

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City

FIFTEENTH CONGRESS  
First Regular Session

House Bill No. **4703**

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Introduced by **Rep. Eulogio "Amang" R. Magsaysay**

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## EXPLANATORY NOTE

Article 14, Sections 4 and 5 of the Constitution provide that "The State shall enhance the right of teachers to professional advancement and shall assign the highest budgetary priority to education and ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment."

This proposed measure aims to alleviate the condition of the overburdened classroom teachers, thereby, enhancing the quality of teaching-learning time.

Educational theorists and practitioners recognized the inherent indispensability of educators in the effective delivery of basic educational services and learning outcomes. However, in view of the stressful classroom conditions brought about by the long tour of duty of learning facilitators/educators/teachers, huge class sizes, sub-standard classroom and other learning facilities, as well as poor school environment, the quality of Philippine basic education including students achievement and school outcomes remain comparatively low.

  
**EULOGIO "AMANG" R. MAGSAYSAY**

FIFTEENTH CONGRESS OF THE )  
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**AN ACT**  
**MANDATING A SIX-HOUR WORKDAY FOR PUBLIC EDUCATORS**  
**ENGAGED IN ACTUAL CLASSROOM TEACHING, EXEMPTING THEM FROM**  
**THE COVERAGE OF ADMINISTRATIVE ORDER 292 AND FOR OTHER**  
**PURPOSES**

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

**SECTION 1.** This Act shall be known as the "Six-Hour Work Day For Public Educators Act of 2011".

**SECTION 2.** It is hereby declared the policy of the State to promote the welfare of teachers by improving their working and living conditions. Thereby, there is a need to provide for a six-hour workday for public school educators engaged in actual classroom teaching and grant additional compensation for any work rendered beyond six hours to make them more productive and innovative and for a better quality education.

**SECTION 3.** Without prejudice to appropriate provisions of Civil Service laws, rules, regulations and other pertinent laws to the contrary, all public school educators shall render six hours of work a day or a total of thirty hours work per week.

**SECTION 4.** Any educator engaged in actual teaching may be required to render more than six hours of teaching upon payment of additional compensation at the same rate as his/her regular compensation plus at least twenty-five (25) percent of his/her basic pay.

**SECTION 5.** Without prejudice to the provisions of existing law to the contrary, co-curricula, out-of-school activities and other activities of any educator outside of their normal duties shall be paid an additional compensation of at least twenty-five (25) percent of his/her regular remuneration after the educator has completed at least six hours of work.

**SECTION 6.** The Department of Education (DepEd), in coordination with the Civil Service Commission (CSC), shall provide the necessary rules and regulations for the effective implementation of this Act.

**SECTION 7.** If any part, section or provision of this Act shall be held invalid or unconstitutional, no other part, section or provisions thereof shall be affected thereby.

**SECTION 8.** All laws, rules and regulations or parts thereof, inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

**SECTION 9.** This Act shall take effect after fifteen (15) days following its complete publication in at least two (2) newspapers of general circulation.

**SECTION 10.** This Act shall take effect fifteen (15) days after its publication in at least two (2) national newspapers of general circulation

Approved,