

REPUBLIC OF THE PHILIPPINES }
CONGRESS OF THE PHILIPPINES }
 Second Regular Session

S. No. 1155
H. No. 8179

REPUBLIC ACT NO. 7658

AN ACT PROHIBITING THE EMPLOYMENT OF CHILDREN
BELOW 15 YEARS OF AGE IN PUBLIC AND PRIVATE
UNDERTAKINGS, AMENDING FOR THIS PURPOSE
SECTION 12, ARTICLE VIII OF R.A. 7610

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

SECTION 1. Section 12, Article VIII of R.A. No. 7610
otherwise known as the "Special Protection of Children Against
Child Abuse, Exploitation and Discrimination Act" is hereby
amended to read as follows:

"SEC. 12. *Employment of Children.* – Children below
fifteen (15) years of age shall not be employed except:

(1) When a child works directly under the sole
responsibility of his parents or legal guardian and where only
members of the employer's family are employed: *Provided,*
however, That his employment neither endangers his life, safety,
health and morals, nor impairs his normal development:
Provided, further, That the parent or legal guardian shall provide
the said minor child with the prescribed primary and/or secondary
education; or

(2) Where a child's employment or participation in public
entertainment or information through cinema, theater, radio or
television is essential: *Provided,* The employment contract is
concluded by the child's parents or legal guardian, with the express
agreement of the child concerned, if possible, and the approval of
the Department of Labor and Employment: and *Provided,* That
the following requirements in all instances are strictly complied
with:

(a) The employer shall ensure the protection, health, safety, morals and normal development of the child;

(b) The employer shall institute measures to prevent the child's exploitation or discrimination taking into account the system and level of remuneration, and the duration and arrangement of working time; and

(c) The employer shall formulate and implement, subject to the approval and supervision of competent authorities, a continuing program for training and skills acquisition of the child.

In the above exceptional cases where any such child may be employed, the employer shall first secure, before engaging such child, a work permit from the Department of Labor and Employment which shall ensure observance of the above requirements.

The Department of Labor and Employment shall promulgate rules and regulations necessary for the effective implementation of this Section."

SEC. 2. All laws, decrees, executive orders, rules and regulations or parts thereof contrary to, or inconsistent with this Act are hereby modified or repealed accordingly.

SEC. 3. This Act shall take effect fifteen (15) days after complete publication in the *Official Gazette* or in at least two (2) national newspapers of general circulation whichever comes earlier.

Approved, November 9, 1993.