



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session



House Bill No. 4206

Introduced by CIBAC Party-List Representative
EDUARDO "BRO. EDDIE" C. VILLANUEVA

EXPLANATORY NOTE

One of the objectives of the K-12 program is to provide needed preparation for students who intend to work or engage in business instead of pursuing higher education. According to an evaluation by the Philippine Institute for Development Studies (PIDS), approximately 20% of the first batch of Senior High School (SHS) graduates joined the workforce shortly after graduation¹. This data underscores the importance of strengthening and preparing SHS graduates for the possibilities of employment or starting a business of their own.

At present, the Department of Education (DepEd) continues to work on its goal of ensuring that SHS graduates are employment-ready by providing students with opportunities to specialize outside academic-related tracks. To enhance the employability of SHS graduates, and following the President's directive, the government has expanded workforce opportunities by opening entry-level government positions to SHS completers². This is made possible through the issuance of Resolution No. 2500229 by the Civil Service Commission (CSC), which amended the educational qualification requirements for first-level government positions³. Meanwhile, the private sector has also acknowledged the improved recruitment chances of SHS graduates and expressed willingness to collaborate in further enhancing the employability of K-12 graduates⁴.

¹ PIDS. Employers worried about SHS graduates' readiness for work. Published on 25 June 2021. Available at <https://www.pids.gov.ph/details/employers-worried-about-shs-graduates-readiness-for-w/ork> (Accessed on 26 June 2025).

² Presidential Communications Office. Palace: K-to-12 grads now eligible for gov't jobs. Published on 14 May 2025. Available at https://pco.gov.ph/news_releases/palace-k-to-12-grads-now-eligible-for-govt-jobs/ (Accessed on 26 June 2025).

³ Civil Service Commission. CSC revises qualification standards to allow senior high school graduates entry into government service. Published on 8 May 2025. Available at <https://www.csc.gov.ph/csc-revises-qualificationstandards-to-allow-senior-high-school-graduates-entry-into-government-service> (Accessed on 26 June 2025).

⁴ GMA News. Private sector groups commit to improving senior high grads' employability. Published on 19 July 2024. Available at <https://www.gmanetwork.com/news/topstories/nation/913994/private-sector-groupscommit-to-improving-senior-high-grads-employability/story/> (Accessed on 26 June 2025).

However, molding the youth into productive members of the labor force is not limited to skills training alone as it is also reliant on the pathways being opened by the public and private sectors. While DepEd currently implements SHS career guidance programs and other career guidance or counseling programs, none of which provides comprehensive focus on labor education. Moreover, most of them are only offered to Grade 10 to Grade 11 students and are geared towards assisting them with their choice of SHS track, university course, and career.

Labor education is critical to equip and prepare students for real-world employment. Youth groups have also expressed their support for making labor education part of the SHS curriculum to inform students of their rights and responsibilities as future workers and nation-builders⁵. This will help prevent abuse and exploitation in the workplace by educating students on fair labor policies and practices, wages, and state-sanctioned benefits.

In 2021, the Department of Labor and Employment (DOLE) reported that of the 48,267 establishments inspected covering 2,803,302 workers, the compliance rate after correction for general labor standards was at 89.65%. Despite a high compliance rate, DOLE still received 46,518 cases of violations of labor standards. This bill seeks to address this by mandating the integration of labor education in the SHS curriculum. Under this measure, "labor education" refers to the teaching of theories, concepts, and issues concerning labor such as, but not limited to labor rights, dignity, economic welfare, and political participation.

In recognition of the limited awareness among many Filipinos regarding their labor rights, particularly among those whose highest educational attainment is secondary education, there is a pressing need for the government to take proactive steps in ensuring that every Filipino worker is informed and empowered with knowledge of their rights and responsibilities in the workplace. This measure hopes to bridge information gaps that limit the voice of workers in our society and empower them to maximize their labor potentials and achieve personal development.

Thus, the immediate passage of this bill is earnestly sought


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⁵ Manila Bulletin. Youth group pushes for inclusion of labor education in SHS curriculum. Published on 3 June 2021. Available at <https://mb.com.ph/2021/6/3/youth-group-pushes-for-inclusion-of-labor-education-in-shscurriculum> (Accessed on 26 June 2025).



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AN ACT
INTEGRATING LABOR EDUCATION IN THE SENIOR HIGH SCHOOL CURRICULUM

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

1 **SECTION 1. Short Title.** – his Act shall be known as the "*Labor Education in*
2 *Senior High School Act.*"

3
4 **SEC. 2. Declaration of Policy.** - The State shall afford protection to labor,
5 promote full employment, ensure equal work opportunities regardless of sex, race or
6 creed, and regulate the relations between workers and employers. The State shall
7 also assure the rights of workers to self-organization, collective bargaining, security of
8 tenure, and just and humane conditions of work.

9
10 The State shall further empower its citizens with crucial information relevant to
11 their rights and labor market participation. For this purpose, the State shall bridge
12 information gaps that limit the voice of workers in our society and empower them to
13 maximize their labor potentials and overall welfare.

14
15 **SEC. 3. Labor Education.** - As used in this Act, "Labor Education" refers to the
16 teaching of theories, concepts, and issues concerning labor, such as, but not limited
17 to labor rights, dignity, economic welfare, and political participation.

18
19 **SEC. 4. Integration of Labor Education in the Senior High School**
20 **Curriculum.** - All public and private senior high schools (SHS) are mandated to
21 integrate Labor Education in the core SHS subject called "Understanding Culture,
22 Society and Politics": Provided, That in the event that there shall be an amendment to
23 the K-12 curriculum and the list of core subjects taken up by SHS students, the
24 Department of Education (DepEd) shall ensure that Labor Education is integrated in
25 another core subject.
26

1 **SEC. 5. Curriculum Review.** - The coverage and quality of labor education shall
2 be included in the comprehensive curriculum review to be conducted by the DepEd.

3
4 **SEC. 6. Labor Empowerment and Career Guidance Conference.** - As far as
5 practicable, private and public SHS must also hold a Labor Empowerment and Career
6 Guidance conference, which shall be attended by all graduating students.

7
8 **SEC. 7. Implementing Rules and Regulations.** - Within sixty (60) days from
9 the effectivity of this Act, the DepEd, in consultation with the appropriate government
10 agencies and other relevant stakeholders, shall formulate the implementing rules and
11 regulations (IRR) to effectively implement the provisions of this Act.

12
13 **SEC. 8. Separability Clause.** – If any portion or provision of this Act is declared
14 unconstitutional, the remainder hereof or any provisions not affected thereby shall
15 remain in force and effect.

16
17 **SEC. 9. Repealing Clause.** – Any law, presidential decree or issuance,
18 executive order, letter of instruction, rule, or regulation inconsistent with the provisions
19 of this Act is hereby repealed or modified accordingly.

20 **SEC. 10. Effectivity.** – This Act shall take effect fifteen (15) days after its
21 complete publication in the Official Gazette or in a newspaper of general circulation.

22
23 *Approved,*