

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Batasan Hills, Quezon City



**EIGHTEENTH CONGRESS**  
First Regular Session

HOUSE BILL No. 3657

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Introduced by  
**ACT Teachers Party-List Rep. FRANCE L. CASTRO,**  
**BAYAN MUNA Party-List Rep. CARLOS ISAGANI T. ZARATE,**  
**Rep. FERDINAND GAITE and Rep. EUFEMIA C. CULLAMAT,**  
**GABRIELA Women's Party Rep. ARLENE D. BROSAS,**  
and **KABATAAN Party-List Rep. SARAH JANE I. ELAGO**

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**AN ACT**  
**ENSURING WEEKENDS AS DAYS OF REST**  
**FOR PUBLIC AND PRIVATE SCHOOL TEACHERS BY PROVIDING FOR THEIR RIGHT**  
**TO CONDUCT MEETINGS, CONFERENCES, TRAININGS, AND SIMILAR ACTIVITIES**  
**DURING WEEKDAYS, AMENDING FOR THE PURPOSE REPUBLIC ACT 4461**

**EXPLANATORY NOTE**

The weekend is supposed to be reserved for rest, a chance to recover from five straight days of work and to physically and emotionally prepare for the work week ahead.

For public and private school teachers, however, Saturdays and Sundays are tiring extensions of the weekdays, as there are oftentimes required to report for meetings, conferences, trainings, and the like. For the public school system, these activities are commonly not held on weekends due to the "time on task" rule—implemented by the Department of Education through DepEd Order 9, series of 2005. Citing the deteriorating quality of education, teachers are ordered "to increase engaged time-on-task so that the required number of school days...and the time allotment to teaching every subject in school are met by minimizing activities participated in by the teachers and the pupils."

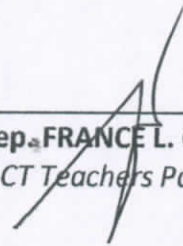
However, DepEd Order 16, series of 2009 and relevant issuances of the Civil Service Commission reiterate the eight-hour work requirement in public schools, which sets six hours for actual teaching and two hours for teaching-related activities. More

important are the constitutional right of teachers to professional advancement (Section 5(4) of Article XIV) and the mandate on government to take measures to promote morale, efficiency, and responsiveness in the civil service (Section 3 of Article IX-B). Also on point is the constitutional right of teachers to self-organization, which includes faculty associations, federations, and regional unions, which should be fully promoted by government by, among others, supporting their activities.

The “time-on-task” rule is usually cited to deny the holding of activities and the participation of teachers therein from Mondays to Fridays—as if meetings of teachers’ organizations, federations, or unions or trainings, conferences, and other activities for professional advancement were not part of a teacher’s tasks or not done to directly improve a teacher’s work in the classroom. Limiting these activities to weekends sends the wrong message that the pursuit of teachers’ constitutional rights to professional advancement and self-organization should only be done during Saturdays and Sundays and should eat up their time for relaxation and recuperation.

It is high time for a categorical directive from government that will allow teachers to take their rest on Saturdays and Sundays. This bill therefore proposes for an amendment to Republic Act 4461 (1965) to that effect and to likewise extend to private school teachers the right to rest on weekends.

For these reasons, approval of this bill is earnestly sought.

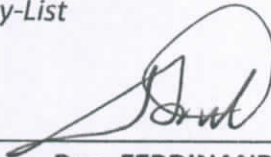


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**Rep. FRANCE L. CASTRO**  
*ACT Teachers Party-List*

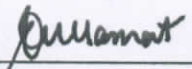
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**Rep. CARLOS ISAGANI T. ZARATE**  
*BAYAN MUNA Party-List*




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**Rep. FERDINAND GAITE**  
*BAYAN MUNA Party-List*



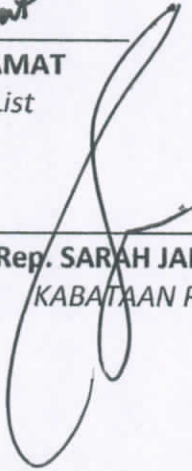
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**Rep. EUFEMIA C. CULLAMAT**  
*BAYAN MUNA Party-List*



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**Rep. ARLENE D. BROSAS**  
*GABRIELA Women’s Party*



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**DURING WEEKDAYS, AMENDING FOR THE PURPOSE REPUBLIC ACT 4461**

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

**SECTION 1.** Section 1 of Republic Act 4461 shall be amended to read as follows:

Section 1. Meetings, **TRAININGS, CONFERENCES, AND OTHER ACTIVITIES** of public **AND PRIVATE** school teachers shall be held during school days instead of Saturdays and Sundays. **THE RIGHT TO REST ON WEEKENDS PROVIDED UNDER THIS ACT SHALL COVER MEETINGS, TRAININGS, CONFERENCES, AND OTHER ACTIVITIES REQUIRED BY THE DEPARTMENT OF EDUCATION TO BE ATTENDED BY TEACHERS AS WELL AS THOSE ORGANIZED BY FACULTY CLUBS, ASSOCIATIONS, NATIONAL AND LOCAL TEACHERS' ORGANIZATIONS, AND UNIONS.**

**SECTION 2.** Any violation of this Act shall give cause for appropriate administrative and civil liabilities under appropriate laws, rules, and regulations.

**SECTION 3.** This Act shall take effect fifteen (15) days after its publication in the Official Gazette or one (1) newspaper of general circulation.

*Approved,*