


FIFTEENTH CONGRESS OF THE REPUBLIC
OF THE PHILIPPINES
Second Regular Session

SENATE

S. No. 3173

12 MAY -2 2018

RE.

for 

Introduced by Senator Manuel "Lito" M. Lapid

EXPLANATORY NOTE

Article II, Sec. 4 of the Philippine Constitution states that "The State recognizes the vital role of communication and information in nation-building."

A well-informed and educated employee who is aware of his rights, welfare and development, benefits and privileges is more likely to avert discrimination and other forms of abuse in the workplace.

It is, therefore, the objective of this bill to keep the future members of the work force well-informed of existing laws, statutes, rules and regulations and other policies concerning labor and employment, including 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, Prohibition on Discrimination Against Women and Children and other Labor Laws.

In view of the foregoing, the passage of this measure is earnestly sought.


MANUEL "LITO" M. LAPID
Senator

FIFTEENTH CONGRESS OF THE REPUBLIC
OF THE PHILIPPINES
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12 MAY -2 2018
Office of the Secretary

SENATE
S. No. 3173

RECEIVED
MAY 12 2018

Introduced by Senator Manuel "Lito" M. Lapid

AN ACT
PROVIDING FOR MANDATORY LABOR LAW SEMINAR FOR ALL
GRADUATING STUDENTS OF THE TERTIARY LEVEL

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

SEC. 1. Short Title. - This Act shall be known as the "**Labor Law Awareness Act of 2012**".

SEC. 2. Declaration of Policy. - It is hereby declared the policy of the State to afford protection to labor, promote full employment, ensure equal work opportunities regardless of sex, race and creed and regulate relations between workers and employers. The State shall assure the rights of workers to self-organization, collective bargaining, security of tenure, and just and humane conditions of work. Finally, the State shall instill consciousness and awareness of existing labor policies to all members of the work force.

SEC. 3. Mandatory Labor Law Seminar. - All graduating students of the tertiary level shall be required to undergo the Labor Law Seminar (LLS) to be administered by the duly authorized representatives of the Department of Labor and Employment. The LLS shall be a seminar which shall include, but shall not be limited to, discussions on labor standards, relations, rights and benefits, including 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, Prohibition on Discrimination Against Women and Children and other Labor Laws.

The LLS shall not be given course credit, but shall, however, form part of the requirements for eligibility for graduation of tertiary level students.

SEC. 4. *Penalty Clause.* - A person found to have not complied with the provisions of this Act shall be disqualified from graduation, and shall only be considered eligible for graduation upon completion of this course.

SEC. 5. *Implementing Rules and Regulations.* - As the lead agency, the Department of Labor and Employment (DOLE) shall formulate the implementing rules and regulations of this Act within six months from its passage into law.

SEC. 6. *Separability Clause.* - If any provision or part hereof, is held invalid or unconstitutional, the remainder of the law or the provision not otherwise affected shall remain valid and subsisting.

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

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

Approved,