



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila

DEPARTMENT CIRCULAR NO. 2
Series of 2018

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**AMENDING DEPARTMENT CIRCULAR NO. 2, SERIES OF 2017 (GUIDELINES
ON THE ISSUANCE OF WORK PERMIT FOR CHILDREN BELOW 15 YEARS OF
AGE ENGAGED IN PUBLIC ENTERTAINMENT OR INFORMATION)**

Pursuant to the rule-making power of the Secretary of Labor and Employment and to further clarify the coverage of working child permit, items 1, 3.2, 4.1 and 5 of Department Circular No. 2, Series of 2017 are hereby amended as follows:

1. Coverage of Working Child Permit

1.1 A Working Child Permit is required if a child below 15 years of age:

1.1.1 will be engaged in public entertainment or information regardless of his/her role in a project such as lead supporting, guest, or regular extra. This includes projects which are non-profit, advocacy materials or political advertisements; or

1.1.2 is a foreign national and will be engaged in public entertainment or information in the Philippines; or

1.1.3 will be engaged as regular extra or as part of a crowd and is included in the script or storyboard; or

1.1.4 has been selected for a project after undergoing auditions, workshops or VTR screenings; or

1.1.5 has been selected as semi-finalist in a singing, dance or talent contest for a television show.

1.2 A Working Child Permit is not required if a child below 15 years of age:

1.2.1 is a spot extra or is cast outright on the day of filming or taping of a project; or

1.2.2 will join auditions or VTR screenings; or

1.2.3 is part of the audience of a live television show unless the child's participation is expected; or

- 1.2.4 is picked or chosen as a contestant from the audience of a live television show; or
- 1.2.5 is a contestant of a singing, dance or talent contest for a television show but has not yet been selected as a semi-finalist; or
- 1.2.6 is a recipient of gift-giving activities in television; or
- 1.2.7 is a participant in school-related performance such as play, skit, or recital; or
- 1.2.8 is a participant in sports activities, trainings or workshops aimed at developing the child's talent or skills; or
- 1.2.9 will be featured in a documentary material.

In case the child in the documentary material is engaged in child labor, the producer shall refer the child to the nearest DOLE Regional/Provincial/Field Office for the necessary services needed by the child and his/her family.

In the best interest of the child, the identity of the child laborer shall not be disclosed whether directly or indirectly pursuant to the *Guide for Media Practitioners on the Reporting and Coverage of Cases Involving Children*. Photographs, images or video footages of the face or any distinguishing feature or information of the child laborer including his or her family members shall not be taken, published or shown to the public in any manner.

3. Working Child Permit

x x x

3.2 Group Permit

For children appearing in a single project and without Working Child Permit yet, the DOLE Regional/Provincial/Field Office shall issue a group permit.

4. Validity of Working Child Permit

x x x

- 4.1 In case there is a need to re-schedule the performance of the child outside the validity period indicated in the Working Child Permit, the employer shall notify in writing the DOLE Regional/Provincial/Field Office which issued the permit at least two (2) days prior to the performance of the work.

However, in case the re-scheduling is due to unforeseen events and not the employer's fault, the employer shall notify in writing the DOLE Regional/Provincial/Field Office which issued the permit immediately after the parent or guardian of the child has been informed that the work will be re-scheduled.

5. Requirements for the Issuance of Work Permit

x x x

- 5.4 In case of death, absence or unsuitability of both parents and in the absence of a legal guardian, the child's guardian shall be required to submit proof of relationship to the child and a Notarized Affidavit explaining the reason for exercising substitute parental authority over the child.

In accordance with Article 216 of the Family Code, the following shall be the order of preference on substitute parental authority:

- 5.4.1. child's surviving grandparent;
- 5.4.2. child's oldest brother or sister over 21 years of age, unless unfit or disqualified; and
- 5.4.3. child's actual custodian over 21 years of age, unless unfit or disqualified.

For your guidance and compliance.


SILVESTRE H. BELLO III
Secretary

Dept. of Labor & Employment
Office of the Secretary



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