



SENATE

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(In Substitution of S.B Nos. 278, 1205, and 1218, taking into J
consideration of H.B. No. 4466)

Prepared jointly by the Committees on Higher, Technical and Vocational Education; and Labor, Employment, and Human Resources Development, with Senators Lapid, Revilla, and Villanueva as authors

**AN ACT INTEGRATING LABOR EDUCATION
IN THE TERTIARY EDUCATION CURRICULUM**

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

- 1 **SECTION 1. Short Title.** – This Act shall be known as the “Labor Education Act.”
2
3 **SEC. 2. Declaration of Policy.** – The State shall afford protection to labor, promote
4 full employment, ensure equal work opportunities regardless of sex, race or creed,
5 and regulate the relations between workers and employers. The State shall assure
6 the rights of workers to self-organization, collective bargaining, security of tenure,
7 and just and humane conditions of work.
8
9 **SEC. 3. Definition of Terms** – As used in this Act, the following terms are defined
10 as follows:
11
12 (a) *General Education* refers to the portion of the curriculum that is common to all
13 students regardless of their major or course.
14
15 (b) *Tertiary Education Curriculum* refers to the general education curriculum
16 designed for students taking up courses in higher education institutions (HEIs)
17 leading to a degree and courses in technical-vocational institutions (TVIs).
18
19 (c) *Labor Education* refers to the teaching of theories, concepts, and issues
20 concerning labor, such as, but not limited to labor rights, dignity, economic
21 welfare, and political participation.

1 **SEC. 4. Integration of Labor Education in Higher Education Curriculum.** – All
2 public and private higher education institutions (HEIs) are mandated to:

3
4 (a) Integrate Labor Education topics into selected core general education (GE)
5 subjects, as detailed in the appropriate issuances of the Commission on Higher
6 Education (CHED), and include the discussion on the following:

7
8 (1) Labor rights and workers' welfare, as contained in labor laws and
9 regulations in the core GE subject *Understanding the Self*, which discusses
10 the nature of identity;

11
12 (2) (i) The role and contribution of labor to the national economy, (ii) national
13 and global issues related to labor and employment such as, but not limited,
14 to labor migration or overseas work, and (iii) minimum labor standards on
15 wage, overtime pay, night shift differential, holiday pay, leaves, and basic
16 income taxation in the country, in the core GE subject *The Contemporary*
17 *World*, which covers globalization and its impact on individuals,
18 communities and nations, challenges and responses;

19
20 (3) (i) The history of Filipino workers' struggles, which includes the foundation
21 of the national holiday Labor Day, celebrated during the first of May, and
22 (ii) history of major labor policies in the Philippines, in the core GE subject
23 *Readings in Philippine History*;

24
25 (4) (i) Labor relations, (ii) dispute management, and (iii) labor organization and
26 political participation, in the core GE subject *ethics*, which covers principles
27 of ethical behavior in modern society at the level of the person, society,
28 and in interaction with the environment and other shared resources;

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30 (b) Such subject may be taken at any given year level, and may be taught in English
31 or Filipino; and

32
33 (c) As far as practicable, hold a Labor Empowerment and Career Guidance
34 conference which graduating students shall attend.
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36 **SEC. 5. Integration of Labor Education in Technical and Vocational**
37 **Education and Training (TVET) Curriculum.** – All technical-vocational institutions
38 (TVIs) are mandated to integrate labor education in their curriculum, regardless of
39 sector or qualification.

40
41 For this purpose, the Technical Skills and Development Authority (TESDA), in
42 partnership with the Department of Labor and Employment (DOLE), shall develop the
43 appropriate modules of instructions and other relevant materials to effectively
44 implement the provisions of this Act. Such materials should specify the labor education
45 topics expected to hone the basic competencies crucial to empowering future workers.

46
47 TVET curriculum shall integrate the following Labor Education topics:
48

- 1 a) Labor rights and workers' welfare;
- 2
- 3 b) Role and contribution of labor to the national economy;
- 4
- 5 c) Basic income taxation;
- 6
- 7 d) Minimum labor standards on wage, overtime pay, night shift differential,
- 8 holiday pay, leaves, etc.;
- 9
- 10 e) National and global labor situation and challenges;
- 11
- 12 f) Labor organization and political participation; and
- 13
- 14 g) Such other topics as may be relevant to achieve the objectives of this Act.
- 15

16 **SEC. 6. Amendment of the List of GE Courses; Curriculum Review.** – In the
17 event that an amendment to the list of GE courses in higher education as prescribed
18 by CHED is made, and such amendment effectively affects the teaching of Labor
19 Education topics as provided under this Act, the CHED shall identify new GE subject/s
20 that shall integrate Labor Education in its content; *Provided, however,* that nothing
21 herein shall limit the HEI from offering labor education as an elective subject.

22
23 In all cases, the coverage and quality of offering Labor Education shall be included in
24 any comprehensive curriculum review to be done by CHED and/or TESDA.

25
26 **SEC. 7. Implementing Rules and Guidelines.** – Within sixty (60) days from the
27 effectivity of this Act, CHED and TESDA, in consultation with relevant stakeholders,
28 shall formulate the rules and regulations to effectively implement the provisions of this
29 Act.

30
31 **SEC. 8. Separability Clause.** – Any portion or provisions of this Act that may be
32 declared unconstitutional or invalid shall not have the effect of nullifying other portions
33 and provisions hereof as long as such remaining portions or provisions can still subsist
34 and be given effect in their entirety.

35
36 **SEC. 9. Repealing Clause.** – All laws, decrees, executive orders, proclamations and
37 administrative regulations, or any parts thereof inconsistent with the provisions of this
38 Act herewith are hereby revoked, repealed or modified accordingly.

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40 **SEC. 10. Effectivity Clause.** – This Act shall take effect fifteen (15) days after its
41 publication in at least two (2) newspapers of general circulation or in the Official
42 Gazette.

43
44 **Approved,**