



LABOR ADVISORY NO. 09
 Series of 2017



**Guidance to Host Establishments in Ensuring Safe Workplaces
 for Senior High School Students under Work Immersion Program**

In the interest of service and in consonance with workplace safety provisions of Department of Education (DepEd) Order No. 30, Series of 2017 entitled "Guidelines for Work Immersion", this advisory is hereby issued for the guidance of all establishments hosting K to 12 Work Immersion Program in ensuring safe workplaces for Senior High School (SHS) students:

Section 1. Concept of Work Immersion. The Work Immersion component of the K to 12 Basic Education Program aims to provide SHS students with opportunities to become familiar with the workplace, for employment simulation, and to apply their competence in areas of specialization/applied subjects in authentic work environments necessary in preparing them for the curriculum exits i.e., higher education, employment, middle-skills development, and entrepreneurship.

Section 2. Work Immersion Partnership. In order to supplement the formal curriculum of the SHS program with special inputs coming from the establishment experts and practitioners to make it aligned and consistent with work standards, to develop the knowledge and skills of SHS students relevant to the needs of the job market in the area, and to provide them relevant learning experiences by giving them exposure to the actual work place setting, work immersion partnership between establishments and DepEd or non-DepEd offices and/or schools, formally initiated through a Memorandum of Agreement, is necessary.

The safety of SHS students shall be the paramount consideration in pursuit of these goals. DepEd Order No. 40, Series of 2015 (Guidelines on K to 12 Partnerships) and DepEd Order No. 30, Series of 2017 shall be the general guidelines in engaging SHS students for work immersion. Further, the provisions on safe workplaces shall be observed in reference to the following DOLE issuances:

Safe Workplace Provisions	DOLE Issuances
Provision of Personal Protective Equipment	Rule 1080 of the 1989 Occupational Safety and Health (OSH) Standards (Personal Protective Equipment and Devices)
Ensuring non-exposure of SHS students to hazardous materials and work environments	Rule 1013 of the 1989 OSH Standards (Hazardous Workplaces) and DOLE Memorandum Circular No. 02, Series of 1998 (Technical Guidelines for Classifying Hazardous and Non-Hazardous Establishments, Workplaces, and Work Processes)

Section 3. Other Conditions. Work Immersion shall not be considered as an employment modality and shall in no case result in the replacement of or diminution of benefits of other workers of the establishment. Further, SHS students between fifteen (15) and eighteen (18) years of age shall not be required to undergo work immersion between ten o'clock in the evening and six o'clock in the morning of the following day.¹

Section 4. Repealing Clause. The DOLE Labor Advisory No. 08, Series of 2016 is hereby repealed.

Be guided accordingly.

SILVESTRE H. BELLO III
 Secretary

Dept. of Labor & Employment
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¹ Section 15 (c) of DOLE Department Order No. 65-04.