



S E N A T E

S. No. 1513

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

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PREPARED BY THE COMMITTEES ON HIGHER, TECHNICAL  
AND VOCATIONAL EDUCATION; AND LABOR,  
EMPLOYMENT, AND HUMAN RESOURCES  
DEVELOPMENT, WITH SENATORS LAPID, REVILLA JR.,  
VILLANUEVA, HONTIVEROS AND ZUBIRI AS AUTHORS

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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  
2 the “Labor Education Act”.

3           SEC. 2. *Declaration of Policy.* – The State shall afford  
4 protection to labor, promote full employment, ensure equal  
5 work opportunities regardless of sex, race or creed, and  
6 regulate the relations between workers and employers. The

1 State shall assure the rights of workers to self-  
2 organization, collective bargaining, security of tenure, and  
3 just and humane conditions of work.

4 SEC. 3. *Definition of Terms.* – As used in this Act, the  
5 following terms are defined as follows:

6 (a) *Tertiary Education Curriculum* refers to the  
7 general education curriculum designed for students taking  
8 up courses in higher education institutions (HEIs) leading  
9 to a degree and courses in technical-vocational institutions  
10 (TVIs).

11 (b) *Labor Education* refers to the teaching of basic  
12 knowledge on labor rights and other skills relating to  
13 negotiation, fostering smooth interpersonal relations in the  
14 workplace, and mechanisms for redress of grievances and  
15 other concerns.

16 SEC. 4. *Integration of Labor Education in Higher*  
17 *Education Curriculum.* – All public and private higher  
18 education institutions (HEIs) shall:

19 (a) Integrate labor education as part of an elective  
20 course; and

1           (b) As far as practicable, hold a Labor Empowerment  
2 and Career Guidance conference which graduating  
3 students shall attend.

4           SEC. 5. *Integration of Labor Education in Technical*  
5 *and Vocational Education and Training (TVET)*  
6 *Curriculum.* – The Technical Education and Skills  
7 Development Authority (TESDA), in partnership with the  
8 Department of Labor and Employment (DOLE), shall  
9 develop the appropriate modules of instructions and other  
10 relevant materials relating to labor education, and shall  
11 encourage TVET institutions to integrate labor education  
12 in the TVET curriculum.

13           SEC. 6. *Curriculum Review.* – In all cases, the  
14 coverage and quality of offering Labor Education shall be  
15 included in any comprehensive curriculum review to be  
16 done by the Commission on Higher Education (CHED)  
17 and/or TESDA.

18           SEC. 7. *Implementing Rules and Guidelines.* – Within  
19 sixty (60) days from the effectivity of this Act, CHED and  
20 TESDA, in consultation with DOLE and relevant

1 stakeholders, shall formulate the rules and regulations to  
2 effectively implement the provisions of this Act.

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

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

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

18 Approved,