

[PRESIDENTIAL DECREE NO. 148, March 13, 1973]

AMENDING FURTHER CERTAIN SECTIONS OF REPUBLIC ACT NUMBERED SIX HUNDRED SEVENTY-NINE, AS AMENDED, COMMONLY KNOWN AS THE WOMAN AND CHILD LABOR LAW

WHEREAS, under Section 9, Article II of the New Constitution, the State shall among other policies, afford protection to labor, promote full employment and equality in employment, ensure equal work opportunities regardless of sex, race, or creed, and regulate the relations between workers and employers;

WHEREAS, there is an urgent need to translate these policies into meaningful reality consistent with the demands of national development particularly insofar as the employment of women and minors is concerned; and

WHEREAS, to effect these objectives, it is necessary to amend further Republic Act No. 679, commonly known as the Woman and Child Labor Law;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by the Constitution as Commander-in-chief of all the Armed Forces of the Philippines, and pursuant to Proclamation No. 1081, dated September 21, 1972, and General Order No. 1, dated September 22, 1972, as amended, do hereby amend certain sections or provisions of R.A. No. 679, as amended, to wit:

SECTION 1. Section one of the Republic Act Numbered Six Hundred and seventy-nine, as amended, is further amended to read as follows:

"SECTION 1. *Minimum Employable Age.* — No child below 14 years of age shall be employed by any employer, except where the child works directly under the sole responsibility of his parent or guardian, involving activities which are not hazardous in nature and which do not in any way interfere with his schooling."

SEC. 2. Section two of the same Act is repealed, and in lieu thereof, a new section is inserted to read as follows:

"SEC. 2. *Age Eligibility for Employment.* — Any person between 14 and 18 years of age may be employed in any non-hazardous undertaking as determined by the Secretary of Labor. The employer shall not discriminate against any such person in respect to terms and conditions of employment on account of his age."

SEC. 3. Section 3 of the same Act is repealed and in lieu thereof, a new section is inserted to read as follows:

"SEC. 3. *Additional coverage.* — Any woman who is permitted or suffered to work, with or without compensation in any nightclubs, cocktail lounges, bars, massage clinics, or in any similar places, shall be considered as employees of such establishment for purposes of this and other existing labor and social legislations."