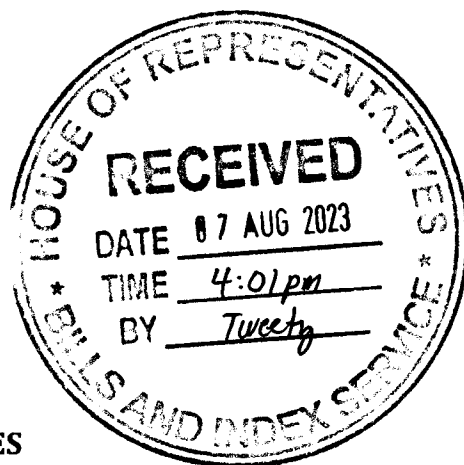




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. 8793

Introduced by Hon. Ma. Victoria Co - Pilar

EXPLANATORY NOTE

Despite our laws being replete with provisions that promote labor rights, the Filipino workforce remains to be exploited by some unscrupulous employers. According to the Philippine Statistics Authority, 59.5% of the 50,161 establishments inspected in 2015 are violating labor standards laws. Working-class Filipinos, especially those freshly entering the labor force, are left defenseless and ignorant of their rights, and mostly unaware they are being exploited by their employers.

The K-to-12 curriculum has been envisioned so that the additional two (2) years of basic education can amply prepare our students to be already employable without going to college. Hence, it is imperative that our students have knowledge of their labor rights and benefits under the law to protect themselves from abuse once they face “real life” and contribute to our nation.

This bill was first filed by Hon. Argel Joseph T. Cabatbat of Magsasaka Partylist during the 18th Congress.

In view of the foregoing, the approval of this bill is earnestly sought.



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HOUSE BILL NO. 8793

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AN ACT

**INSTITUTIONALIZING A COMPREHENSIVE LABOR RIGHTS EDUCATION
IN THE K TO 12 AND TECHNICAL EDUCATION AND SKILLS DEVELOPMENT
CURRICULA, APPROPRIATING FUNDS THEREFOR AND FOR OTHER PURPOSES**

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

1 **SECTION 1. Short Title.** – This Act shall be known as the “*Comprehensive Labor*
2 *Rights Education Act.*”

3 **SEC. 2. Declaration of Policy.** – The State recognizes its role in developing,
4 harmonizing, and prioritizing the Labor laws and promote a just and dynamic social
5 order that will ensure the prosperity and independence of the nation.

6 The state also recognizes the role of the youth in nation-building and shall
7 prospectively protect their rights and promote their welfare.

8 The State also affirms labor as a primary social economic force. It shall protect
9 the rights of workers and promote their welfare.

10 The State shall likewise afford full protection to labor, local and overseas,
11 organized and unorganized, and promote full employment and equality of
12 employment opportunities for all.

13 The State shall further guarantee the rights of all workers to self-organization,
14 collective bargaining and negotiations, and peaceful concerted activities, including
15 the right to strike, entitlement to security of tenure, humane conditions of work and
16 a living wage. It shall also promote the principle of shared responsibility between
17 workers and employers and the preferential use of voluntary modes in settling
18 disputes, including conciliation, and shall enforce their mutual compliance therewith
19 to foster industrial peace.

20 Ultimately, the State shall promote social justice in all phases of national
21 development, particularly development in labor sector.

1 **SEC. 3. *Definition of Terms.*** As used in this Act:

2 a) *Comprehensive Labor Rights Education* – shall refer to the study of all labor
3 laws and statutes, including but not limited to labor standards, labor
4 relations, pre- and post-employment laws, anti-sexual harassment laws,
5 anti-gender discriminations laws, and other related laws, to provide labor
6 rights literacy and proficiency to an individual.

7 **SEC. 4. *Institutionalization of Comprehensive Labor Rights Education in the K-12***
8 ***and Technical Education and Skills Development Curricula.*** – It is hereby mandated
9 that a comprehensive labor rights education shall be an integral part and mandatory
10 in the curricula of the K to 12 Program of the Department of Education (DepEd) and
11 the Technical Education and Skills Development Authority (TESDA). It shall be taught
12 as a core subject with a minimum of three (3) hours per week time allotment.

13 **SEC. 5. *Coverage.*** – The pertinent provisions of the Constitution, along with
14 Presidential Decree No. 442, as amended, otherwise known as the Labor Code of the
15 Philippines, and other laws pertaining to core labor standards and rights of laborers,
16 both migrant and domestic, shall be taught to students in Senior High School level and
17 the students taking technical education and skills development courses.

18 **SEC. 6. *Medium of Instruction.*** – The Mother Tongue Based Multilingual Education
19 (MTB-MLE) method, as provided for under the K-12 Program, shall be adopted in
20 teaching comprehensive labor rights education in the Senior High School level and in
21 the technical education and skills development courses.

22 The DepEd and TESDA, in coordination with the Commission on the Filipino
23 Language (CFL) and the Department of Labor (DOLE), and in collaboration with
24 academic and research institutions concerned with education, shall formulate a
25 mother tongue-based multilingual framework for teaching and learning
26 comprehensive labor rights education.

27 **SEC. 7. *Teaching Qualifications and Preference.*** – Teachers with certification,
28 diploma, and training in the field of Human Resources, Law, and other allied
29 disciplines shall be given preference in the teaching of comprehensive labor rights
30 education subjects implemented under this Act.

31 **SEC. 8. *Review and Assessment.*** – The DepEd and TESDA, in consultation with the
32 DOLE, shall conduct a mandatory review and assessment every five (5) years from
33 the effectivity of this Act to ensure its proper implementation and assess student
34 learning outcomes to determine the efficacy of the program.

35 A report shall be submitted to the Committees on Basic Education and Labor of
36 both houses of Congress within thirty (30) days from the termination of the period of
37 review and assessment.

38 **SEC. 9. *Implementing Agency.*** – The DepEd, in coordination with TESDA, shall be
39 the lead agency in the implementation of the provisions of this Act.

40 **SEC. 10. *Appropriations.*** – The amount necessary for the initial implementation
41 of this Act shall be sourced from the current appropriations of the DepEd and TESDA.

1 Thereafter, the amount necessary for the continuous implementation of this Act shall
2 be included in the annual General Appropriations Act.

3 **SEC. 11. *Implementing Rules and Regulations.*** – Within ninety (90) days from the
4 effectivity of this Act, the DepEd and TESDA, in consultation with relevant
5 stakeholders, shall formulate and issue the necessary rules and regulations to fully
6 implement the provisions of this Act.

7 **SEC. 12. *Separability Clause.*** – If for any reason or reasons, any portion or
8 provision of this Act shall be held unconstitutional or invalid, the remaining
9 provisions not affected thereby shall continue to be in full force and effect.

10 **SEC. 13. *Repealing Clause.*** – All laws, decrees, executive orders, proclamations,
11 rules, regulations, and other issuances or parts thereof which are inconsistent with
12 the provisions of this Act are hereby repealed, amended or modified accordingly.

13 **SEC. 14. *Effectivity.*** – This Act shall take effect fifteen (15) days after its
14 publication in the Official Gazette or a newspaper of general circulation.

Approved,