



Republic of the Philippines  
**Department of Education**

Department of Education  
**DIVISION OF CAVITE**

*Anggapan ng Kawaksing Kalihim*  
 Office of the Assistant Secretary

**RECORDS SECTION**  
 SEP 22 2016  
 7382

*To: SDSs  
 for street pump  
 compliance, please  
 Thank you. God bless!  
 [Signature]*

**MEMORANDUM**  
 OM-GO-2015-GOA-

**TO :** All Regional  
 DepEd ARMM Secretary

**FROM :** *JLS.*  
**JESUS L.R. MATEO**  
 Undersecretary for Field Operations and Planning

**SUBJECT :** **Development of Teacher's Hardship Index**

**DATE :** 08 September 2016

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 9/21/16

To ensure effectiveness and inclusivity of the K to 12 Program in schools, the curriculum support systems are designed to address the needs of all learners. Teachers are expected to create a learning environment that allows learners to participate and contribute in the learning process. However, there are still divisions which are lacking in terms of teachers, particularly in the remote areas or those identified as hardship posts. DepEd recognizes the need to motivate and attract teachers to work in these areas despite the distance, inaccessibility to transportation, and other difficulties presented by the location.

It is for this reason that DepEd, through the Department of Budget and Management (DBM), issued the National Budget Circular No. 514 s. 2007 which aims to provide Special Hardship Allowance to teachers and School heads/administrators working in the hardship posts, multigrade teachers, mobile teachers, and non-formal education or ALS Coordinators. Aside from the areas declared calamitous by the NDRRMC, the Schools Division Superintendents can determine areas or situations hazardous to life, as well as areas with dangerous terrain, are isolated, and that suffer from extreme weather conditions.

Part of the assistance provided by UNICEF to DepEd under the Data Must Speak Program is the development of a Teachers' Hardship Index. Several activities were undertaken such as workshops, Focus Group Discussions, and interviews to gather information from teachers on their experiences and the challenges they encountered at the hardship posts. The UNICEF's international consultants are also looking into the process of deployment, hiring, and allocation of teachers to triangulate the information gathered for this purpose.

In this regard, it is requested that all regional offices, including ARMM, consolidate and submit the following documents (SY 2013-2014) to the Central Office not later than 30<sup>th</sup> of September 2016 in electronic copy:

1. Hardship allowance calculation by school with school ID; and
2. Teachers per school including teachers' years of experience and qualifications with school ID.

For clarification on the above request, you may call the Policy Research Development Division of the Planning Service through Tel. No. (02) 6337257 c/o Ms. Mavi Necesito or you may email her at this email add: ma.necesito004@deped.gov.ph.

For your immediate action.