

SEVENTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



JUL 25 2011

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SENATE

S. B. NO. 1222

Introduced by Senator JOEL VILLANUEVA

EXPLANATORY NOTE

This bill aims to lower the compulsory retirement age of public school teachers from 65 to 60 years old and optional retirement age from 60 to 55 years old by amending Republic Act 8291, the Revised Government Service Insurance System Act of 1997, for the following reasons:

First, teaching is mentally, psychologically and physically rigorous and demanding occupation. Public school teachers are required to render six-hours of actual classroom teaching and the remaining two hours are set aside for non-contact duties such as attending meetings and marking. In reality, however, they are working more than eight hours a day and sometimes even during weekends and public holidays, sacrificing their health and work-life balance. Oftentimes, teachers in public schools also perform non-teaching tasks during elections and national census.

Moreover, while the ideal students/pupil-teacher ratio is 45:1 for secondary level and 35:1 for elementary level, class sizes reach above 70 up to 78¹ in congested cities causing undue stress to teachers, to say the very least.

¹ <http://newsinfo.inquirer.net/607755/school-heads-cede-offices-to-classes-626-metro-public-schools-have-2-shifts#ixzz4NbbibF5H>

In remote areas, teachers face immense challenge on their commute to their schools. Some spend several hours walking miles and in some cases, crossing rivers just to get to their classes on time. On the other hand, school heads and principals who are assigned to a cluster of at least three or more schools commute more often to get to and from these clustered schools on a daily basis.

Second, Filipino teachers retire at age 65 while their counterparts in most ASEAN countries retire at age 60 (UNPAN, 2004). A report revealed that all elementary school teachers in Indonesia and Malaysia are below 60 years old while about 62,000 elementary teachers in the Philippines are now over 60 years old.² Filipino teachers also retire five years later than in most American and European countries.

Third, thousands of retirable DepEd teachers and personnel who want to pursue entrepreneurial activities or to spend more quality time with their families and loved ones will benefit once the retirement age for teachers is lowered. As a matter of fact, many teachers could not even reach the optional retirement age because of their health conditions. Hence, this proposal can help our teachers enjoy their retirement years while they are still flexible and strong.

Fourth, this measure could open job opportunities to younger batch of teachers or fresh graduates who are looking for a career in teaching. In fact, about 75,000 new teachers would pass the Licensure Examination for Professional Teachers (LET) annually. Due to lack of teaching items, most LET passers are forced to accept non-teaching jobs locally and abroad. Others who were ranked by the DepEd would have to wait for at least one to two years before getting an appointment because senior teachers are still holding the posts.

Fifth, there are evidences that younger teachers are more productive and work more collaboratively. The K-12 law or the Enhanced Basic Education Act of 2013 demands that K-12 teachers should be energetic, healthy, and fit. Likewise, young teachers who are digital natives can better equip their students with information,

² <http://newsinfo.inquirer.net/680244/house-body-oks-bill-lowering-retirement-age-of-public-school-teachers>

media and technology skills and learning and innovation skills which are necessary to nurture the holistically developed Filipino learner.

However, the bill does not intend to discriminate teachers based on age. A number of consultations in the past pointed out the need for an early retirement among public school teachers. Interest groups like the Philippine Government Employees Association and the Philippine Public School Teachers Association have on various occasions expressed their support for this measure.

The immediate passage of this bill is earnestly sought.


SENATOR JOEL VILLANUEVA

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JUL 25 AM 11:51

SENATE

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S. B. NO 1222

Introduced by Senator JOEL VILLANUEVA

1 **AN ACT**
2 **LOWERING THE OPTIONAL RETIREMENT AGE OF PUBLIC**
3 **SCHOOL TEACHERS FROM SIXTY (60) YEARS OLD TO FIFTY-**
4 **FIVE (55) YEARS OLD, AMENDING FOR THE PURPOSE**
5 **SECTION 13-A OF REPUBLIC ACT 8291, OTHERWISE KNOWN**
6 **AS THE GOVERNMENT SERVICE INSURANCE SYSTEM ACT**
7 **OF 1997**

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10 *Be it enacted in the Senate and the House of Representatives in*
11 *Congress assembled:*

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13
14 **SECTION 1. Lowering of Mandatory Retirement Age.** Section 13-A of
15 Republic Act 8291, or the Revised Government Service Insurance System Act
16 of 1997, is hereby amended to read as follows:

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18 "Section 13-A. Conditions for Entitlement, x x x A member who retires
19 from the service shall be entitled to the retirement benefits in paragraph (a)
20 of Section 13 hereof: Provided, That:

21
22 "(1) he OR SHE has rendered at least fifteen (15) years of service;

23
24 "(2) he OR SHE is at least sixty (60) years of age at the time of
25 retirement, OR AT LEAST FIFTY-FIVE (55) YEARS OF AGE IN THE
26 CASE OF PUBLIC SCHOOL TEACHERS; and

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28 "(3) he OR SHE is not receiving a monthly pension benefit from
29 permanent total disability"

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SECTION 2. Repealing clause. The provisions in pertinent implementing rules and regulations and other issuances inconsistent with this Act are hereby repealed or modified accordingly.

Issuances inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 3. Implementing Rules and Regulations. Within sixty (60) days from the effectivity of this Act, the Department of Education and other concerned government agencies shall promulgate the necessary rules and regulations for the effective implementation of this Act.

SECTION 4. Effectivity. This Act shall take effect fifteen (15) days following its publication in at least two (2) newspapers of general circulation.

Approved,