

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

Twentieth Congress
First Regular Session

HOUSE BILL NO. **3877**



Introduced by **Representative RAYMOND ADRIAN SALCEDA**

AN ACT
PROVIDING FOR A COMPREHENSIVE LABOR EDUCATION PROGRAM,
AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 11551, OTHERWISE KNOWN
AS THE "LABOR EDUCATION ACT"

EXPLANATORY NOTE

Republic Act No. 11551, or the "Labor Education Act," was enacted in 2021 to integrate labor education in higher education and technical-vocational curricula. Its intent was to prepare future workers, employers, and entrepreneurs with a basic understanding of labor rights and workplace relations. While laudable, experience has shown that the law requires further strengthening to reach those who are already, or soon to be, part of the labor force.

First, under the K to 12 system, many students complete **Senior High School (SHS)** at age eighteen. In theory and in law, this makes them employable. Yet, RA 11551 does not cover SHS learners. By the time they graduate, they are eligible to enter the workplace but may lack even the most basic knowledge of employment standards, occupational safety, or grievance mechanisms. This amendment seeks to close that gap by introducing labor education in SHS, integrated into appropriate subjects or offered as electives.

Second, the law as it stands relies heavily on the Commission on Higher Education (CHED) and the Technical Education and Skills Development Authority (TESDA) as implementing bodies. While these agencies are indispensable, they do not capture the full breadth of the labor education ecosystem. Lifelong and continuing labor education requires a broader base of support, including the Department of Labor and Employment (DOLE), the University of the Philippines Law Center, accredited labor unions, professional associations, and employers themselves. This measure therefore provides for DOLE partnerships and continuing, voluntary programs beyond initial schooling.

Third, accessibility is a key issue. Not all workers pass through universities or TESDA programs. Many join the labor force directly, migrate for work, or enter informal employment. A centralized and easily accessible resource hub, maintained by DOLE, will allow workers and employers to access guides, primers, and materials both online and offline, in languages they understand. This measure adds that provision.

Finally, the integration of labor education into existing DOLE programs such as the Special Program for Employment of Students (SPES) and Tulong Panghanapbuhay sa Ating Disadvantaged/Displaced Workers (TUPAD) provides a practical entry point for worker education. Participants in these programs stand to benefit immediately from short, voluntary orientations that equip them with knowledge of their rights and responsibilities.

In sum, this measure strengthens RA 11551 by extending its reach to Senior High School, broadening its institutional base beyond CHED and TESDA, making labor education more accessible through DOLE-led resource hubs, and aligning it with ongoing DOLE programs. These amendments are essential if labor education is to be comprehensive, inclusive, and genuinely empowering.

Approval of this bill is earnestly sought.



RAYMOND ADRIAN E. SALCEDA

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

SECTION 1. Section 3 of Republic Act No. 11551 is hereby amended to read as follows:

“SEC. 3. Definition of Terms. — As used in this Act:

(a) Tertiary Education Curriculum refers to the general education curriculum designed for students taking up courses in higher education institutions (HEIs) leading to a degree and nondegree diploma and certificate courses in technical-vocational institutions (TVIs);

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

(c) **SENIOR HIGH SCHOOL REFERS TO THE FINAL TWO YEARS OF THE K TO 12 PROGRAM UNDER THE DEPARTMENT OF EDUCATION, WHERE LABOR EDUCATION MAY BE INTRODUCED AS AN INTEGRATED COMPONENT OF EXISTING SUBJECTS OR OFFERED AS AN ELECTIVE.”**

SEC. 2. Section 4 of the same Act is hereby amended to read as follows:

“SEC. 4. Integration of Labor Education in Higher Education Curriculum. — All public and private higher education institutions (HEIs) shall integrate labor education as part of an elective course; and as far as practicable, hold a Labor Empowerment and Career Guidance conference which graduating students shall attend.

LABOR EDUCATION SHALL ALSO BE INTRODUCED IN SENIOR HIGH SCHOOL, INTEGRATED INTO APPROPRIATE SUBJECTS OR OFFERED AS ELECTIVES, AS MAY BE PRACTICABLE.

The Commission on Higher Education (CHED), pursuant to its mandate under Republic Act No. 7722, otherwise known as the Higher Education Act of 1994, shall develop the program to execute and implement this Act. **THE DEPARTMENT OF EDUCATION (DEPED), IN CONSULTATION WITH THE DEPARTMENT OF LABOR AND EMPLOYMENT (DOLE), SHALL UNDERTAKE THE SAME FOR SENIOR HIGH SCHOOL.”**

SEC. 3. Section 5 of the same Act is hereby amended to read as follows:

“SEC. 5. Integration of Labor Education in Technical and Vocational Education and Training (TVET) Curriculum. — All TVIs offering nondegree certificate and diploma courses ranging from one (1) to three (3) years shall integrate labor education as an elective course in the TVET curriculum.

TVIs offering short-term courses ranging from one (1) month to less than one (1) year are encouraged to integrate labor education in the modular program of the TVET curriculum.

The Technical Education and Skills Development Authority (TESDA), in partnership with the Department of Labor and Employment (DOLE), shall develop the appropriate modules of instructions and other relevant materials relating to labor education in TVIs. **DOLE MAY ALSO ENTER INTO PARTNERSHIPS WITH UNIVERSITIES, THE UNIVERSITY OF THE PHILIPPINES LAW CENTER, ACCREDITED LABOR UNIONS, PROFESSIONAL ASSOCIATIONS, EMPLOYER GROUPS, AND OTHER QUALIFIED ENTITIES TO SUPPORT CONTINUING, VOLUNTARY LABOR EDUCATION PROGRAMS FOR WORKERS AND EMPLOYERS. EMPLOYERS MAY BE ENCOURAGED TO INCLUDE LABOR EDUCATION IN ORIENTATION AND TRAINING PROGRAMS, AND DOLE MAY PROVIDE RECOGNITION FOR BEST PRACTICES.”**

SEC. 4. A new Section 5-A is hereby inserted to read as follows:

“SEC. 5-A. ACCESSIBILITY. — THE DOLE SHALL DEVELOP AND MAINTAIN A LABOR EDUCATION RESOURCE HUB, BOTH ONLINE AND OFFLINE, TO PROVIDE PRIMERS, GUIDES, SAMPLE CONTRACTS, AND MULTIMEDIA MATERIALS, TRANSLATED INTO MAJOR LOCAL LANGUAGES WHERE PRACTICABLE, IN COORDINATION WITH PUBLIC EMPLOYMENT SERVICE OFFICES (PESOS) AND LOCAL GOVERNMENT UNITS.”

SEC. 5. A new Section 5-B is hereby inserted to read as follows:

“SEC. 5-B. INTEGRATION WITH DOLE PROGRAMS. — PARTICIPANTS IN GOVERNMENT EMPLOYMENT PROGRAMS SUCH AS THE SPECIAL PROGRAM FOR EMPLOYMENT OF STUDENTS (SPES), THE TULONG PANGHANAPBUHAY SA ATING DISADVANTAGED/DISPLACED WORKERS (TUPAD), AND SIMILAR

INITIATIVES MAY BE PROVIDED OPTIONAL LABOR EDUCATION ORIENTATIONS AS PART OF THEIR PARTICIPATION.”

SEC. 6. Section 7 of the same Act is hereby amended to read as follows:

“SEC. 7. Implementing Rules and Guidelines. — Within sixty (60) days from the effectivity of this Act, the CHED, THE DEPED, TESDA, AND DOLE, in consultation with relevant stakeholders, shall formulate the rules and regulations to effectively implement the provisions of this Act, AS AMENDED.”

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

SEC. 8. Repealing Clause. — All laws, decrees, executive orders, proclamations and administrative regulations, or any parts thereof inconsistent with the provisions of this Act are revoked, repealed or modified accordingly.

SEC. 9. Effectivity. — This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,