



DOLE-DEPED-TESDA-CHED JOINT GUIDELINES ON THE IMPLEMENTATION OF THE LABOR AND MANAGEMENT COMPONENT OF REPUBLIC ACT NO. 10533 (ENHANCED BASIC EDUCATION ACT OF 2013)

Pursuant to Section 31 of the Implementing Rules and Regulations (IRR) of Republic Act No. 10533 (the "Enhanced Basic Education Act of 2013"), approved on September 4, 2013 and which took effect on September 24, 2013, the Department of Labor and Employment (DOLE), Department of Education (DepEd), Technical Education and Skills Development Authority (TESDA), and Commission on Higher Education (CHED) hereby issue the following guidelines (hereinafter referred to as "Guidelines").

Section 1. Policy. Under Article XIII, Section 3 of the 1987 Philippine Constitution, it is the policy of the State to:

1. afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all;
2. guarantee the rights of all workers to self-organizations, and peaceful concerted activities, including the right to strike in accordance with law. They shall be entitled to security of tenure, humane conditions of work, and a living wage. They shall also participate in policy and decision-making processes affecting their rights and benefits as may be provided by law;
3. promote the principle of shared responsibility between workers and employers and the preferential use of voluntary modes in settling disputes, including conciliation, and shall enforce their mutual compliance therewith to foster industrial peace; and
4. regulate the relations between workers and employers, recognizing the right of labor to its just share in the fruits of production and the right of enterprises to reasonable returns on investments, and to expansion and growth.

Section 2. Definition of Terms.

1. **Higher Education Institution (HEI)** – refers to an educational institution, private or public, undertaking operations of higher education programs with an organized group of students pursuing defined

