



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



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**LABOR ADVISORY NO. 22**  
Series of 2021

**ENGAGEMENT OR PARTICIPATION OF A CHILD BELOW 15 YEARS OF AGE IN PUBLIC ENTERTAINMENT OR INFORMATION DURING THE IMPLEMENTATION OF ALERT LEVELS SYSTEM FOR COVID-19 RESPONSE**

This Advisory is being issued for the guidance of all concerned:

**Section 1. Coverage.** – This Advisory shall apply to employers whose business is allowed to operate in areas placed under alert levels system pursuant to the *Guidelines on the Implementation of Alert Levels System for COVID-19 Response in Pilot Areas* and will engage a child below 15 years of age in public entertainment or information.

**Section 2. Work Arrangement.** – For areas placed under Alert Levels 3 to 5 and under granular lockdown, a child below 15 years of age may be allowed to participate in public entertainment or information provided that the provisions of Labor Advisory No. 23 issued on 23 June 2020 are complied with.

For areas placed under Alert Levels 1 and 2, a child below 15 years of age may be allowed to participate in public entertainment or information on-cam in studio or location shoots provided that the following conditions are complied with:


- a. All persons in the workplace, including the child, must be fully vaccinated against COVID-19, when applicable;
- b. Minimum public health standards shall be strictly implemented and observed as prescribed by the Inter-Agency Task Force for the Management of Emerging Infectious Diseases, Department of Health, Department of Labor and Employment, Department of Trade and Industry, and other government agencies, such as, but not limited to, wearing of well-fitted face masks and face shields if necessary, physical distancing of at least one-meter, and compliance on venue capacity. In case the employer will provide the child with costumes, props, or materials needed in the work to be performed, the employer shall ensure that these are thoroughly disinfected before handing over to the child;
- c. There is no objection from the local government unit where the child's performance will take place; and
- d. The employer must secure a permit from DOLE prior to engaging the child for work.

**Section 3. Filing of Application and Issuance of Working Child Permit.** – The DOLE Regional Offices may issue internal guidelines on the manner of accepting applications and release of working child permit. They may use their existing online system or may accept applications via email.

In addition to the Application Form and documentary requirements, the employer shall likewise submit a letter indicating compliance with items a, b, and c of Section 2 of this Advisory and with the provisions of Republic Act No. 9231 and its Implementing Rules and Regulations.

**Section 4. Refusing Unsafe Work.** – The child has the right to refuse work in accordance with Republic Act No. 9231 and Republic Act No. 11058.

Be guided accordingly.

  
SILVESTRE H. BELLO III  
Secretary

Dept. of Labor & Employment  
Office of the Secretary



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