

SIXTEENTH CONGRESS OF THE REPUBLIC
OF THE PHILIPPINES
First Regular Session



Senate
Office of the Secretary

'13 AUG 13 P3:14

SENATE

S. No. 1279

RECEIVED BY: *ji*

Introduced by Senator Manuel "Lito" M. Lapid

EXPLANATORY NOTE

Article II, Sec. 4 of the Constitution states that "the State recognizes the vital role of communication and information in nation-building." Further, Section 18 of the same Article declares it a policy of the State to "protect the rights of workers and promote their welfare."

Pursuant to state policy, an employee or worker who is aware of his rights and privileges under law is one who is empowered to assert the same to protect his welfare and development, benefits, and privileges. An understanding of labor laws would ensure that employees or workers are not susceptible to abuses common in the workplace.

The proposed bill seeks to make incoming members of the work force well-informed about existing laws, statutes, rules and regulations, and other policies concerning labor and employment. The relevant labor policies shall include, but not be limited to, the salient features of the Labor Code of the Philippines and its amendments, Maternity Benefits Act, Paternity Leave Act, Solo Parents' Welfare Act, Anti-Sexual Harassment Act, Anti-Trafficking in Persons Act, Anti-Violence Against Women and Children Act, and Prohibition on Discrimination Against Women and Children.

The passage of this measure is earnestly sought.


MANUEL "LITO" LAPID
Senator



13 AUG 13 P3:15

SENATE

RECEIVED BY: *ji*

S. No. 1279

Introduced by Senator Manuel "Lito" M. Lapid

AN ACT
MANDATING A LABOR LAW SEMINAR FOR ALL STUDENTS
GRADUATING FROM TERTIARY LEVEL EDUCATION

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

1 **SEC. 1. Short Title.** - This Act shall be known as the "**Labor Law**
2 **Awareness Act of 2013**".

3
4 **SEC. 2. Declaration of Policy.** - It is the policy of the State to afford
5 protection to labor, promote full employment, ensure equal work opportunities
6 regardless of sex, race, and creed, and regulate relations between workers and
7 employers. As such, the State shall instill consciousness and promote awareness of
8 existing labor laws and policies for all members of the work force.

9
10 **SEC. 3. Mandatory Labor Law Seminar.** - All graduating students at the
11 tertiary level of education shall be required to undergo a Labor Law Seminar (LLS) to be
12 administered by duly authorized representatives of the Department of Labor and
13 Employment (DOLE).

14 The LLS shall be a seminar which shall include, but shall not be limited to,
15 discussions on labor standards, labor relations, and rights and benefits of laborers. The
16 LLS shall discuss, among other relevant labor laws and policies, the salient features of
17 the Labor Code of the Philippines and its amendments, Maternity Benefits Act, Paternity
18 Leave Act, Solo Parents' Welfare Act, Anti-Sexual Harassment Act, Anti-Trafficking in
19 Persons Act, Anti-Violence Against Women and Children Act, and Prohibition on
20 Discrimination Against Women and Children.

21

1 The LLS shall not be given course credits, but shall be an essential requirement
2 for eligibility for graduation of tertiary level students.

3
4 **SEC. 4. *Penalty Clause.*** - Any student who fails to comply with attendance
5 in the Labor Law Seminar shall be disqualified from graduation and shall only be
6 considered eligible for graduation upon completion of the course.

7
8 **SEC. 5. *Implementing Rules and Regulations*** – The Department of Labor
9 and Employment (DOLE), in coordination with the Commission on Higher Education
10 (CHED) and other pertinent agencies, shall formulate the implementing rules and
11 regulations of this Act within six months from its passage into law.

12
13 **SEC. 6. *Separability Clause.*** – Should any provision or part of this Act
14 subsequently be held invalid or unconstitutional, other provisions or parts not affected
15 thereby shall remain in full force and effect.

16
17 **SEC. 7. *Repealing Clause.*** - Any law, presidential decree or issuance,
18 executive order, letter of instruction, administrative order, rule or regulation, or parts
19 thereof contrary to or inconsistent with the provisions of this Act is hereby repealed,
20 modified, or amended accordingly.

21
22 **SEC. 8. *Effectivity Clause.*** - This Act shall take effect fifteen (15) days
23 after its publication in at least two (2) newspapers of general circulation.

Approved,