

NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



23 FEB 21 P 3 :25

SENATE
S. No. 1909

RECEIVED BY

Introduced by Senator **MARK A. VILLAR**

AN ACT
MANDATING THE INCLUSION OF SOCIAL AWARENESS AND SOCIAL
RESPONSIBILITIES AS PART OF THE CURRICULUM IN ALL SENIOR
HIGH SCHOOL

EXPLANATORY NOTE

Republic Act No. 10533 or the Enhanced Basic Education Act of 2013 implemented the K to 12 program in the Philippine Education System. Among the objectives of the K to 12 program is to provide readiness of the senior high school (SHS) graduates to join the work force as the curriculum provide them skills that will enable them to perform at certain fields should they start to work at a young age.

Despite the objective of the K to 12 program, SHS graduates finds it difficult to transition from schooling to employment due to unavailability of information relative to their responsibilities and obligations as part of the workforce after they graduate. More often than not, young professionals suffer frustrations upon gaining employment since their new experience does not meet their expectations when they are still a student. In a survey conducted to young professionals aged 18 to 25, it was discovered that they are unfamiliar to the realities of pre-employment protocols and other social responsibilities with tendencies to frequently transfer from one employment to another.

The Gabay sa Buhay Act is a piece of legislation aimed at preparing senior high school graduates for the challenges of the workforce. With the increasing

demand for a well-informed and skilled workforce, it is imperative that students receive the necessary education to transition from school to the workplace smoothly.

This bill requires the Department of Education to develop and implement a comprehensive Employee Readiness Program through a 16-hour seminar that will be incorporated in the senior high school curriculum. The program will cover various topics such as employment laws and regulations, tax laws, benefits and compensation, financial management, and employee responsibilities and obligations.

It is important for senior high school graduates to understand their rights and obligations as employees, including minimum wage laws, labor rights, tax filing, and benefits. This will enable them to make informed decisions and take control of their financial futures.

This bill mandates all senior high schools to include the Employee Readiness Program in their curriculum and provide certification of completion to all graduates.

The Gabay sa Buhay Act is a crucial step towards ensuring that our graduates are prepared for the workforce and are equipped with the necessary knowledge and skills to succeed in their careers. It will help them transition into adulthood with a clear understanding of their responsibilities and obligations, setting them up for long-term financial stability and success.

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



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

1 Section. 1. *Short Title.* – This Act shall be known as the "*Gabay sa Buhay*
2 *Act*".

3 Sec. 2. *Purpose.* – The purpose of this Act is to ensure that senior high school
4 graduates are equipped with the necessary knowledge to help them navigate
5 through life after schooling. This will provide guidance for senior high school
6 graduates to make a smooth transition from school to the workforce and to promote
7 their understanding of the obligations and responsibilities they will have as
8 employees and a responsible member of the society, through a mandatory 16-hour
9 seminar initiated by the schools.

10 Sec. 3. *Coverage.* – This Act shall apply to all senior high school graduating
11 students for both public and private school.

12 Sec. 4. *Employee Readiness Program.* – The Department of Education
13 (DepEd), in coordination with the Department of Labor and Employment (DOLE) and
14 other concerned government agencies, shall develop and implement a
15 comprehensive *Gabay sa Buhay Program* to be included in the senior high school
16 curriculum through seminars. The 16-hour seminar shall cover the following topics:

17 a. Understanding of employment laws and regulations, including
18 minimum wage laws and labor rights;

- 1 b. Knowledge of relevant tax laws and the proper filing of tax returns;
2 c. Overview of benefits and compensation, including Social Security
3 System (SSS), PhilHealth, and Pag-IBIG contributions;
4 d. Basic financial management and savings tips;
5 e. Understanding the responsibilities and obligations of employees,
6 including punctuality, productivity, and workplace ethics; and
7 f. Other laws, rules and regulations concerning employment and
8 social responsibility.

9 Sec. 5. *Compliance.* – All senior high schools both public and private, shall be
10 required to incorporate the *Gabay sa Buhay* program into their curriculum through a
11 16-hour seminar, and to provide certification of completion.

12 Sec. 6. *Implementing Rules and Regulations.* – The DepEd and all concerned
13 agencies shall issue the necessary rules and regulations for the implementation of
14 this Act within ninety (90) days from its effectivity.

15 Sec. 7. *Separability Clause.* – If any part or provision of this Act shall be
16 declared or held unconstitutional or invalid, other provisions hereof which are not
17 affected thereby shall continue to be in full force and effect.

18 Sec. 8. *Repealing Clause.* – All laws, executive orders, presidential orders,
19 administrative orders, implementing rules and regulations or parts thereof
20 inconsistent with the provisions of this Act are hereby repealed or modified
21 accordingly.

22 Sec. 9. *Effectivity.* – This Act shall take effect fifteen (15) days after its
23 publication in the Official Gazette or in two (2) national newspapers of general
24 circulation.

Approved,