



**Republic of the Philippines
CITY COUNCIL
City of Manila**

REGULAR SESSION NO. 35

13TH CITY COUNCIL

**Begun and held in the City Council on Tuesday,
the twenty-first day of October, Two Thousand Twenty-Five**

ORDINANCE NO. 9147

**AN ORDINANCE STRENGTHENING THE CITY'S POLICY AGAINST CHILD LABOR
THROUGH COMPREHENSIVE PREVENTION, PROTECTION AND FAMILY SUPPORT
MEASURES FOR CHILDREN AND THEIR FAMILIES, SUPPLEMENTING ORDINANCE
NOS. 8231 AND 8240, AND FOR OTHER PURPOSES**

PRINCIPAL AUTHORS:

HON. JOAQUIN ANDRE "JD" D. DOMAGOSO

and

HON. ATTY. JAYBEE S. HIZON
Acting Majority Floor Leader



EXPLANATORY NOTE

Article II, Section 13 of the 1987 Philippine Constitution recognizes the vital role of the youth in nation-building and mandates the State to promote and protect their physical, moral, spiritual, intellectual and social well-being.

Article XV, Section 3(2) of the same Constitution provides that the State shall defend the right of children to assistance, proper care, and protection from all forms of neglect, abuse, cruelty, exploitation and other conditions prejudicial to their development.

Republic Act No. 7610 otherwise known as the "Special Protection of Children Against Child Abuse, Exploitation and Discrimination Act", as amended by Republic Act No. 9231 declares the policy of the State to provide special protection to children from all forms of abuse, neglect, cruelty, exploitation and other conditions prejudicial to their development, including the elimination of child labor.


Republic Act No. 7658 otherwise known as "An Act Prohibiting the Employment of Children below 15 Years of Age in Public and Private Undertakings, Amending for this Purpose, Section 12, Article VIII of R.A. 7610", except under specific conditions, and seeks to protect children from performing hazardous or exploitative work.

Republic Act No. 10917 entitled: "An Act Amending Certain Provisions of Republic Act No. 9547, otherwise known as "An Act Strengthening and Expanding the Coverage of the Special Program for Employment of Students, Amending for the Purpose Provisions of Republic Act No. 7323, Otherwise Known as the Special Program for Employment" to ensure that all sectors, especially vulnerable groups, have access to employment facilitation services.

The Philippines is a State Party to the United Nations Convention on the Rights of the Child, which upholds every child's right to education, protection and development, and to International Labour Organization (ILO) Convention No. 138 on Minimum Age for Admission to Employment and Convention No. 182 on the Worst Forms of Child Labour.

The City of Manila through Ordinance No. 8240 entitled: "An Ordinance Establishing the Manila Alternative Learning Program that will Plan and Coordinate the Implementation and Administration of the City's Alternative Learning System Accreditation and Equivalency Program Under the Public Employment Service Office and Appropriating the Necessary Funds Therefor", has previously strengthened the protection of children engaged in child labor, demonstrating its commitment to safeguarding the rights and welfare of its young citizens.

There is a recognized need to address the root causes of child labor by providing sustainable livelihood and employment opportunities to parents and guardians of working children, while also ensuring that rescued and at-risk children are given access to continuing education through the Manila Alternative Learning Program.


JOAQUIN ANDRE "JD" D. DOMAGOSO
Councillor, First District
Manila

Be it ordained by the City Council of Manila, in session assembled, *THAT*:

SECTION 1. Title. - This Ordinance shall be known as the "**Manila Child Labor Prevention and Protection Ordinance 2025**".

SEC. 2. Policy. - It is hereby declared the policy of the City of Manila to protect children from child labor, its worst forms, and its harmful effects by providing their parents and guardians with sustainable employment opportunities. The City shall adopt comprehensive measures to prevent, monitor, and eliminate child labor in all its forms, and to provide appropriate interventions, including education, livelihood and social protection programs, in partnership with national government agencies, Non-Governmental Organizations (NGOs), Civil Society Organizations (CSOs) and other stakeholders. In addition, by strengthening the partnership with the Public Employment Service Office (PESO) and institutionalizing a local Alternative Learning Program, the City shall empower families economically while ensuring that children have full access to education, including non-formal pathways such as the Manila Alternative Learning Program.

SEC. 3. Definition of Terms. - For purpose of this Ordinance, the following terms are hereby defined:

- a. **Children** - refers to a person below eighteen (18) years of age or those over but are unable to fully take care of themselves or protect themselves from abuse, neglect, cruelty, exploitation or discrimination because of a physical or mental disability or condition.
- b. **Child Labor** - refers to any work or economic activity performed by a child that subjects them to exploitation, is harmful to their health and safety, interferes with their education, or impairs their development.
- c. **Parents/Guardians of Working Children** - refers to the mother, father, or legally recognized guardian who exercises parental authority over the working child.
- d. **Hazardous Work** - refers to any type of work which is likely to be harmful to the health, safety or morals of children due to its nature or the conditions under which it is performed.
- e. **Manila Alternative Learning Program (MALP)** - as mandated under Manila Ordinance No. 8240, refers to a localized support mechanism aligned with the Department of Education's Alternative Learning System (ALS) which is designed to provide rescued and at-risk working children with access to continuing basic education, skills training, and values development.
- f. **Manila Council for the Protection of Children (MCPC)** - refers to the council created by Manila Ordinance No. 8231 which serves as the primary body tasked with the formulation of comprehensive juvenile intervention and diversion programs, as well as providing services to Children in Conflict with the Law.
- g. **Public Employment Service Office (PESO)** - refers to the office established in the City of Manila responsible for helping constituents find employment and livelihood opportunities.
- h. **Working Children** - refers to children who are engaged in labor or economic activity in accordance with Section 12 of the Special Protection of Children Against Abuse, Exploitation and Discrimination Act, as amended by Republic Act No. 9231. Such arrangement necessitates the securement of a work permit from the Department of Labor and Employment (DOLE).

In no case shall children be allowed to engage in any labor or economic activity which would endanger their lives, safety, health, and morals, and impair their normal development.

- i. **Worst Forms of Child Labor** as defined under Section 12-D of "Special Protection of Children Against Abuse, Exploitation and Discrimination Act" as amended by Republic Act No. 9231, refers to the condemnation and prohibition of the worst and illegal forms of child labor which includes the following:
 - i. All forms of slavery, trafficking, debt bondage, serfdom, and forced or compulsory labor, including recruitment of children for use in armed conflict as defined under existing laws;
 - ii. Use, procuring, offering or exposing of a child for prostitution, for the production of pornography or for pornographic performances;
 - iii. Use, procuring or offering of a child for illegal or illicit activities, including the production and trafficking of dangerous drugs and volatile substances prohibited under existing laws;
 - iv. Work which, by its nature or the circumstances in which it is carried out, is hazardous or likely to be harmful to the health, safety or morals of children.
- j. **Working Child Permit** - refers to an official document issued by the Department of Labor and Employment (DOLE) authorizing children to engage in allowable forms of work under regulated conditions, as permitted by laws.

SEC. 4. Objectives. - This Ordinance seeks to accomplish the following objectives:

- a. **Prevention.** To prevent the occurrence of child labor in its worst forms, by strengthening monitoring, enforcement, and barangay-based interventions in the City of Manila;
- b. **Protection.** To protect children from hazardous work, exploitation, and abuse, including emerging threats in the digital environment;
- c. **Rehabilitation.** To provide working children with appropriate support such as case management, psychosocial intervention, access to health care, and educational opportunities, including integration into the MALP and other equivalent programs;
- d. **Family and Community Support.** To extend livelihood assistance, training, and social protection to parents and guardians of working children conditioned upon the child's continued schooling or participation in MALP, thereby addressing the root causes of child labor;
- e. **Coordination.** To institutionalize mechanisms for cooperation among the City Government of Manila, national government agencies, barangays, NGOs, CSOs, and other stakeholders in the prevention and elimination of child labor; and
- f. **Accountability.** To establish monitoring, grievance mechanisms, and review processes to ensure compliance, transparency, and accountability in the implementation of this Ordinance.

SEC. 5. General Prohibition of Child Labor. - No child shall be employed, permitted, or suffered to work in any public or private establishment, or be engaged in any form of hazardous or exploitative activity within the City of Manila, unless otherwise provided by existing laws and regulations.

SEC. 6. Prohibition Against Worst Forms of Child Labor. - In accordance with "Special Protection of Children Against Abuse, Exploitation and Discrimination Act" as amended by Republic Act No. 9231 and the International Labour Organization (ILO) Convention No. 182, the following shall be strictly prohibited within the City of Manila:

- a. All forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage, serfdom, and forced or compulsory labor, including the recruitment of children for use in armed conflict;
- b. The use, procuring, or offering of a child for prostitution, pornography, or pornographic performances;
- c. The use, procuring, or offering of a child for illicit activities, including the production and trafficking of drugs; and
- d. Work which, by its nature or the circumstances under which it is carried out, is likely to harm the health, safety, morals, or development of the child, including hazardous occupations and exploitative labor in both physical and digital environments.

For purposes of this Ordinance, hazardous occupations specific to the City of Manila shall include, but not be limited to:

- a. Work in junkyards, dumpsites, and waste-collection areas that exposes children to toxic substances and physical danger;
- b. Street vending or peddling during nighttime or in high-traffic areas, which exposes children to vehicular accidents, criminal elements, and exploitation;
- c. Work in slaughterhouses, docks, warehouses, or markets involving heavy lifting, use of dangerous equipment, or prolonged exposure to unsanitary conditions;
- d. Construction, demolition, or infrastructure-related activities including carrying heavy loads, mixing cement, handling sharp or dangerous tools, or working at unsafe heights;
- e. Work involving exposure to chemicals, explosives, or extreme heat;
- f. Agricultural work involving exposure to pesticides, fertilizers, or use of sharp tools;
- g. Work in factories, workshops, or small-scale manufacturing that requires the use of hazardous chemicals or machinery;
- h. Domestic servitude where children are subjected to physical, sexual, or emotional abuse and deprived of schooling;
- i. Work involving exposure to chemicals, explosives, toxic substances, or extreme heat or cold;
- j. Public transport assistance (i.e. barker, dispatcher, etc.);
- k. Work in bars, nightclubs, entertainment, or other establishments exposing children to moral or physical danger;
- l. Work that involves carrying or transporting heavy loads;
- m. Street-based performances or acts that demean, endanger, or exploit children; and
- n. Digital exploitative work, including forced online streaming, cybersex operations, online begging, manipulative digital “gig” tasks, and other abusive forms of child participation in online labor schemes.

Any person, natural or juridical, found violating this provision shall be liable under applicable national laws including but not limited to “Special Protection of Children Against Abuse, Exploitation and Discrimination Act” as amended by Republic Act No. 9231, Republic Act No. 11930 or the “Anti-Online Sexual Abuse or Exploitation of Children (OSAEC) and Anti-Child Sexual Abuse or Exploitation Materials (CSAEM) Act” and Republic Act No. 10175 or the “Cybercrime Prevention Act of 2012”.

SEC. 7. Protection from Digital Exploitation Related to Child Labor. - Pursuant to the “Anti-Online Sexual Abuse or Exploitation of Children (OSAEC) and Anti-Child Sexual Abuse or Exploitation Materials (CSAEM) Act”, the City of Manila shall protect children from digital abuse and online exploitation that intersect with child labor, including online trafficking, grooming, cybersex operations and use of children in exploitative digital work.

- a. Prevention: There shall be digital literacy campaigns for children, families, and schools.
- b. Reporting: Barangays and schools shall establish confidential reporting systems linked with the Manila Department of Social Welfare (MDSW) and the Philippine National Police (PNP).
- c. Coordination: The Municipal Council for the Protection of Children (MCPC) shall partner with the Department of Information and Communications Technology (DICT), Non-Government Organizations (NGOs), and digital platforms for case detection and content takedown.

SEC. 8. Allowable Employment of Children. - Notwithstanding the prohibitions provided under this Ordinance, a child may be allowed to work under the following conditions, as provided by existing laws:

- a. When a child works directly under the sole responsibility of his/her parents or legal guardian and where only members of his/her family are employed: Provided, however, that his/her employment neither endangers his/her life, safety, health, and morals, nor impairs his/her normal development: Provided, further, that the parent or legal guardian shall provide the said child with the prescribed primary and secondary education; or
- b. Where a child's employment or participation in public entertainment or information through cinema, theater, radio, television or other forms of media is essential: Provided, That the employment contract is concluded by the child's parents or legal guardian, with the express agreement of the child concerned, if possible, and the approval of the Department of Labor and Employment (DOLE): Provided further, That the following requirements in all instances are strictly complied with:
 - i. The employer shall ensure the protection, health, safety, morals and normal development of the child;
 - ii. The employer shall institute measures to prevent the child's exploitation or discrimination taking into account the system and level of remuneration, and the duration and arrangement of working time;
 - iii. The employer shall formulate and implement, subject to the approval and supervision of competent authorities, a continuing program for training and skills acquisition of the child; and
 - iv. The employment does not involve advertisements or commercials promoting alcoholic beverages, intoxicating drinks, tobacco and its by-products or exhibiting violence.

In no case shall children be allowed to engage in any labor or economic activity which would endanger their life, safety, health, and morals, and impair their normal development.

SEC. 8-A. Conditions of Working Children. - In all cases of child labor, the employer must first secure a working child permit from the Department of Labor and Employment (DOLE) before engaging any child from any work or economic activity. The Municipal Council for the Protection of Children (MCPC) may designate the Barangay Council for the Protection of Children (BCPC) to oversee compliance to this requirement.

There should also be a written employment contract between the working child and the employer which must be submitted to both the MCPC and the DOLE.

SEC. 9. Expansion of Roles and Functions of the Municipal Council for the Protection of Children (MCPC). - The MCPC shall have the following expanded roles and functions to better address child labor cases or controversies:

- a) Serve as the coordinating body for all child labor prevention, rescue, and rehabilitation initiatives.
- b) Conduct regular barangay monitoring and inspections to monitor child labor practices in the City of Manila in collaboration with barangays, NGOs, and volunteers.
- c) Facilitate rescue operations and referral mechanisms to appropriate agencies or NGOs for shelter, counseling, or rehabilitation.
- d) Work in partnership with NGOs, CSOs, faith-based groups, and community organizations to ensure a comprehensive response.
- e) Coordinate with national government agencies such as Department of Labor and Employment (DOLE), Department of Social Welfare and Development (DSWD), Department of Education (DepEd), Philippine National Police (PNP), National Bureau of Investigation (NBI) and Department of Justice (DOJ), among others, for law enforcement and case management.
- f) Submit quarterly progress reports to the Manila City Council.

The MCPC may designate and/or seek the assistance of the BCPC in carrying out these expanded roles and functions.

SEC. 10. Annual Child Labor Situation Report. -

- a. **Mandate.** The MCPC shall prepare and submit an Annual Child Labor Situation Report for the City of Manila to the City Mayor and the City Council every first quarter of the succeeding year.
- b. **Contents.** The Report shall include, but not be limited to:
 - i. Number and profile of children rescued, assisted, or monitored;
 - ii. STypes and sectors of child labor documented;
 - iii. Barangay-level data and hotspots;
 - iv. Interventions and services provided;
 - v. Status of prosecutions or administrative actions taken;
 - vi. Partnerships and programs implemented with NGOs, CSOs, and national agencies; and
 - vii. Recommendations for policy or program improvement.
- c. **Publication.** A summary version of the Report shall be made available to the public through the City Government's official website and postings in barangay halls to ensure transparency and community awareness.

SEC. 11. Identification and Referral of Beneficiaries. -

- a. The MCPC, in collaboration with the MDSW, Schools Division Office (ALS/MALP Division), and other relevant city government offices shall identify working children and their families.
- b. Identified parents/guardians shall be endorsed to Public Employment Service Office (PESO) for enrollment in appropriate employment and livelihood programs.
- c. Priority shall be given to parents of children enrolled or undertaken to enroll their working children in the ALS/MALP or formal schooling.

SEC. 12. Partnership Program with Public Employment Service Office (PESO) and other concerned agencies. - The City of Manila, through the Mayor's Office and MCPC, shall establish a partnership with PESO, Technical Education and Skills Development Authority (TESDA), and other concerned offices or agencies to provide employment facilitation, skills training, livelihood assistance, and job placement services to parents/guardians of working children, with priority in the following areas:

- a. Local employment opportunities within Manila;
- b. Skills development and livelihood training programs;
- c. Income-generating projects supported by the City Government;
- d. Referral to government-assisted and private sector job placement programs.

SEC. 13. Institutionalization of the Manila Alternative Learning Program (MALP) - The MALP is hereby established and institutionalized as the City of Manila's localized support mechanism for working children. It shall operate as follows:

- a. MALP shall cater specifically to rescued and at-risk working children identified by the MCPC, MDSW and BCPCs.
- b. MALP shall provide literacy, numeracy, skills development, life skills, and values formation sessions tailored to the needs of working children.
- c. The Schools Division Office, in coordination with MDSW, shall design and implement the program, ensuring its complementarity with ALS and other non-formal education initiatives.
- d. Children enrolled in MALP shall be given priority in scholarships, educational subsidies, and social protection programs of the City Government.

SEC. 14. Rehabilitation and Corrective Measures. - In accordance with Section 16 of "Special Protection of Children Against Abuse, Exploitation and Discrimination Act" as amended by Republic Act No. 9231, which mandates the provision of appropriate programs for the prevention, rescue, recovery, and reintegration of working children, the City of Manila shall ensure that parents/guardians of working children undergo rehabilitation interventions as part of corrective measures.

Such interventions shall include participation in MALP and capacity-building sessions, covering values formation, parenting education, financial literacy, and livelihood readiness training, to address the root causes of child labor and to prevent recurrence.

SEC. 15. Livelihood Assistance and Support for Parents of Working Children. - The City Government shall provide livelihood assistance, skills training, and employment facilitation for parents or guardians of working children, in coordination with the DOLE, TESDA, and the Department of Trade and Industry (DTI).

Eligibility for assistance shall be strictly conditioned upon ensuring that the child remains enrolled in formal education or the MALP. Failure to comply may result in suspension or termination of assistance, subject to due process and the guidelines to be issued by the implementing agencies.

SEC. 16. Gender Sensitivity Clause. - In accordance with Republic Act No. 11313 or the "Safe Spaces Act", all personnel, beneficiaries, and stakeholders involved in the implementation of this Ordinance shall be protected from Gender-Based Sexual Harassment, including but not limited to, catcalling, wolf-whistling, leering, and all forms of unwanted, offensive, and derogatory acts, whether committed in public spaces, online, as applicable to program-related digital platforms, or in the workplace/institutional spaces used for program delivery.

Program implementation sites like training centers, counseling venues, data collection sites shall be designated as safe spaces. A clear and accessible mechanism for reporting and resolving complaints of Gender-Based Sexual Harassment shall be established, ensuring confidentiality, sensitivity, and swift action in accordance with Republic Act No. 11313. Training on gender-sensitivity and the provisions of the "Safe Spaces Act" shall be mandatory for all implementers and service providers.

SEC. 17. Disability Inclusion Clause. - Pursuant to Republic Act No. 7277 otherwise known as the "Magna Carta for Disabled Persons", all programs, services, information materials and facilities related to this Ordinance shall be fully accessible to children and parents/guardians with disabilities.

Children with disabilities shall be given equal opportunity to benefit from protective and livelihood programs under this Ordinance. Program design and beneficiary selection must actively guard against discrimination and promote the inclusion of children with disabilities who are at risk of or involved in child labor.

SEC. 18. Grievance Machinery and Complaint Procedures. - To ensure accessible, responsive, and effective redress mechanisms, the City Government of Manila shall establish a Child Labor Grievance and Complaint Desk under the Office of the Mayor and in coordination with the MCPC, MDSW, the City Legal Office and the BCPCs.

Procedures for Filing a Complaint:

- a. **Who May File.** Complaints may be filed by the child victim, parents/guardians, concerned relatives, barangay officials, teachers, NGOs, CSOs, law enforcement officers, or any concerned citizen.
- b. **Where to File.** Complaints may be lodged with:
 - i. The BCPC where the child resides or where the violation occurred;
 - ii. The Child Labor Grievance and Complaint Desk at the City Hall;
 - iii. Directly with the Philippine National Police – Women and Children Protection Desk or the Department of Labor and Employment – National Capital Region (NCR) Manila Field Office.
- c. **Initial Action.** Upon receipt of a complaint, the responsible office shall:
 - i. Immediately record the details in the Child Labor Incident Logbook;
 - ii. Provide emergency assistance and protective custody to the child if necessary;
 - iii. Refer the case to the MCPC for proper action, coordination, and investigation.
- d. **Investigation and Resolution.** The Monitoring and Enforcement Committee, in coordination with relevant city offices, shall investigate the complaint within fifteen (15) working days and recommend appropriate actions, including administrative sanctions, referral for prosecution, or provision of social services.
- e. **Confidentiality.** All complaints, records, and proceedings shall be treated with utmost confidentiality to protect the child and the complainant from retaliation, stigma, or further harm.
- f. **Support Services.** Complainants and victims shall be provided with free legal aid, psychosocial support, and, when necessary, temporary shelter through the MDSW and accredited NGOs.

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- g. **Non-Retaliation Clause.** Any form of retaliation against complainants, child victims, or their families shall be penalized under this Ordinance and relevant national laws.

SEC. 19. Penalty Clause. - Any employer who, despite the prohibitions provided hereunder, violates Sections 5, 6, 7, 8, and 8-A of this Ordinance shall be punished as follows:

- a. **First Offense:** Fine of not more than Three Thousand Pesos (PhP3,000.00) and/or suspension of business/work permit for six (6) months.
- b. **Second Offense:** Fine of not more than Four Thousand Pesos (PhP4,000.00) and/or cancellation of permit, and/or imprisonment of one (1) month.
- c. **Third and Subsequent Offenses:** Fine of not more than Five Thousand Pesos (PhP5,000.00) and/or imprisonment of up to six (6) months, with revocation of business permits.

These penalties are imposed without prejudice to prosecution under other existing and applicable laws.

The same penalties shall also be applied if the violators are juridical entities. In which case, the penalties shall be imposed upon the board of directors/trustees and officers, including the President, Treasurer, Secretary, or persons who participated in or knowingly allowed the violation to be committed.

SEC. 20. Implementing Agencies. - The MCPC, in coordination with the MDSW, PESO, City Council Committee on Children, City Legal Office, DOLE, DepEd, and in consultation with other NGOs and stakeholders, shall promulgate the Implementing Rules and Regulations covering procedures, standards, and operational mechanisms necessary for the full implementation of this Ordinance.

SEC. 21. Funding. - The amount necessary for the initial implementation of this Ordinance shall be sourced from the available funds of the City Government. Thereafter, such sums as may be needed for its continued implementation shall be included in the annual budget of MCPC, MDSW, PESO and the Schools Division Office.

SEC. 22. Repealing Clause. - All ordinances, rules and regulations that are inconsistent with this Ordinance are hereby repealed.

SEC. 23. Separability Clause. - If any provision of this Ordinance is declared unconstitutional or invalid, the remaining provisions not affected thereby shall continue in full force and effect.

SEC. 24. Effectivity Clause. - This Ordinance shall take effect immediately upon its approval and publication in accordance with applicable laws.

This Ordinance was finally enacted by the City Council of Manila on November 18, 2025.

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PRESIDED BY:



ANGELA LEI "Chi" Atienza
Vice-Mayor and Presiding Officer
City Council, Manila

ATTESTED:



ATTY. HANS ROGER S. LUNA
City Government Department Head III
(Secretary to the City Council)

APPROVED BY HIS HONOR, THE MAYOR, ON DEC 05 2025



FRANCISCO "ISKO MORENO" DOMAGOSO

Mayor
City of Manila

ATTESTED:



MANUEL M. ZARCAS
Secretary to the Mayor

CLN: jhb/rmd/agv/egv/asr