Care and Development Council and Department of Social Welfare and Development FO VIII, shall provide opportunities for skills development and enhancement through trainings and continuing education programs.

**Section 7. CDW PERFORMANCE EVALUATION TEAM.** A performance evaluation team shall be created who will assess annually the task performance of Child Development Workers using the DSWD tool. The team shall be composed by the following:

- |                  |   |  |
|------------------|---|--|
| Chairperson      | : | SB Member, Chairperson on Social Services/His Representative                       |
| Vice Chairperson | : | MSWDO  |
| Members          | : | ECCD Focal Person<br>Punong Barangay President, DCSPG<br>LCPC, CSO, Representative |

**Section 8. Separability Clause.** If, for any reason any section or provision of this Ordinance is declared unconstitutional or invalid by a competent court, the remaining sections or provisions not affected thereby shall continue to be in full force and effect.

**Section 9. Repealing Clause.** All ordinances, resolutions, rules and regulations inconsistent with or contrary to the provisions of this Ordinance are hereby repealed, amended, or modified accordingly.

**Section 10. Effectivity Clause.** This Ordinance shall take effect upon compliance with the mandatory posting requirements prescribed under R.A. 7160.

ENACTED this 29th day of January 2024 at the Municipality of Leyte.

  
LILETH I. GATCHALIAN  
SB Member

  
EDWARD JAY A. DURANTE  
SB Member

  
ROWIL G. BATAN  
SB Member

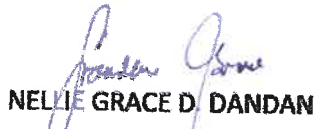
  
AIDA A. DELANTAR  
SB Member

  
ALEX A. DAGANDAN  
SB Member

  
EULOGIO T. CAPACIO  
SB Member

  
GUALBERTO S. MERACAP  
SB Member

  
JERRY G. APACIBLE  
ABC President

  
NELLE GRACE D. DANDAN  
SK Fed. President

Certified Correct:

  
VILMA D. COMBATE  
SB Secretary

Attested:

  
ARMANDO M. YSIDORO  
Municipal Vice Mayor  
Presiding Officer

Approved:

  
ARNOLD JAMES M. YSIDORO  
Municipal Mayor



*Republic of the Philippines*  
MUNICIPALITY OF LEYTE  
L E Y T E  
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*Office of the Sangguniang Bayan*

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## **CERTIFICATE OF POSTING**

**TO WHOM IT MAY CONCERN:**

**THIS IS TO CERTIFY that Municipal Ordinance No. 096-24: " AN ORDINANCE PROVIDING MINIMUM QUALIFICATIONS FOR CHILD DEVELOPMENT WORKERS, THEIR FUNCTIONS AND BENEFITS, has been posted in three (3) conspicuous places in this Municipality.**

**This certification is Issued this 13<sup>th</sup> day of February, 2024 at Leyte, Leyte, Philippines.**

  
**VILMA D. COMBATE**  
**SB Secretary**