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Philippines Educational System and Employment Schemes: Authors' Overview

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Abstract: The study precisely focused on the issues on sociological phenomenon relative to educational system and employment scheme of the Philippines. The main purpose of the researchers is to overview and evaluate on how it affects to the life of Filipinos. Sources of data were consolidated from literatures and previous studies of philosophers and researchers from their written reports of conferences, interviews, and observations. Applied qualitative research design to established records on how school interventions and interference contributes to the societal problems especially on unemployment and thematically analyzed the data to prove the validity of its records but rather this research not viewed any treatment nor any manipulations. Results overviewed information that enlightens political leader's perspective on issues and concerns regarding unemployment, which leads to proposed later studies "*to ratiocinate job vacancies over graduates*" in order to justify perhaps that there were inflation of graduates which resulted to unemployment.

Keywords: Qualitative Research, Philippines Educational System, Philippine State Policies on Employment, Philosophies on Educations.

INTRODUCTION

Abraham Lincoln, on his quotes “The philosophy of the schoolroom in one generation will be the philosophy of government in the next” this quotations simply understood that what we teach to the young ones today will be kept as their principles through the years^[1]. Perhaps Lincoln philosophies is applicable to the real scenarios of Filipinos. Based on observations and experiences hiring scheme and educational system has a constitutional policies but just wondering which one to be considered most over the other? Is it the quality of education or it is the quality of living? It seems that the government or any particular employer seems to have all the said priorities in one setting in a conditional form of policy set as a criterion standard in accepting applicants. Thus, anyone should be given the quality of living if and only if he or she has the quality of education, and “quality “means took the advances over the standards. However, this is quit embarrassing that biases are in the hands of the adjudicators, this can be true somehow to “few” but not to “others” such that favor to “many” or rather “someone” has dismayed due to unfair dispositions. Based on one of the researcher’s experienced, as a teacher he gone for an evaluation process in NBC 461 he got a points subject for promotion up to Assistant Professor II but then due to no Master’s degree completion he failed to be appointed to the said position but instead delimit up to only Assistant Professor I, but noticed by fact, on the other campus there were those promoted even to the higher positions though even none masters holder, non-published manuscript but rather finished a doctoral or a holder has been reclassified to professorship but then it is clearly stated that anyone without published paper or article will be nullified from a promotion higher than Associate Professor V Masuhay^[2].

The history has been repeated in the next cycle, this scenario has been extended until to the next round of NBC 461, though based on facts he got a point’s equivalency to Assistant Professor III, and has completed the academic requirement in Masters of Education (MAED) but still failed to be reclassified to the positions not unless he fully finished the MAED with thesis. Although, said researcher set himself as an example but then this is a true-to-life story telling were afflicted Filipinos teachers having the same life burdens experiences? To give more emphases about the issues next paragraphs touches previous literatures and studies that revealed the significant of this study.

The government initiated several programs just to entails the educational expenses and to defray the constituents from any financial obligation therein like: Study-now-pay-later, CHED faculty development plan, Students grants’-in-aid for poverty alleviation, RA 7687 S &T Scholarship,^[3,4] DOST-SEI Merit scholarship program^[5], Junior level science scholarship program, DBM development assistance fund, and Philippines government in higher education assistance fund^[6-14].

Speech remarks of Lincoln correlates also to the Philippine hiring policy e.g. the teacher prime qualification standard (QS) set by the Civil Service Commission (CSC) for tenure needs only to be a holder of any baccalaureate degree related to the job and no eligibility required (CSC Memo, s. 1997) but precision over this QS has recently promulgated (July 2016, NBC No. 461) thereby and requiring anyone to acquire Master degree prior to a permanent appointment, options prevail almost to the employer, an applicant must have first all the qualities set by the employers. This scenario is detrimental against to the right of the family to a family living wage and income (P. 3, Article 15, Philippine Government and Philippine Constitution). And it is still indispensable that majority of the Filipino’s family were in crisis in sending their children to school though scholarship programs were offered and mandated (*The Constitution of the Republic of the Philippines / Official Gazette of the Republic of the Philippines*, n.d.)^[15].

However, the constituents were struggling, story tells that by phenomena they even need to gamble their lands, savings, food allotments, houses, etc. thru salary loan, collaterals loans or even pawn their jewelries just to take their chance of winning that someday and somehow their ambition for their son/daughter to sign a contract of tenure be realized. Nevertheless, still they have to risk an amount for review and for the licensure examination as prerequisite to take the professional examination. Then, once passed the licensure examination, undergo the selection process of the employer and acquire the legal documents as prerequisite e.g. NBI, Residents Certificate, Police Clearance and etc. for records and safety purposes. This idealism was handed down from generation to generation. Hypothetically, this moves was against to the country's pedagogy and advocacies. In school, or either in any religious sectors millennially it was instilled in the mind of the young ones that "gambling" is a form of depravity but then if we try to examine historically the system itself is gambling because our graduates has no assurance to land for a job. Indeed, this is a hypocritical in nature. Hence, study shall be pursued to investigate on how to sustain the statement "that we teach our children to be educated and someday they *earn a good living standard*".

Statement of the Problem

The state continually stratifies programs on education for the citizenry with expectancy to resolve unemployment due to population growth, mismatch, and illiteracy thru TESDA, ALS, OBE, K-12, etc. and then, still on skepticism ^[16-27].

Actual scenarios revealed that State Universities and Colleges (SUC's) and Technical Vocational Institutions (TVI's) progressively increased their enrollees and proportionately produced more graduates. However, beyond this success there were sociological issues concerning unemployment, it is a practical phenomenon that once population increases, graduates also increases. And based on literatures and previous studies of great authors there conclusions for tells that unemployment was due to uncontrolled course offerings by SUC'S, TESDA and other related educational agencies which produces more graduates.

Purpose of the Study

In general this study wishes to organize data both primary and secondary that elucidate the political will of the state on how it ruins the Philippines educational system and employment schemes.

This study intends specifically to:

1. Investigate the significant relationship between the total numbers of graduates over the total job vacancies?
2. Validate the determinants of unemployment?
3. Determine the school remedies unto unemployment?

This study inspired the proponent as intuitive to Colleen L. Reece quotation, that "Teachers are ...called. Not to remake students, but to help them become the absolute best that God intended"^[28].

This study serve to be the basis of redirecting previous curriculum, and help the constituents in providing the exact and recent job vacancies of the country before choosing a course to enroll. And it implied that a right career decision is vital? A wrong choice of career can hamper one's potential, a wrong choice of career can generate internal conflict, and a wrong choice of career can affect quality

of life. He concluded that a person in the right career characterized as passionate, happy, inspired, motivated, satisfied, productive and growing. While a person in the wrong career are frustrated, unhappy, bored, unproductive, mediocre, complaining and negative.

Thoroughly, this research provides a conceptual context of information to enhance the standard of living, helps to investigate and exposes overdue course offerings, eradicate biases related to study or work, helps the SUC's and all of those in the education sectors to discover and understand the past misleading anticipation and contribute facts to the refinement of our sensibilities and cultivate values for better future.

Research questions and hypothesis of the study

1. Is there any significant relationship between the total numbers of graduates and the total job vacancies?
2. What are the determinants of unemployment?
3. In what particular the school resolve unemployment?

According to Brooks and De George that unemployment in the Philippines are due to population growth, uneducated, mismatch and inflation of labor force. However, this reliable phenomenon arbitrary against to human rights hence under the 1987 Philippine Constitution, Article III Bill of Rights, Section 1 stated that "No person shall be deprived of life, liberty and property without due process of law, nor shall any person shall be denied the equal protection of the laws." Thus, this law contemplating that depriving of anybody to work is also depriving him to live, and of those who are dependents on him.

Ideology has its basis against the reality, how this reigning issues over millennia would be settled? The reality is hypocritically advocated that gambling is depravity it was the pedagogy in almost all of the sectors of the community especially in Schools and Churches. Yet, when we look into the system of the Philippine governance onwards to employment. Most of the expenditures of the family goes almost to educating their siblings just to suit the qualifications set by those employers but then after the long run period of preparation work of tenure is still competitive, and chances prevails to the most qualified applicants.

Historically, the Philippines has profoundly adopts statutory laws which evolves over hundreds of years which constantly adheres to uphold the living standards of human races and education is always part and foremost of it, de facto towards the sources of political law in the Philippines such as the Treaty of Paris, president McKinley's Instruction, the Philippine Bill of 1902, the Jones Law and the Tydings-McDuffie Law.

In accordance also to the CHED Memorandum Order No. 46, series ^[4] it is stated that "the state shall protect and promote the right of every citizens to quality education at all levels..." and of which part and parcel of this memorandum under section 2, paragraph 4 stated that "to help improve the quality of human life of Filipinos, respond effectively to changing societal needs and conditions; and provides solutions to problems at the local community, regional and national level."

K-12 Programs

This issues has been addressed by the government over the years thru Technical Education Skills and Development Authority (TESDA) programs envisioned to enhance the citizenry's skills to compete globally the universal market demand, granted the alternative learning programs to equip the local

communities as a means of their livelihood, and recently implemented the K-12 programs hoping to contribute resiliency on unemployment.

And beside the Philippines educational system were highly evaluated by the accredited assessment centers ensuring that the courses offered by the institutions are beyond the curriculum standards set by the commission committed to produce highly profiled professional that can work abroad. Though, the administration and top managers were envisioned to produce highly professional and technical individual it is still on controversial because based on facts the existence of the Philippines Educational structure is still on the level of skepticism (see more details on K-12 issues).

Out-comes Based Education under Commission on Higher Education

The government promotes also the quality education at all level by imposing the Out-comes Based Education (OBE) under Commission on Higher Education (CHED) Memorandum Order No. 46, series ^[4].

CSC Qualification Standard (QS) for Teachers

Hiring policy of the Philippines is very constructive. In the sense that it is useful to the extent. However, this hiring policy exhausted the burden of the majorities. Hence, prime policy of the state of hiring for permanent teacher only constitute minimal quality standards which at least holds any baccalaureate degree related to the job and no eligibility required (CSC Memo, series 1997) but then, precision over this previous QS thru NBC No. 461 prejudices perhaps the less fortunate.

Contemplating to the Philippine constitutional mandates under social and economic clause which states that “The goals of national economy are a more equitable distribution of opportunities, income, and wealth; a sustained increase in the amount of goods and services produced by the nation for the benefit of the people; and an expanding productivity as the key to raising the quality of life for all, especially the underprivileged.”^[29]. It is clearly stated that the quality of life as one of the most key factor to consider probably indicates to be the most priority of the state to pursue most mainly the life of unprivileged. However, the reality seems ruined this vision and unfavorable to the underprivileged.

This perspective was associated to the theory of Hanushek, *et al.*^[30] that education policy must be viewed as evolutionary, where ongoing evaluation permits discarding policies that are ineffective while expanding those that are productive. His study determined that most of the developing countries currently lack of performance measurement that would allow them to know which policies were working and which were not or where performance was most in need of change. On his belief, he persuaded that if only schools were accountable for results, they must have the ability to make decisions that will lead to better outcomes. Actually, the country were responsible enough but not to the extent that graduates could find a tenure after graduation, because focus is most on quality education with expectancy that their students might excel among other graduates contemporary university/schools and the rest of educational agencies whom also committed to produce quality curriculum as a response to the needs of the environment though assurance for a tenure is not at stake but eventually affluence students to in and resulted to more enrollees of course more graduates.

Florida, *et al.*^[31] acknowledged that education is fundamental and essential to every person and every nation. It provides us a venue to know that what every country it is, the school brings out the need for teacher to stay and make a difference not only in the classroom, nor in his or her own country but...makes a difference in the world.

Definition of Terms

Qualitative research, offers specialized techniques for obtaining in depth responses about what people

think and how they feel...^[32].

Case study is the study of an individual or group of persons during a specific period of time, in order to gain deeper insights on a phenomenon, validate earlier findings, or gather more deep-seated data^[33].

Ratiocinate is a Latin word originated in Mid-17th century which means “compute” or putting an argument about something strictly in a logical way.

Graduates is refer to a person who earned a completed baccalaureate course or degree.

Vacancy is an open position ready to be occupied by a qualified applicant.

Unemployment it is the condition of having no job, wherein graduates go over to land for a job based on their field of studies but failed to sign a contract. One of a kind of socio-economic problem that affects the source of family income.

Theoretical/Conceptual Framework: The study will focus to investigate about the significant relationship between the total numbers of graduates over the total job vacancies, validate the determinants of unemployment, and determine the school remedies unto unemployment in rectitude this study serve to be a case study in the four campuses of the Surigao State College of Technology (SSCT).

In Figure 1, research paradigm were show case indicating therein the variables of the study. The schematic diagram on problem, issues and lesson learned indicating the total number of graduates, total number of job vacancies, determinants of unemployment and solutions on unemployment.

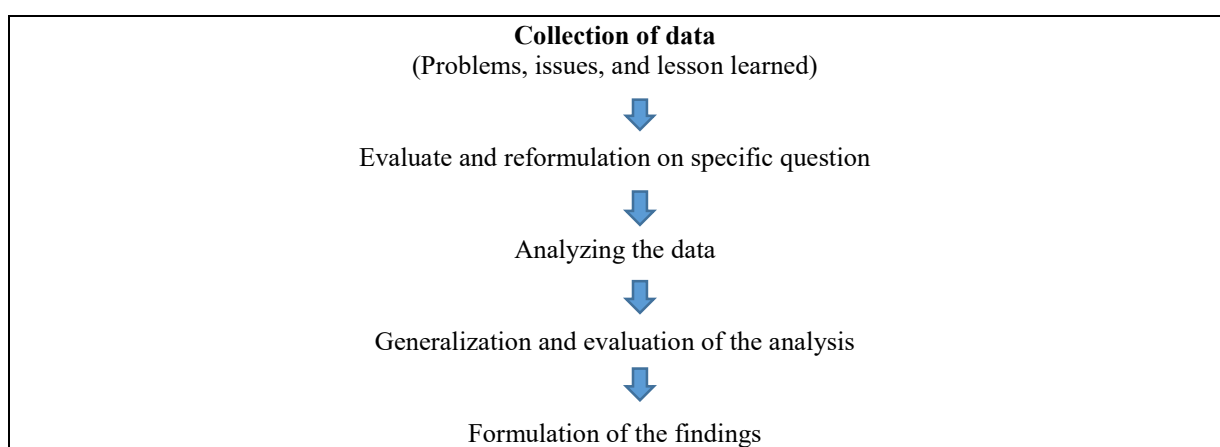


Figure 1: Schematic diagram of the study (Flick, 2002)

METHODS AND MATERIALS

And sojourn to those conspiracies, the proponent wishes to ratiocinate graduates over the job vacancies all over in the Philippines and this study perhaps starts in Surigao State College of Technology (SSCT) in rectitude to the proponent’s Sending Higher Education Institution (SHEI).

Mahajan, R. (n.d.) concluded that “the first step toward protecting individuals adversely affected by employer-imposed appearance policies is to recognize the discriminatory potential of those policies, particularly those that serve proxies for discrimination based on suspect categories such as gender and

race.” This concluding statement acknowledged that in order to protect from discrimination anyone should have to recognize policy of the employer.

Spady, W.^[34] urged that “OBE means clearly focusing and organizing everything in an educational system around what is essential for all students to be able to do successfully at the end of their learning experiences”. This statement reminds us that we must take first the steps on how to equip ourselves prior to employment. But then, as educators our moral obligation is not only to teach the students as Ivan Pavlov (1849-1936) one of those founder of curriculum stresses that “the key to learning in early years of life is to train them on what you want them to become.”

In principles it is advisable that we teachers should have to be obedient to teach as what is prescribed in the curriculum however to some extent not to derogate this point-of-view, Dr. Carmelita C. Lipio, retired Professor of Caraga State University (CSU) and part time Professor of Master of Education (MAED) in Agusan Institute of Technology (ACI) give emphasis that “Teaching is not teaching, if there is no learning” and to correlates also this saying “I don’t want to imposed thy will on me” by Senator Miriam Defensor of which she stands to do the right things in amidst of a chaos. This study also inspired by this quotation of C.S. Lewis “The task of the modern educator is not to cut down jungles, but to irrigate deserts.” it was expected that after this study the proponent would come up an article showing the yearly results of enrollment, the summation of graduates per year and the proportions of graduates who attain to work after their studies.

Technically, study will presumed to be done for a year, the proponent arranged appointments, sets of travel to target places where those proponents resides or in office. This study would not last for one year and has no definite time frame to follow hence schedule of appointments shall be based on the convenience of the proponents. Budgetary requirements were concentrated only to travel honoraria and allowances from the school funds subject for audit and accounting procedures, the ultimate purpose of this study is to produce an article peculiar to Philippine educational system on how it addresses the unemployment and miss match of workforce. Thus, this study came up to attain with the desired results of evidences that explain the root causes of unemployment and miss match of workforce.

Narrative Summary	Objectively Verifiable Indicator	Means of Verification	Important Assumptions
Goal To produce an article peculiar to the educational and employment system of the Philippines.	Produced article to resemble employment and education of the Philippines.	Publicity of the said article in an accredited publishing company.	Contemplated the significance of the study in transforming educational system and the employment schemes of the Philippines.
Purpose To identify problems and issues regarding the Philippines system of education and the employment schemes.	Answered survey questionnaire (triangular form).	Interviewed dynamic respondents, focused discussion of key factors.	Identified problems and issues in education and employment.
Output	Produced project proposal to contribute	Approval of the said project proposal.	Resiliency to unemployment and

Traces the historical education system and employment schemes of the Philippines; transformed new educational system and employment schemes; established results on percentages of graduates in the work force over the total number of graduates.	solutions on unemployment and miss match problems in the work force. Concept paper on unemployment and miss match of work force.		enumeration of vacant positions in both public and private entities.
Activities Survey and interview; Gathering data and inventory; visitation to line agencies; and collated data thru internet application.	Produced related literatures on the Philippine educational system; clarified misconception against the issues; enumerated the causes of unemployment.		Precondition The proponent should be unloaded from his teaching load to focus on this ventures.

CONCLUSION

Results revealed that phenomenal issues on the educational system and employment schemes of the Philippines are significant to serve as the bases for political leaders and educators to revisit the constitutional mandates that helps to resilient problems related to unemployment.

RECOMMENDATION

The scenarios will continuously prevails not unless political leaders repeal the laws that hinder the privilege of every Filipinos to enjoy employment tenure on the prescribed manner of accepting applicant not by discretion. Therefore, it is highly recommended that research ‘to ratiocinate job vacancies over graduates’ shall be push ahead.

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