

**Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City**

**FIFTEENTH CONGRESS
Second Regular Session**

House Bill No. **5223**

**Introduced by Representatives
DIOSDADO MACAPAGAL ARROYO and GLORIA MACAPAGAL ARROYO**

**AN ACT
TO PROVIDE A SIX-HOUR WORKDAY FOR PUBLIC SCHOOL TEACHERS,
EXEMPTING THEM FROM COMPLIANCE WITH THE EIGHT-HOUR
WORKDAY AND FOR OTHER PURPOSES**

EXPLANATORY NOTE

The role of our teachers in molding our youth and contributing to national development cannot be undermined. Aside from imparting knowledge; instilling and strengthening values; and teaching skills to the country's most valuable asset, the people, they have the task of preparing our youth to become responsible members of our society. It is therefore only right that their needs and welfare be given utmost priority by the government.

Republic Act No. 4670, otherwise known as the "Magna Carta for Public School Teachers", provides that teaching hours for teachers shall not be more than six hours. The Department of Education (DepEd) issued Memorandum 291 s. 2008 allowing teachers to allot six hours for actual classroom teaching per day while the remaining two hours to be spent in teaching-related activities. While strictly speaking the essence of the law is respected, this memorandum requires from them a total of eight hours for the day.

While teachers pay has been increased by recent enactments of law, they still clamor for higher pay and shorter working hours. Their present work schedule has left them stressed out and exhausted much to the detriment of our students. Reducing their number of working hours will allow them to rejuvenate,

in mind and body, and allot more time for them to innovate and enhance classroom teaching.

This proposal, therefore, seeks to reduce the working hours of all public school teachers, whether engaged in actual classroom teaching or not, to a six-hour workday for a total of a thirty-hour workweek. This will be a great reprieve for them given that any work performed in excess of six hours a day shall be considered as additional compensation of at least twenty-five percent of their regular remuneration.

As a result, they shall be exempted from Civil Service Rules which prescribes the generally established rule on an eight-hour workday. This will also be in observance of Book V of the Administrative Code of 1987 which also states that: *"Officers and employees of all departments and agencies except those covered by special laws shall render not less than eight hours of work a day for five days a week or a total of forty-hours a week, exclusive of time for lunch."*

There is a need to enact legislation to ensure improved working conditions for public school teachers and to alleviate their standard of living. This humble proposal seeks to do that by granting them a six-hour workday plus additional compensation for work done beyond.

In view of the foregoing, approval of this proposed measure is earnestly requested.



DIOSDADO MACAPAGAL ARROYO
Second District, Camarines Sur

GLORIA MACAPAGAL ARROYO
Second District, Pampanga

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

SECTION 1. This Act shall be known as the "Six-Hour Work Day for Public School Teachers 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. Towards this end, there is a need to provide for a six-hour workday for public school teachers 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. Notwithstanding the provisions of Civil Service laws, rules, regulations and other pertinent laws to the contrary, all public school teachers shall render six hours of work a day or a total of thirty hours work per week.

SECTION 4. In the exigencies of the service, any teacher 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 plus at least twenty-five (25) percent of his/her basic pay. Teachers who are not

engaged in actual teaching but render more than six hours of work shall likewise be entitled to the additional compensation provided in this Section.

SECTION 5. Notwithstanding provisions of existing law to the contrary, co-curricula, out-of-school activities and other activities of any teacher 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 teacher 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. Sections 13 and 14 of Republic Act No. 4670 or "Magna Carta of Public School Teachers" are hereby repealed. 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.

Approved,