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**REPUBLIC ACT NO. 7658**

*November 9, 1993*

**DEPARTMENT ORDER NO. 18 – RULES AND  
REGULATIONS IMPLEMENTING REPUBLIC ACT NO. 7658**

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**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**

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 requirements.

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 child.

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

**SECTION 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.

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

***Approved: November 9, 1993***

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