

WHAT WE TEACH AND HOW WE TEACH
LABOR AND EMPLOYMENT LAW
AT THE UNIVERSITY OF CEBU COLLEGE OF LAW

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Prefatory Statement

At the University of Cebu, Labor and Employment Law subjects are offered during the second year of the student's life in the College of Law. It consists of two parts. Part one covers Labor Standards and Social Legislation. Part two covers Labor Relations Law. In the first semester, Labor Standards and Social Legislation is taught as a three (3) unit subject. In the second semester, Labor Relations Law is taught also as a three (3) unit subject.

Labor and Employment Law is one of the subjects in the Bar Examinations given by the Supreme Court of the Philippines every September of each year for aspiring Lawyers.

WHAT WE TEACH IN LABOR & EMPLOYMENT LAW

I. COVERAGE OF LABOR STANDARDS
AND SOCIAL LEGISLATION:

The subject deals with the study of the Labor Standards and Social Welfare benefits of workers, their working conditions, occupational health and safety, and the laws, decrees, department orders, implementing rules and regulations of the Labor Code as well as the relevant decisions of the Supreme Court of the Philippines on the subject.

The textbook that is used in class is 'The Labor Code of the Philippines with comments and cases' authored by C. A. Azucena, Jr. Additional references include Department Orders issued by the Department of Labor and Employment (DOLE), Wage Orders issued by the Regional Tripartite Wage Board, Presidential Decree No. 851 mandating the payment to employees of Thirteenth month Pay; Executive Order No. 203 about Regular and Special Holidays; Republic Act No. 6727 known as the Wage Rationalization Act, and the pertinent decisions of the Supreme Court of the Philippines on the subject.

The subject is a study of Books One to Four of the Labor Code of the Philippines which consists of the following:

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| Book One | - | Pre-Employment |
| Book Two | - | Human Resources Development |
| Book Three | - | Conditions of Employment |
| Book Four | - | Health and Safety |

II. COVERAGE OF LABOR RELATIONS LAW:

Labor Relations Law deals with the interactions between employer and employees or their representatives and the mechanisms by which the standards and other terms and conditions of employment are negotiated, adjusted and enforced.

Books Five to Seven of the Labor Code of the Philippines, as amended, deals with Labor Relations Law and consists of the following:

Book Five:

- Title I - Policy and Definition
- Title II - National Labor Relations Commission
- Title III - Bureau of Labor Relations
- Title IV - Labor Organization
- Title V - Coverage
- Title VI - Unfair Labor Practice
- Title VII - Collective Bargaining & Administration
Of Agreement
- Title VIII - Strikes & Lockouts
- Book Six - Post Employment
- Book Seven - Transitory and Final Provisions

HOW WE TEACH LABOR & EMPLOYMENT LAW

The teaching methodology that is used is the Socratic Method. The students are given the assignments which normally consist of the Laws to be read, understood and applied as well as the cases to be read, analyzed and reported in class. The Professor guides the discussion by asking questions on the assigned laws and cases. Students are asked to report on the assigned cases pointing out the facts, issue, ruling and reasoning of the court. The students in the class also interact with one another by asking questions on the student reporting. Towards the end of the class, the Professor explains on the assigned topics and cases and entertains questions from the students.

Together with the Socratic method of teaching, the Professor will also apply a number of approaches in teaching law, such as the Problem Method. In this method, the class will be given with some introductory materials, and then a problem is posed. The problem states a fact pattern with a legal issue to be resolved. Discussion among students will then follow. Thereafter, students are asked how he or she would resolve the problem presented.

To expose them to the actual issues faced by workers and other marginalized sectors, the students are required to render services in conjunction with the Free Legal Aid Program offered by the UC College of Law Legal Aid Office. Students of Labor Law are members of either the Research and Education Committee or the Community

Extension Services of the Legal Aid Office. Activities include research on issues in labor and civil cases to be filed, education campaigns on human rights, and legal services and advice during outreach programs in certain local government units.

The teaching methods used in the U C College of Law are learner-centered. The students are expected to do most of the talking and reporting. The Professor guides the discussion and gives a lecture to clarify matters resulting from the class discussions or on areas that need further elucidation.

Every semester the students will have to take four (4) major examinations, namely, Preliminary Examination, Mid Term Examination, Semi Final Examination and the Final Examination. Aside from these four major examinations, the Professor may also give quizzes to test the knowledge of the students on the subject matter. In addition, the performance of the students in the Legal Aid Program will also be considered in the determination of their final grade.

The grades of the students are given on the basis of the results of the examinations as well as on the grades obtained during recitations and reporting. To obtain a passing mark, the student must get an average of 75% or else, the student has to repeat the subject.

EVALUATION

Towards the end of every semester, the students are asked to evaluate the Professor's performance as a teacher. The students are also asked to critique the means and manner of conveying knowledge to the students and the method used by the Professor. The students are also asked to make suggestions on how the teaching method used by the Professor can be improved.

The Professors are also asked to evaluate the attitude and aptitude of the students in the College of Law as well as the methods used in teaching. Likewise, they are asked to give suggestions on how the College of Law can improve in its mission of providing quality legal education to its students so they will become ethical, topnotch lawyers in the future. They also participate in professional development seminars such as use of Information Technology or the New Media in Teaching.