

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

**EIGHTEENTH CONGRESS**  
First Regular Session

House Bill No. 6019



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Introduced by CIBAC Party-List Representatives  
Eduardo "Bro. Eddie" C. Villanueva and Domingo C. Rivera

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**AN ACT**  
**LOWERING THE OPTIONAL RETIREMENT AGE OF PUBLIC**  
**SCHOOL TEACHERS FROM SIXTY (60) YEARS OLD**  
**TO FIFTY-FIVE (55) YEARS OLD, AMENDING FOR THE PURPOSE**  
**SECTION 13-A OF REPUBLIC ACT NO. 8291**  
**OTHERWISE KNOWN AS THE GOVERNMENT SERVICE**  
**INSURANCE SYSTEM ACT OF 1997**

**EXPLANATORY NOTE**

This bill aims to lower the optional retirement age of public school teachers from 60 to 55 years old by amending Republic Act No. 8291, otherwise known as The Revised Government Service Insurance System Act of 1997, for the following reasons:

First, teaching is a 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 health and work-life integration. Oftentimes, teachers in public schools also perform non-teaching tasks during elections and national census, among other occasions.

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 about 80<sup>1</sup> in congested cities causing undue stress to both teachers and learners, to say the very least.

In remote areas, teachers face immense challenge on their commute to the schools. Some spend several hours walking miles and in some cases, crossing several 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. Filipino teachers also retire five years later than in most American and European countries.

Third, thousands of retired 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 healthy, agile, 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. About 75,000 new teachers would pass the Licensure Examination for Professional Teachers (LET) annually. However, 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 Enhanced Basic Education Act of 2013 demands that K-12 teachers be energetic, healthy, and fit. Likewise, closer generation gap between younger digital native teachers and learners will better equip students with information, media and technology skills, and learning and innovation skills necessary to nurture and holistically develop Filipino learner.

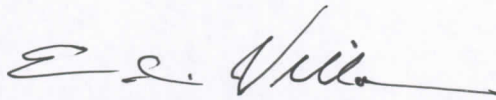
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<sup>1</sup> 2014, June 3. Students swamp 'congested' Metro Manila schools. Retrieved from: <http://newsinfo.inquirer.net/607755/school-heads-cede-offices-to-classes-626-metro-public-schools-have-2-shifts#ixzz4NbbibF5H> (date last accessed: July 11, 2019).

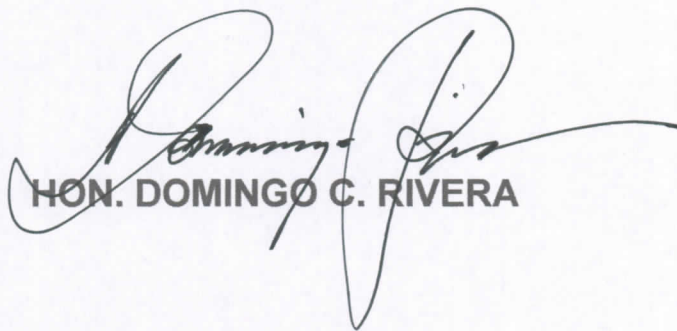


Our teachers should have the freedom to decide what they want to do while they are still strong, i.e., whether to retire early or to spend the remaining years of their lives in pursuit of teaching before reaching the mandatory retirement age of 65.

The immediate passage of this bill is earnestly sought.



**HON. EDUARDO "BRO. EDDIE" C. VILLANUEVA**



**HON. DOMINGO C. RIVERA**

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

1 **SECTION 1. Lowering of Optional Retirement Age.** – Section 13-A of Republic Act  
2 No. 8291, otherwise known as The Government Service Insurance System Act of  
3 1997, is hereby amended to read as follows:

4  
5 "SECTION 13-A. *Conditions for Entitlement.* - A member who retires from  
6 the service shall be entitled to the retirement benefits enumerated in paragraph  
7 (a) of Section 13 hereof: *Provided, That:*

8  
9 (1) he/SHE has rendered at least fifteen years of service;

10  
11 (2) he/SHE is at least sixty (60) years of age at the time of retirement OR AT  
12 LEAST FIFTY-FIVE (55) YEARS OF AGE IN THE CASE OF PUBLIC  
13 SCHOOL TEACHERS; and  
14

1 (3) he/SHE is not receiving a monthly pension benefit from permanent total  
2 disability.  
3

4 **SECTION 2. Implementing Rules and Regulations.** – Within sixty (60) days from  
5 the effectivity of this Act, the Government System Insurance System, Department of  
6 Education and other concerned government agencies shall promulgate the necessary  
7 rules and regulations for the effective implementation of this Act.  
8

9 **SECTION 3. Repealing clause.** – All laws and any other law or parts of law specifically  
10 inconsistent herewith are hereby repealed or modified accordingly.  
11

12 **SECTION 4. Effectivity.** – This Act shall take effect fifteen (15) days following its  
13 publication in the Official Gazette or in at least two (2) newspapers of general  
14 circulation.  
15

16  
17 **Approved,**