

[REPUBLIC ACT NO. 679, April 15, 1952]

AN ACT TO REGULATE THE EMPLOYMENT OF WOMEN AND CHILDREN, TO PROVIDE PENALTIES FOR VIOLATION HEREOF, AND FOR OTHER PURPOSES.

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

SECTION 1. *Employment of children below fourteen years of age.-*

- a. Children below fourteen years of age may only be employed to perform light work-
 - 1. which is not harmful to their health or normal development, and
 - 2. which is not such as to prejudice their attendance in school or to benefit from the instruction there given.
- b. No child below fourteen years of age shall be employed or permitted or suffered to work on school days in any shop, factory, commercial, industrial, or agricultural establishment or any other place of labor unless such child knows how to read and write. The fact that a child knows how to read and write shall be evidenced by an educational certificate issued by the principal of the public or private elementary school in the locality where such child resides; but in case the child cannot produce said certificate, the managing employer of the establishment concerned shall conduct an intelligence test to determine whether the child can read or write.
- c. This section shall not apply-
 - 1. to domestic work in a family;
 - 2. to employment in establishment in which only members of the employer's family are employed, except employment which is harmful, prejudicial or dangerous under other provisions of this Act;
 - 3. to work done in vocational, technical, or professional schools, which is essentially of an educative character and is not intended for commercial profit, provided such schools are duly authorized under the law; or
 - 4. to employment as gymnast, acrobat, circus or show performer, or in any dancing, theatrical or musical exhibition.

SEC. 2. *Employment of children below sixteen years of age.-*

- a. No child under sixteen years of age shall be employed or permitted or suffered to work-
 - 1. in any industrial undertaking or in any branch or division thereof, including-

- aa. mines, quarries, and other works for the extraction of minerals from the earth;
 - bb. undertakings in which articles are manufactured, transformed, altered, cleaned, repaired, ornamented, finished, adapted for sale, or broken up or demolished;
 - cc. undertakings engaged in shipbuilding or in the generation, transformation or transmission of electricity or motive power of any kind.
 - dd. undertakings engaged in building and civil engineering works, including constructional, repair, maintenance, alteration and demolition work; and
 - ee. undertakings engaged in the transport of passengers or goods by road or rail, or in the handling of goods at docks, quays, wharves, warehouses, or airports.
2. in any shop, factory, industrial establishment or other place of labor-
- aa as operator of elevators, motorman, or fireman;
 - bb to operate or assist in operating or to clean machinery ;
 - cc to work underground or with the use of ramps or scaffoldings; or
 - dd to do any work similar to any of the foregoing.
3. in billiard rooms, cockpits, other place where games are played with stakes of money or things worth money, or in a bar, night club, dance hall, stadium, or race track, as waiter, boxer or jockey.

SEC. 3. Employment of children below eighteen years of age.-

- a. No woman below eighteen years of age shall be employed or permitted or suffered to work in any bar, night club, or dance hall.
- b. No child below 18 years of age shall be employed or permitted or suffered to work in any pharmacy for the preparation of drugs.
- c. No person below eighteen years of age shall be employed or permitted or suffered to work in any shop, factory, industrial or commercial establishment or other place of labor-
 - 1. where the work is done in connection with the preparation or involves contamination with any noxious, poisonous, infectious or explosive substances; or
 - 2. where the work, not otherwise specified in this Act, involves serious danger to the life or health of the employee, as the Secretary of Labor may determine after consultation with representatives of employers and employees or organizations thereof.

For the purposes of paragraph (2) of subsection (c) of this section, the Secretary of Labor shall from time to time issue orders specifying the occupations which he determines would involve serious danger to the life or health of the employees and shall cause such orders to be published in newspapers of general circulation or by such other means as he deems reasonably calculated to give to interested persons general notice of such issuance. Any such order shall take effect thirty days after entry thereof.

SEC. 4. *Medical examination of children for fitness for employment.-*

- a. No person below eighteen years of age shall be admitted to employment in any shop, factory, commercial, industrial or agricultural establishment or other place of labor unless he shall have been found fit for the work on which he is to be employed by a thorough medical examination conducted without cost to such person by a qualified Government physician or by any other qualified physician approved by the Secretary of Labor. The fitness for employment shall be evidenced by a certificate of the examining physician, which may be issued-
 - 1. subject to specified conditions of employment; or
 - 2. for a specified employment or group of employments involving similar risks.
- b. It shall be the duty of every employer of a person under eighteen years of age to have such person medically examined at least every six months or oftener, as the Secretary of Labor may require in exceptional cases involving high health risks, to determine the continued fitness of such person for employment. Such examination shall be without cost to the employee.
- c. The Secretary of Labor shall have the power, in case of occupations involving high health risks, to require medical examination and re-examination for fitness for employment until the age of twenty-one years.
- d. The Secretary of Labor shall refer to the appropriate authorities for vocational guidance and physical and vocational rehabilitation the cases of children found by medical examination to require such service.

SEC. 5. *Hours of work of children; night work.-*

- a. No child below sixteen years of age shall be employed or permitted or suffered to work in any shop, factory, commercial or industrial establishment or other place of labor-
 - 1. for more than seven hours daily or forty-two hours weekly; and
 - 2. between six o'clock in the afternoon and six o'clock in the morning of the following day.
- b. No child who has attained the age of sixteen years but is below the age of eighteen years shall be employed or permitted or suffered to work in any shop, factory, commercial or industrial establishment or other place of work between ten o'clock at night and six o'clock in the morning of the following day. Children employed at night under the provisions of this subsection shall be granted a rest period of at least thirteen consecutive hours between two working periods.

SEC. 6. *Written consent of parent.-*Other provisions of this Act notwithstanding, no person below eighteen years shall be employed or permitted or suffered to work in any shop, factory, commercial or industrial establishment, or other place of work or employment without written consent of his parent, guardian or person having