

[DOLE DEPARTMENT ORDER NO. 18, May 12, 1994]

RULES AND REGULATIONS IMPLEMENTING REPUBLIC ACT NO. 7658

By virtue of the provisions of Section 2 of Republic Act No. 7658, An Act Prohibiting the employment of Children Below Fifteen (15) Years of Age in Public and Private Undertakings, amending Section 12, Article VIII of Republic Act No. 7610, the following Rules and Regulations governing the employment of children are hereby issued:

SECTION 1. General Prohibition. — Except as otherwise provided in this Rules, children below 15 years of age shall not be employed, permitted or suffered to work, in any public or private establishments in the Philippines.

SECTION 2. Definition of terms. —

a. "Employer" — any parent, legal guardian or producer acting as employer who hires or engages the services of any child below 15 years of age.

b. "Legal Guardian" — any person duly appointed by a court of competent authority to exercise care and custody of or parental authority over the person of such child/employee.

c. "Producer" — any individual or group of individuals engaged in the production of movies, films, motion pictures, shows or advertisements, whether on cinema, theater, radio or television, wherein the services of such child/employee are hired.

d. "Members of the family" — those persons having family relations referred to under Article 150 of the Family Code of the Philippines. It shall include the employer parent's or legal guardian's husband or wife, parents, children, other ascendants or descendants, brothers and sisters whether of full or half blood.

e. "Department" — the Department of Labor and Employment.

SECTION 3. Exceptions and Conditions. — The following shall be the only exceptions to the prohibition on the employment of children below 15 years of age and the conditions for availment of said exceptions:

a. When the child works directly under the sole responsibility of his/her parents or legal guardian who employs members of his/her family only, under the following conditions:

1. the employment does not endanger the child's life safety, health and morals;
2. the employment does not impair the child's normal development;