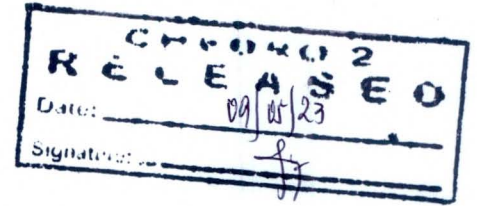




Republic of the Philippines
OFFICE OF THE PRESIDENT
COMMISSION ON HIGHER EDUCATION
Region 02



REGIONAL MEMORANDUM:

No. 264 s. 2023

FOR : ALL PRESIDENTS/OFFICER-IN-CHARGE/HEADS OF PUBLIC AND PRIVATE HIGHER EDUCATION INSTITUTIONS (HEIs) OF REGION 02

SUBJECT : ONLINE NATIONAL PUBLIC ORIENTATION OF THE IMPLEMENTING RULES AND REGULATIONS OF RA 11551 OTHERWISE KNOWN AS "AN ACT INTEGRATING LABOR EDUCATION IN THE TERTIARY EDUCATION CURRICULUM ALSO KNOWN AS "LABOR EDUCATION ACT"

DATE : September 05, 2023

Respectfully forwarded to all **Presidents/Officer-In-Charge/Heads** of Public and Private Higher Education Institutions (HEIs) of Region 2, the attached Memorandum from **ATTY. CINDERELLA FILIPINA S. BENITEZ-JARO**, Executive Director IV, Commission on Higher Education, regarding the conduct of **Online National Public Orientation of the Implementing Rules and Regulations of the "Labor Education Act" on September 7, 2023 from 8:30 a.m. to 12:00 noon** via Zoom online platform and the **CHED Official Facebook** by the members of the inter-agency technical working groups composed of the DOLE, TESDA and other stakeholders.

Due to the limitations in the online platform, please register at <https://bitly.ws/TD9j> to receive the Zoom credentials for the said public orientation. Participants who will not be able to attend the online presentation of the guidelines may visit the CHED Facebook page for the livestream.

Attached is a copy of CHED Commission en Banc (CEB) approved IRR on Labor Education Act, for your ready reference.


ATTY. MARCO CICERO F. DOMINGO
OIC - Director IV

Encl.: as stated

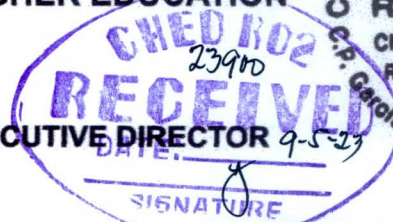
*rst



Republic of the Philippines
OFFICE OF THE PRESIDENT
COMMISSION ON HIGHER EDUCATION



MEMORANDUM FROM THE OFFICE OF THE EXECUTIVE DIRECTOR
No. 667 series of 2023



TO : HEADS, PRESIDENTS, AND OFFICERS-IN-CHARGE OF PUBLIC AND PRIVATE HIGHER EDUCATION INSTITUTIONS AND OTHER RELEVANT STAKEHOLDERS

CHED REGIONAL OFFICE DIRECTORS/OFFICERS-IN CHARGE

SUBJECT : ONLINE NATIONAL PUBLIC ORIENTATION OF THE IMPLEMENTING RULES AND REGULATIONS OF RA 11551 OR REPUBLIC ACT NO. 11551, OTHERWISE KNOWN AS, "AN ACT INTEGRATING LABOR EDUCATION IN THE TERTIARY EDUCATION CURRICULUM ALSO KNOWN AS "LABOR EDUCATION ACT"

DATE : September 1, 2023

Section 7 of the RA 11551, mandates the Commission on Higher Education (CHED) and the Technical Education Skills and Development Authority (TESDA), in consultation with the Department of Labor and Employment (DOLE) to formulate the implementing rules and regulations (IRR) for effective implementation of the provisions of this Act.

Thus, the CHED and the members of the inter-agency technical working groups composed of the DOLE, TESDA and other stakeholders shall conduct the Online National Public Orientation of the Implementing Rules and Regulations of the "Labor Education Act."

Relative to this, the Heads/Presidents/Officers-In-Charge, deans, faculty and students of higher education institutions, and CHED Regional Office (CHEDRO) Directors and/or their Education Supervisors are invited to attend the said online national public orientation on:

Date/Time : Thursday; September 7, 2023 (8:30 a.m. to 12:00 noon)
Platform : Via Zoom and CHED Facebook livestream

Due to the limitations in the online platform, please register at <https://bitly.ws/TD9j> to receive the Zoom credentials for the said public orientation. Participants who will not be able to attend the online presentation of the guidelines may visit the CHED Facebook page for the livestream.

For queries and concerns, you may contact Mr. Noel Paz / Ms. Charity Barrera of the Office of Programs and Standards Development or through office landline #8441-12-53 and via email at npaz@ched.gov.ph and cbarrera@ched.gov.ph.

Wide dissemination of this Memorandum is desired.

ATTY. CINDERELLA FILIPINA S. BENITEZ-JARO
Executive Director IV

Contact us: executivedirector@ched.gov.ph / (+63) 998-592-1880
Give us Feedback: <https://bit.ly/OEDCCSS>

PC/S1

OED-QMS-QFoM-11 | 20220103-Rev.00



**IMPLEMENTING RULES AND REGULATIONS OF R.A. 11551
"AN ACT INTEGRATING LABOR EDUCATION
IN THE TERTIARY EDUCATION CURRICULUM"**

**INTRODUCTORY
STATEMENT**

Pursuant to Republic Act No. 11551, otherwise known as, "**An Act Integrating Labor Education in the Tertiary Education Curriculum also known as "Labor Education Act"**", the Commission on Higher Education (CHED) and the Technical Education and Skills Development Authority (TESDA), in consultation with the Department of Labor and Employment (DOLE), hereby formulates and adopts the following implementing rules and regulations:

**RULE I. GENERAL
PROVISIONS**

Section 1. Title

These rules and regulations shall be known as the Implementing Rules and Regulations of Republic Act No. 11551, otherwise known as "**An Act Integrating Labor Education in the Tertiary Education Curriculum,**" and shall be collectively known as the Rules.

Section 2. Statement of Policy

It is the declared policy in the Constitution that the State shall afford full protection to labor, promote full employment, equality of employment opportunities for all and the principle of shared responsibility between workers and employers as well as regulate the relations between them. The Constitution, likewise, mandates the State to guarantee the rights of all workers to self-organization, collective bargaining and negotiations, and peaceful concerted activities, including the right to strike in accordance with law. Moreover, they shall be entitled to security of tenure, humane conditions of work, and a living wage as well as participate in policy and decision-making processes affecting their rights and benefits as may be provided by law.

In support of protecting the rights of the labor sector and advancing their welfare, and promotion of productivity, the Commission on Higher Education (CHED), Technical Education and Skills Development Authority (TESDA) and Department of Labor and Employment (DOLE) in cooperation with other stakeholders, shall ensure

that labor education shall be taught and be part of the curriculum of the tertiary levels to impart the protection of labor, promote full employment, ensure equal work opportunities regardless of sex, races or creed, and regulate the relations between workers and employees.

To this end, this Implementing Rules and Regulations (IRR) are hereby promulgated, as a mechanism to educate future workers, employers, and entrepreneurs, on their rights and obligations in promoting harmony in the workplace and social progress in the society.

Section 3. Coverage

These Rules shall cover all public and private higher education institutions and technical vocational institutions which shall include and integrate the teaching of labor education in the curricula of tertiary level programs.

Section 4. Definition of Terms

For purposes of these Rules, the following definitions will apply:

- 1) **Tertiary Education** refers to the stage of education following the secondary cycle which covers post-secondary nondegree diploma, TVET, and higher education programs, including graduate education;
- 2) **Tertiary Education Curriculum** refers to the general education curriculum and professional courses for specific disciplines, designed for students taking up courses in higher education institutions (HEIs) leading to a degree and non-degree diploma and certificate courses in technical-vocational institutions (TVIs);
- 3) **Elective Course** is a course freely chosen by a student from a given set of courses.
- 4) **Major Course** is a course included in a set of related courses focusing on the program major or the area of specialization.
- 5) **Higher Education Institution (HEI)** refers to an educational institution, private or public, undertaking operations of higher education program/s with an organized group of students pursuing defined studies in higher education, receiving instructions from teachers, usually in building or group of buildings in a particular site specifically intended for educational purposes.
- 6) **Higher Education Degree Program** refers to the specific courses of study in the higher level of the education system leading to a bachelor's, master's or doctoral degree.
- 7) **Technical Vocational Education and Training (TVET)** refers to the education process designed as post-secondary and lower tertiary levels, officially recognized as non-degree programs aimed at preparing technicians,

paraprofessionals, and other categories of middle-level workers by providing them with a broad range of general education, theoretical, scientific and technological studies, and related job skills training.

- 8) **Technical Vocational Institutions (TVIs)** refer to an institution whether public and private offering TVET registered program(s). This shall include TESDA Technology Institutions (TTIs), Private Technical Vocational Institutes, Higher Education Institutions (HEIs), State Universities and Colleges (SUCs), Local Colleges and Universities (LCUs), Training Centers, and enterprises.
- 9) **Labor Education** refers to the teaching of basic knowledge on labor rights and obligations and other skills relating to the right to self-organization, collective bargaining and negotiation, fostering smooth interpersonal relations in the workplace, and mechanisms for redress of grievances and other concerns, of both private and public sector workers and employees, including productivity measures and any update, issuance or amendment to the Labor Code of the Philippines, and other pertinent laws, rules and regulations.

RULE II. INTEGRATION OF LABOR EDUCATION IN THE CURRICULUM

The Commission on Higher Education (CHED) and Technical Education and Skills Development Authority (TESDA), in partnership with the Department of Labor and Employment (DOLE), shall develop the appropriate minimum content, modules of instructions and other relevant materials relating to labor education in HEIs and TVIs.

CHED and TESDA in coordination with DOLE shall develop a seamless framework for labor education across education levels based on learning outcomes with corresponding essential competencies.

The CHED and TESDA are hereby authorized and directed to adopt forthwith measures to implement and carry out the provisions of this IRR, including the writing and printing or appropriate primers, readers and textbooks on labor education, particularly topics about the Labor Code of the Philippines, Gender Sensitivity, Occupational Safety and Health.

Section 5. Integration of Labor Education in Higher Education Curriculum

All public and private higher education institutions (HEIs) shall integrate labor education as one of the topics to be discussed in the General Education Elective course under the knowledge domain, *Social Sciences and Philosophy*, specifically, under the topic, "*Entrepreneurial Mind*" or in any one of the elective courses of any degree programs that HEIs offer, and as far as practicable, shall hold a Labor Empowerment and Career Guidance conference which graduating students shall attend. Furthermore, pursuant to the Commission on Higher Education mandate under Republic Act No. 7722, otherwise known as the "Higher Education Act of 1994", these Rules shall develop

a program to execute and implement this Act.

The teaching of Labor Education shall include the following topics to be discussed, among others:

- basic knowledge on labor rights and obligations;
- skills relating to the right to self-organization, collective bargaining and negotiation;
- skills fostering smooth interpersonal relationships in the workplace, and mechanisms for redress of grievances and other labor concerns, of both private and public sector workers and employees, including productivity measures;
- any updates, issuances or amendments to the Labor Code of the Philippines, and other pertinent laws, rules and regulations.

Labor Empowerment and Career Guidance Conference. Higher Education Institutions (HEIs) shall regularly conduct a career guidance conference and labor empowerment seminar among its graduating students or allow their students to attend similar activities conducted by DOLE as part of the requirements for graduation. These conferences and seminars shall be for the duration of hours to be administered by the HEIs' Guidance Office.

Section 6. Integration of Labor Education in Technical and Vocational Education and Training (TVET) Curriculum

TESDA shall develop the Competency Standards for Labor Education which shall be the basis in developing the Competency-Based Curriculum (CBC) for training purposes.

All technical-vocational institutions (TVIs) offering non-degree and diploma programs, ranging from one (1) to three (3) years, shall integrate labor education in the TVET curriculum. Further, 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 TESDA, in collaboration with the DOLE and relevant stakeholders, shall establish, implement and monitor and evaluate processes on fostering labor education in TVET. These include, but not limited to, intervention in competency standards development, curriculum and learning materials development, trainers training, trainees' assessment and certification, and career guidance as well.

Section 7. Curriculum Review

The Rules recognize that the coverage and quality of labor education shall be included in comprehensive curriculum review to be conducted by the CHED and the TESDA every 3-5 years in coordination with relevant stakeholders, especially labor education experts.

Section 8. Funding Source

The amount necessary to implement the provision of these Rules shall be charged against available appropriation of the CHED and TESDA in the General Appropriations Act.

Section 9. Authority to Amend the Rules

The CHED and TESDA, in consultation with the DOLE and other stakeholders, are authorized, whenever necessary, to formulate supplemental rules or amend these Rules.

Section 10. Separability Clause

If any portion or provision of these Rules is declared unconstitutional or invalid, the other provisions not affected thereby shall remain valid and subsisting.

Section 11. Repealing Clause

All laws, decrees, orders, rules and regulations, other issuances or parts thereof, which are inconsistent with the provisions of these Rules are hereby repealed or modified accordingly.

Section 12. Effectivity

These Rules shall take effect fifteen (15) days following their publication in the Official Gazette or in a newspaper of general circulation. These Rules shall also be registered with the Office of the National Administrative Register at the University of the Philippines Law Center, UP Diliman, Quezon City.

APPROVED.

routing for signature

J. PROSPERO E. DE VERA III, DPA

Chairman
Commission on Higher Education

routing for signature

SUHARTO T. MANGUDADATU

Director General
Technical Education and Skills
Development Authority

routing for signature

BIENVENIDO E. LAGUESMA

Secretary
Department of Labor and Employment