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Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SIXTEENTH CONGRESS
First Regular Session

House Bill No. **4399**



Introduced by Honorable RAYMOND DEMOCRITO C. MENDOZA

EXPLANATORY NOTE

The Philippines has a college student population of 3,317,530 as of Academic Year 2012-2013 according to the National Statistical Coordination Board (NSCB) who are either enrolled in private universities and colleges, state universities and colleges, local universities and colleges or in other government higher education institutions.

With trade liberalization and cut-throat competition, violations of the internationally accepted core labor standards such as security of tenure, collective bargaining, the right to strike, and the need for workers to receive a decent wage have become more prevalent regardless of a worker's educational attainment or academic background. The current curriculum in the tertiary level does not equip fresh graduates, or the new entrants to the labor force with the basic knowledge of their rights.

An estimated 500,000 new job seekers who enter the labor force is recorded annually. It is imperative that college students who will eventually join the labor force as workers and employees should have knowledge about labor rights, worker's welfare and benefits, core labor standards, labor laws and regulations, the national and global labor situation, labor market concerns, labor issues, overseas work and related problems, and other topics related to labor and employment including jobs matching for their career guidance, so that they will become aware of their rights and privileges as workers as well as their responsibilities to society thereby avoiding possible abuse, manipulation or neglect of employees at the workplace.

Knowledge of labor rights and standards is critical for college students to understand and use for their own advantage much more for those who opt to work overseas where they are governed by foreign laws and are away from home, their families and their own government and are especially vulnerable to abuse and exploitation.

1 Violation of worker's rights and core labor standards denigrate the dignity of
2 labor. The massive practice of contractualization and labor-only-contracting
3 also adds to the woes of workers who continue to be marginalized despite
4 their great contributions to economic and social development.

5
6 Labor education of this sort is absolutely critical for workers to empower
7 themselves and thereby provide them the knowledge to protect themselves
8 from being cheated or taken advantage of by employers or recruiters in a
9 globalized economy where there are no longer any secure jobs, where the
10 privatization phenomenon places even the jobs of public sector workers at
11 risk, and where the concept of decent work is under constant siege.

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13 In view of the foregoing, we strongly recommend passage of this measure as
14 companion measure for our collective goal of achieving inclusive growth.
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RAYMOND DEMOCRITO C. MENDOZA
Representative, TUCP Party-List

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3 Republic of the Philippines
4 HOUSE OF REPRESENTATIVES
5 Quezon City

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10 House Bill No. **4399**
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15 Introduced by Honorable RAYMOND DEMOCRITO C. MENDOZA
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19 AN ACT
20 MANDATING THE COMMISSION ON HIGHER EDUCATION (CHED) TO
21 INCLUDE LABOR EDUCATION IN THE TERTIARY EDUCATION
22 CURRICULUM.
23

24 *Be it enacted by the Senate and the House of Representatives of the*
25 *Philippines in Congress Assembled:*
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27
28 **Section 1. Short Title.** -- This Act shall be known as the "Labor Education
29 Act.
30

31 **Section 2. Declaration of Policy.** -- It is the policy of the State to protect the
32 rights of workers and promote their welfare.
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34 **Section 3. Definition of Terms.** -- For purposes of this Act, the term:
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36 (A) "Labor Education" refers to the teaching of labor rights, worker's
37 welfare and benefits, the core labor standards, labor laws and
38 regulations, national and global labor situation, labor market concerns
39 including job matching for career guidance, labor issues, overseas
40 work and related problems, decent work and decent wages, and other
41 topics related to labor and employment.
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43 (B) "CHED" refers to the Commission on Higher Education
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46 **Section 4. Inclusion of Labor Education in College Curriculum .** -- The
47 CHED is hereby mandated to develop a mandatory subject or course on labor
48 education that will be separately offered together with existing subjects in the
49 college curricula.
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2 **Section 5. Appropriations.** - Such sums as may be necessary for the initial
3 implementation of this Act shall be taken from the current appropriations of
4 CHED. Thereafter, the fund necessary to carry out the provisions of this Act
5 shall be included in the annual General Appropriations Act.

6
7 **Section 6. Repealing Clause.** - Any law, presidential decree or issuance,
8 executive order, presidential proclamation, rule and regulation or parts thereof
9 inconsistent with the provisions of this Act, are hereby repealed, modified, or
10 amended accordingly.

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12 **Section 7. Separability Clause.** - If any provision of this Act is declared
13 unconstitutional, the same shall not affect the validity and effectivity of the
14 other provisions hereof.

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

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20 **Approved,**
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