



REPUBLIKA NG PILIPINAS  
REPUBLIC OF THE PHILIPPINES  
**KAGAWARAN NG EDUKASYON**  
DEPARTMENT OF EDUCATION  
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**JUN 19 2003**

DepEd ORDER  
No. 51, s. 2003

**TEACHER ORIENTATION TO PUBLIC SECTOR UNIONISM**

To: Bureau Directors  
Regional Directors  
Directors of Services/Centers and Heads of Units  
Schools Division/City Superintendents  
District Supervisors  
Heads, Public Elementary and Secondary Schools  
Chiefs of Divisions  
All Others Concerned

1. Consistent with the constitutional right to self-organization of civil servants and the guidelines issued on this matter under Executive Order No. 180, all public school teachers and other non-teaching personnel must be provided with relevant and adequate information on the legal bases of public sector unionism. This includes the information on their benefits or advantages derived from their active participation in the union to protect their interests which lead to the delivery of a more effective, efficient and dependable services to the general public.
2. Public fora initiated by any duly registered public sector employees' organization for the purpose of orienting the teaching and non-teaching personnel on the foregoing matters should be supported and encouraged.
3. Accordingly, all school principals and schools superintendents shall allow teachers and even non-teaching personnel to participate in any public employees' organization sponsored seminar upon proper leave from school authorities provided that such activities shall not prejudice or disrupt the public service, in particular education related programs and activities.
4. Immediate dissemination of and compliance with this Order is directed.

  
EDILBERTO C. DE JESUS  
Secretary

Reference: None  
Allotment: 1 - (D.O. 50-97)  
To be indicated in the Perpetual Index  
under the following subjects:

BUREAUS & OFFICES  
ORGANIZATIONS

SEMINARS  
TEACHERS