

**[POEA DEPARTMENT ORDER NO. 21, SERIES OF
1996, July 27, 1996]**

**RATIONALIZING THE CONDITIONS, REQUIREMENTS AND
PROCEDURES FOR THE DEPLOYMENT OF PERFORMING ARTISTS**

In faithful compliance with the pertinent provisions of the Migrant Workers and Overseas Filipinos Act of 1995 (R.A. No. 8042) and pursuant to the agreements reached at the multi-sectoral Consensus Meeting held on 8 July 1996 at the Occupational Safety and Health, Quezon City towards the provision of continuing employment opportunities abroad to legitimate and qualified Filipino performing artists and the assurance of their protection and welfare, the following shall govern their recruitment and placement:

1. Only performing artists consisting of musicians, singers, dancers, and novelty act performers who are holders of the Artists Record Book (ARB) shall be deployed overseas.
2. A performing artist who is at least 21 years old may qualify for deployment provided he/she is in possession of an Artist Record Book and will be employed on worksites where adequate protective mechanisms are in place. Performing artists who are below 21 years old but are in possession of the ARB and whose entry/work visas were issued within 30 days after the approval of this D.O. may apply for exemption from the minimum age requirement with the Secretary of Labor and Employment. Thereafter, as a matter of policy, no exemptions shall be allowed except for those in highly specialized categories or with outstanding achievements.
3. Within six (6) months from the signing of this Order, the overseas entertainment industry associations, assisted by or in conjunction with their counterpart associations in the host countries, shall establish welfare programs and operationalize welfare and monitoring centers in strategic locations thereat to strengthen and enhance the onsite protection of our performing artists. A mechanism to monitor and ensure compliance with these directives shall be installed by the Department.
4. Upon favorable assessment of such onsite services and facilities, the Department shall issue the corresponding Order allowing the deployment of artist who are at least 18 years old, the age of majority, without any further exemptions other than those in highly specialized categories or with outstanding achievements.
5. The academic and skills training shall be continuously enhanced towards the professional and personal development of the artists. The skills training for dancers shall include basic ballet and jazz exercises.
6. The element of the skills test for dancers shall be reviewed and appropriate guidelines shall be formulated to allow, where applicable, the testing of individual