



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila



LABOR ADVISORY NO. 08
Series of 2016


Protection for Senior High School Students on K to 12 Work Immersion Program

- I. Purpose and Basis.** – In the operationalization of the Work Immersion Program pursuant to Department Order No. 40, Series of 2015 of the Department of Education, this Advisory is hereby issued for the guidance of the parties involved in K-12 Building Partnership Agreements and in the execution of Memorandum of Understanding, Memorandum of Agreements and other documents relevant to the Program.
- II. Concept of Work Immersion.** – Work immersions is that part of the Senior High School (SHS) Curriculum consisting of 80 hours of hands-on experience or work simulation which the Grades 11 and 12 students will undergo to expose them to the actual workplace setting and enrich the competencies provided by the school under the supervision of the School Head and the designated personnel of the partner. The 80 hours may be scheduled for no more than 8 cumulative or consecutive hours per day. All Technical-Vocational institutions offering Senior High School shall also be governed by the DepEd guidelines on the 80-hour work immersion. All applicable safety guidelines of TESDA and DOLE relevant to the basic education shall apply.

Work immersion shall not be considered as employment arrangement but only to serve the K-12 Program purpose of exposing the students to actual workplace setting and augment the competencies provided by the schools.

- III. Conditions for Work Immersion of Students in Workplaces** – The following conditions shall be observed for the protection of SHS students undergoing work immersion:
- 1) The work immersion shall be allowed only between 8:00 o'clock in the morning and 5:00 o'clock in the afternoon;
 - 2) Work immersion for students below 15 years old and with permission from their parent or guardian, shall not be longer than four (4) hours in any given day;
 - 3) SHS Students regardless of age shall not be allowed for work immersion in industries and activities considered as hazardous in accordance with DOLE Department Order No. 149, Series of 2016 (Guidelines in Assessing and Determining Hazardous Work in the Employment of Persons Below 18 Years of Age); and
 - 4) Work immersion shall in no case result in the replacement of or diminution of benefits of the workers in the partner enterprise/company.

Be guided accordingly.


ROSALINDA DIMAPILIS-BALDOZ
Secretary

30 June 2016

Dept. of Labor & Employment
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