
Introduced by Senator Miriam Defensor Santiago

RESOLUTION
DIRECTING THE PROPER SENATE COMMITTEE TO CONDUCT AN INQUIRY,
IN AID OF LEGISLATION, ON THE REPORTED NEED TO ENSURE THE
IMPLEMENTATION OF LAWS THAT PROTECT THE INTERESTS AND
WELFARE OF TEACHERS

WHEREAS, the Constitution, Article 2, Section 18 states: “The State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare”;

WHEREAS, the *Philippine Daily Inquirer* in its 1 June 2009 issue reported that public school teachers are often buried in debts and only survive by earning through other means, such as by selling school supplies, insurance, and jewelry, among others; or by giving tutorial classes;

WHEREAS, the report alleged that cops and soldiers are paid better; according to the Association of the Department of Education Directors Inc. (ADD) a Police Officer 1 (PO1) with a college degree gets P24,215.75 as gross pay monthly and a second lieutenant in the military receives P25,141.90 monthly; on the other hand, a Teacher 1—armed with a college degree and a board license—is paid P14,026 a month; the teacher earns less than an undergraduate soldier with a rank of private in the AFP, who is paid P15,982.60 a month;

WHEREAS, it was also reported that teachers do not get longevity pay unlike policemen and soldiers, who are given P400 to P1,500 monthly; teachers also reportedly do not get subsistence allowance and hazard pay, which policemen receive at P2,700 and P240, respectively;

WHEREAS, the report also stated that the Department of Education (DepEd) acknowledged that teachers with Salary Grade (SG) 10 (P12,026) for almost 30 years now, should already start at SG 17 (P18,082);

WHEREAS, it was also reported that congressional commission on education (EdCom) concluded that the level of compensation of teachers is low relative to the functional definition of the teaching job, the sensitiveness of the teaching responsibility, the technical requirements of the job, the time required for it and the intellectual demands it makes;

WHEREAS, due to a teacher’s low salary, many of them opt to work abroad, often as domestic workers;

WHEREAS, recognizing the sad plight of public school teachers in the Philippines, the ADD released a resolution approved by 16 regional directors and 18 heads of bureaus, services and centers of the Department of Education on 26 May 2009

asking the government for a P9,000 across-the-board increase for the 521,620 public elementary and high school teachers in the country;

WHEREAS, it is often said that the teaching profession is a calling that demands several sacrifices; however, with the growing number of students in public schools, there is a need to stop the diaspora of teachers to other countries, which provide more benefits and a better pay;

WHEREAS, our overworked, overstressed, but underpaid teachers should be given higher salaries and more benefits; a rewards program should also be established to provide monetary incentives to teachers who have displayed outstanding service, or those who have remained loyal to the teaching profession; the standards for loyalty shall be determined by the number of years a teacher has served; while the required number of years in service shall be decided on by the DepEd;

WHEREAS, various complaints have also stated that some teachers have difficulty applying for a loan or receiving their retirement pay because their contributions to the Government Service Insurance System (GSIS) is not updated;

WHEREAS, the administrative department of public schools should ascertain that the teachers' GSIS payments are up to date and are immediately deducted from their salary so they have one less thing to worry about;

WHEREAS, it is appalling that government employees in other agencies receive more benefits than public school teachers; the latter should at least receive a more decent compensation that is at par with the level of work they render;

WHEREAS, legislation should create measures that will alleviate the conditions of teachers for they give so much yet receive so little;

WHEREFORE, be it hereby resolved by the Philippine Senate, to direct the proper Senate Committee to conduct an inquiry in aid of legislation, on the reported need to ensure the implementation of laws that protect the interests and welfare of teachers.

Adopted,


MIRIAM DEFENSOR SANTIAGO

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