

HOUSE OF REPRESENTATIVES

H. No. 8140

BY REPRESENTATIVES TADURAN, TULFO, YAP (E.), SAVELLANO, EBCAS, BORDADO, ONG (R.), LIM, ROMAN, LEGARDA, TAMBUNTING, ABUNDA, NIETO, LEACHON, ABUEG-ZALDIVAR, ALBANO, CASTELO, COLLANTES, DAGOOC, ESCUDERO, FERNANDEZ, FUENTEBELLA, LAZATIN, NOLASCO, VILLAFUERTE, GARBIN, FARIÑAS I (R.C.), GONZALEZ, LACSON, LAGON, MOMO, PADUANO, UMALI (M.V.), ATIENZA, BAUTISTA, CABOCHAN, CANAMA, CO (A.N.), CO (E.), DE JESUS, ESTRELLA, GARIN (S.), GUYA, HERRERA-DY, DELOS SANTOS, JALOSJOS, MENDOZA, NOEL, NOGRALES (J.J.), PADIERNOS, PANOTES, PINEDA, ROMERO, SINGSON, VILLARAZA-SUAREZ, AGLIPAY, BUSTOS, GERON, LUSOTAN, PACQUIAO (A.), SANGCOPAN, TEVES (J.), GO (M.), MARIANO-HERNANDEZ AND DATOL, PER COMMITTEE REPORT NO. 628

AN ACT
PROVIDING ENHANCED PROTECTION, SECURITY, AND BENEFITS FOR MEDIA WORKERS

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

1 **SECTION 1. Short Title.** – This Act shall be known as the “*Media Workers’ Welfare Act*”.

2
3 **SEC. 2. Declaration of Policy.** – It is the policy of the State to promote and improve the
4 social and economic well-being of media workers, including their living and working conditions.
5 Towards this end, the State shall provide the necessary support to ensure that media workers
6 are protected, secured, and well-compensated.

1 **SEC.3. Objectives.** – This Act shall have the following objectives:
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- 3 a) Ensure that media workers shall, at the minimum, be paid the wages, allowances and
4 benefits provided by law to workers;
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6 b) Motivate and encourage media workers to be truthful and responsible sharers of
7 information; and
8
9 c) Promote an atmosphere that is conducive to a productive, free, and fruitful media work.
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11 **SEC. 4. Coverage.** – This Act shall apply to all media workers and media entities in the
12 private sector.
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14 **SEC. 5. Definition of Terms.** – As used in this Act:
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- 16 a) *Blocktimer* refers to one who buys airtime from radio and television franchise holders;
17
18 b) *Media entities* refer to persons or organizations, including media networks and
19 operators that actively gather information of potential interest to a segment of the
20 public, turn collected information into a distinct work or distribute that work to an
21 audience within the Philippines; and
22
23 c) *Media workers* refer to those who are legitimately engaged in news media practice,
24 directly or indirectly, whether as a principal occupation or not.
25

26 **SEC. 6. Minimum Compensation.** – Media workers shall not receive less than the
27 applicable minimum wage rate prescribed by the Regional Tripartite Wages and Productivity
28 Board, and shall be entitled to overtime pay and night shift premiums, as well as other forms
29 of compensation provided by Presidential Decree No. 442, as amended, otherwise known as
30 the “Labor Code of the Philippines”, and other related laws and issuances.
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32 **SEC. 7. Social Security and Welfare Benefits.** – Media workers shall be covered by the
33 Social Security System, the Home Development Mutual Fund or the Pag-IBIG Fund, and the
34 Philippine Health Insurance Corporation upon employment. The payment of monthly
35 contributions shall be jointly shared by the media worker and the employer, when applicable,
36 in accordance with existing rules and regulations. Media workers shall also be entitled to
37 retirement benefits as provided under RA No. 11199, otherwise known as the “Social Security
38 Act of 2018”.
39

40 **SEC. 8. Hazard Pay.** – Media workers required to physically report for work in dangerous
41 areas such as strife-torn or embattled areas, distressed or isolated stations, disease-infested
42 areas or in areas declared under a state of calamity or emergency for the duration thereof
43 which expose them to great danger, contagion, radiation, volcanic activity or eruption,
44 occupational risks or perils to life as determined by the Department of Labor and Employment

1 (DOLE), shall be compensated with a hazard pay in the minimum amount of Five hundred pesos
2 (₱500.00) per day, with no diminution, which shall be computed as follows:

3
4 *Hazard pay = ₱500 x number of days physically reporting for work in dangerous areas*

5
6 The base amount of the hazard pay of media workers may be increased as decided upon
7 by the News Media Tripartite Council created under Section 15 of this Act.

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9 Employers shall also provide media workers covering events in dangerous areas with
10 basic safety gear and equipment such as bulletproof vests and helmets, first-aid kits, fire
11 protection jackets, face shields, medical grade protective equipment, harnesses, safety shoes,
12 and life vests.

13
14 **SEC. 9. *Mandatory Additional Insurance Benefits.*** – Employers shall provide additional
15 insurance coverage to media workers as follows:

- 16
17 a) Death benefit of Two hundred thousand pesos (₱200,000.00) for each media worker
18 who shall perish in the line of duty;
19
20 b) Disability benefit of up to Two hundred thousand pesos (₱200,000.00) for each media
21 worker who shall suffer total or partial disability, whether permanent or temporary,
22 arising from any injury sustained in the line of duty; and
23
24 c) Medical insurance benefit for each media worker of up to One hundred thousand pesos
25 (₱100,000.00).
26

27 **SEC. 10. *Security of Tenure.*** – Media workers shall be deemed as regular employees
28 after six (6) months from the start of employment, regardless of the nature of employment. However,
29 the said six (6) months period shall be computed cumulatively if a media worker is repeatedly engaged
30 for shorter periods. An employer shall not terminate the services of a media worker except for a just or
31 authorized cause, and with the observance of procedural due process.
32

33 **SEC. 11. *Settlement of Disputes.*** – All labor-related disputes shall be elevated to the
34 DOLE regional office which has jurisdiction over the workplace.
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36 **SEC. 12. *Liability of Media Entities.*** – Media entities shall be responsible for all contents
37 released under their name. Owners of media entities or franchise holders shall be liable for
38 claims arising from gross negligence, malicious acts, and violation of laws in connection with the
39 work of blocktimers and media workers, regardless of the nature of engagement, except when
40 the owners of the media entities or the franchise holders are able to prove that due diligence
41 was exercised or that the fault is attributable solely to the concerned blocktimer or media
42 worker. Any agreement to the contrary shall be void.

1 **SEC. 13. Compliance.** – The DOLE shall monitor compliance with the provisions of this
2 Act.

3 **SEC. 14. Administrative Penalties.** – Violations of the provisions of this Act shall be
4 subject to applicable penalties provided in Presidential Decree No. 442, as amended, and other
5 related laws and issuances.

6
7 **SEC. 15. News Media Tripartite Council.** – The DOLE shall initiate the creation of the
8 News Media Tripartite Council which shall serve as a link among various stakeholders, provide a
9 platform where media workers and employers can agree upon mutually beneficial policies that
10 will promote the interests of the media industry, and serve as an avenue to express their
11 aspirations, discuss their programs or settle conflicts.

12 **SEC. 16. Implementing Rules and Regulations.** – Within ninety (90) days from the
13 approval of this Act, the Secretary of Labor and Employment shall, in coordination with media
14 groups, associations, publishers, guilds and other concerned groups, issue the necessary rules
15 and regulations to implement the provisions of this Act.

16
17 **SEC. 17. Separability Clause.** – If any part, section or provision of this Act is declared
18 invalid or unconstitutional, the other provisions not affected by such declaration shall remain in
19 full force and effect.

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21 **SEC. 18. Repealing Clause.** – All laws, decrees, executive orders, rules, and regulations
22 inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

23
24 **SEC. 19. Effectivity.** – This Act shall take effect fifteen (15) days after its publication in
25 the *Official Gazette* or in a newspaper of general circulation.

Approved,