



HOUSE OF REPRESENTATIVES

H. No. 454

BY REPRESENTATIVES SORIANO, YAP (ERIC), DUTERTE, YAP (EDVIC), BONGALON, VILLAFUERTE (L.R.), VILLAFUERTE (M.L.), HORIBATA, ENCISO, DELOS SANTOS, CASTRO (F.), BROSAS, MANUEL, NOGRALES (J.F.F.), CAJAYON-UY, HERNANDEZ, TAN (K.M.), TY, YAP (C.), ARBISON, DE VENECIA, LAGMAN, ACOP, BOSITA, CARI, GARDIOLA, GO (M.), LUISTRO, OLASO, ORDANES, ROBES, ROMAN, ROMULO, SANTOS, TARRIELA, TULFO (J.), VARGAS, GOMEZ, ESPARES, ROMUALDEZ (F.M.) AND DALIPE

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

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

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

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

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11 (a) Ensure that media workers shall, at minimum, be paid the wages,
12 allowances, and benefits provided by law to workers;

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14 (b) Motivate and encourage media workers to be truthful and responsible
15 sharers of information; and

16
17 (c) Promote an atmosphere that is conducive to a productive, free, and fruitful
18 media work.

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20 **SEC. 4. Coverage.** – This Act shall apply to all media workers and media
21 entities in the private sector.

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23 **SEC. 5. Definition of Terms.** – As used in this Act:
24

1 (a) *Blocktimer* refers to one who buys airtime from radio and television
2 franchise holders;

3
4 (b) *Media entities* refer to persons or organizations, including media networks
5 and operators that actively gather information of potential interest to a
6 segment of the public, turn collected information into a distinct work or
7 distribute that work to an audience within the Philippines; and

8
9 (c) *Media workers* refer to those who are legitimately engaged in news media
10 practice, directly or indirectly, whether as a principal occupation or not.
11

12 **SEC. 6. *Minimum Compensation.*** – Media workers shall not receive less than
13 the applicable minimum wage rate prescribed by the Regional Tripartite Wages and
14 Productivity Board, and shall be entitled to overtime pay and night shift premiums,
15 as well as other forms of compensation provided by the Presidential Decree No. 442,
16 as amended, otherwise known as the “Labor Code of the Philippines”, and other
17 related laws and issuances.
18

19 **SEC. 7. *Social Security and Welfare Benefits.*** – Media workers shall be covered
20 by the Social Security System, the Home Development Mutual Fund or the Pag-IBIG
21 Fund, and the Philippine Health Insurance Corporation upon employment. The
22 payment of monthly contributions shall be jointly shared by the media worker and
23 the employer, when applicable, in accordance with existing rules and regulations.
24 Media workers shall also be entitled to retirement benefits as provided under
25 Republic Act No. 11199, otherwise known as the “Social Security Act of 2018”.
26

27 **SEC. 8. *Hazard Pay.*** – Media workers required to physically report for work
28 in dangerous areas such as strife-torn or embattled areas, distressed or isolated
29 stations, disease-infested areas or in areas declared under a state of calamity or
30 emergency for the duration thereof which expose them to great danger, contagion,
31 radiation, volcanic activity or eruption, occupational risks or perils to life as
32 determined by the Department of Labor and Employment (DOLE), shall be
33 compensated with a hazard pay in the minimum amount of Five hundred pesos
34 (P500.00) per day, with no diminution, which shall be computed as follows:
35

36 Hazard pay = P500 x number of days physically reporting for work in
37 dangerous areas.
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39 The base amount of the hazard pay of media workers may be increased as
40 decided upon by the News Media Tripartite Council created under Section 15 of this
41 Act.
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43 Employers shall also provide media workers covering events in dangerous
44 areas with basic safety gear and equipment such as bulletproof vests and helmets,
45 first-aid kits, fire protection jackets, face shields, medical grade protective equipment,
46 harnesses, safety shoes, and life vests.

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2 **SEC. 9. *Mandatory Additional Insurance Benefits.*** – Employers shall provide
3 additional insurance coverage to media workers as follows:
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5 (a) Death benefit of Two hundred thousand pesos (P200,000.00) for each media
6 worker who shall perish in the line of duty;
7

8 (b) Disability benefit of up to Two hundred thousand pesos (P200,000.00) for
9 each media worker who shall suffer total or partial disability, whether
10 permanent to temporary, arising from any injury sustained in the line of
11 duty; and
12

13 (c) Medical insurance benefit for each media worker of up to One hundred
14 thousand pesos (P100,000.00).
15

16 **SEC. 10. *Security of Tenure.*** – Media workers shall be deemed as regular
17 employees after six (6) months from the start of employment, regardless of the nature
18 of employment. However, the said six (6) months period shall be computed
19 cumulatively if a media worker is repeatedly engaged for shorter periods. An
20 employer shall not terminate the services of a media worker except for a just or
21 authorized cause, and with the observance of procedural due process.
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23 **SEC. 11. *Settlement of Disputes.*** – All labor-related disputes shall be elevated
24 to the DOLE regional office which has jurisdiction over the workplace.
25

26 **SEC. 12. *Liability of Media Entities.*** – Media entities shall be responsible for
27 all contents released under their name. Owner of media entities or franchise holder
28 shall be liable for claims arising from gross negligence, malicious acts, and violation
29 of laws in connection with the work of blocktimers and media workers, regardless of
30 the nature of engagement, except when the owners of the media entities or franchise
31 holders are able to prove that due diligence was exercised or that the fault is
32 attributable solely to the concerned blocktimer or media worker. Any agreement to
33 the contrary shall be void.
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35 **SEC. 13. *Compliance.*** – The DOLE shall monitor compliance with the
36 provisions of this Act.
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38 **SEC. 14. *Administrative Penalties.*** –Violations of the provisions of this Act
39 shall be subject to applicable penalties provided in Presidential Decree No. 442, as
40 amended, and other related laws and issuances.
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42 **SEC. 15. *News Media Tripartite Council.*** – The DOLE shall initiate the creation
43 of the News Media Tripartite Council which shall serve as a link among various
44 stakeholders, provide a platform where media workers and employers can agree
45 upon mutually beneficial policies that will promote the interests of the media

1 industry, and serve as avenue to express their aspirations, discuss their programs or
2 settle conflicts.

3

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

8

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

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

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

Approved,

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