

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City, Metro Manila

NINETEENTH CONGRESS  
First Regular Session

**HOUSE BILL NO. 1924**



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Introduced by **ANG PROBINSYANO**  
Party-List Representative Alfred Delos Santos

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### **EXPLANATORY NOTE**

In line with the policy of the State to to afford full protection to labor, promote full employment and equality of employment opportunities for all, to ensure that they be entitled to security of tenure, humane conditions of work, and a living wage, this Bill aims to codify and institutionalize the various rights and benefits to be granted to the said workers. This Bill seeks to implement measures in order to alleviate the inequity suffered by the workers in the media and news sector.

Considering the peculiar hazards of their work, it is essential that they be given adequate safeguards and benefits in how they do their job. Oftentimes, not only are they involved in covering the events as they happen and letting the public know about it, they are considered part of these historical events themselves. However, despite the immensity of their tasks, they are often overworked and underpaid. Even when they are considered on call 24/7, they are oftentimes not given the compensation they deserve for these hours.

In light of the foregoing, the Bill proposes measures which are oriented primarily towards the protection of those in the media and news sectors, the protection and enforcement of their rights, and the institutionalization of the various benefits to be granted to them.

It is for the foregoing premises that the approval of this Bill is earnestly sought.

  
**ALFRED C. DELOS SANTOS**  
*Representative, Ang Probinsyano Party-List*



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### **THE MAGNA CARTA FOR WORKERS IN THE MEDIA AND NEWS SECTOR**

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

*SECTION 1. Short Title.* – This Act shall be known as the “Magna Carta for Workers in the Media and News Sector.”

*SECTION 2. Declaration of Policy.* – It is the declared policy of the State to afford full protection to labor and promote full employment and equality of employment opportunities for all. These laborers shall be entitled to security of tenure, humane conditions of work, and a living wage.

*SECTION 3. Definition of Terms.* – For purposes of this Act, the term:

a) “Media sector” shall refer to the sector engaged in communicating information, art, and/or entertainment to a large audience. This includes print media, broadcast television, radio and audio productions, movie, documentary, and film production, music production, distribution, and performance, musical theater, performance art, among others.

b) “News sector” shall refer to the sector engaged in any form of mass media that focus on delivering news to the general public or a target public. These include print media, broadcast news, and online platforms.

*SECTION 4. Coverage.* – The provisions of this Act shall be applicable to all workers in the news and media industry, whether on contractual or regular basis, in the public and private sectors.

*SECTION 5. Employment Generation and Protection Support.* – The State shall ensure and promote the provision of employment opportunities and full protection for workers in the news and media sector. In line with this, the Department of Labor and Employment (DOLE) shall spearhead nationwide employment generation programs for workers in the news and media industry. The DOLE shall also provide

adequate and sufficient regulations for the entertainment industries, television and media networks, to assure that these workers are fully protected, regardless of employment status.

*SECTION 6. Professionalization of Workers in the Media and News Sector in Public Service.* - The State shall promote and ensure that the workers in the media and news sector in the public service are conferred with the appropriate position title, salary grade, just compensation, benefits, and professional recognition.

*SECTION 7. Security of Tenure.* - Workers in the media and news sector in the public sector with permanent positions shall be terminated only for just and authorized causes: *Provided*, That if it is determined by the proper authority that the worker concerned is unjustly dismissed, he/she shall be entitled to reinstatement without loss of seniority rights and back wages with twenty per centum (20%) interest to be computed from the time of withholding of compensation up to the time of reinstatement. However, if the worker concerned does not wish to be reinstated, he/she shall be entitled to back wages and separation pay with the corresponding twenty per centum (20%) interest to be computed from the time of withholding of compensation up to full payment of judgment award.

*SECTION 8. Normal Hours of Work.* - The normal hours of work of a worker in the media and news sector, whether in the public or private sector, shall not exceed eight (8) hours per day or forty (40) hours per week. The hours of work shall include, but shall not be limited to the time in which:

- a) The worker in the media and news sector concerned is required to be present and on active duty at the prescribed place of work;
- b) The worker in the media and news sector concerned is permitted to work, whether or not such work is done at the prescribed place of work; and
- c) The worker in the media and news sector concerned is required to work in places other than the prescribed place of work.

*SECTION 9. Overtime Work.* - Where the exigencies of the service so require, any worker in the media and news sector, whether in the public or private sector, may be required to render service beyond the regular eight (8) hours per day, inclusive of Saturdays, Sundays, and non-working holidays. In such cases, the worker in the media and news sector concerned shall be given additional compensation in accordance with existing laws on the matter.

*SECTION 10. Freedom from Interference or Coercion.* - It shall be unlawful for any person or juridical entity to commit any of the following acts upon any worker in the media and news sector:

- a) To require, as a condition of employment, that a worker in the media and news sector concerned shall not join an association, organization, or union of workers in the media and news sector s;

- b) To discriminate in order to encourage or discourage membership in any association, organization, or union of workers in the media and news sector;
- c) To prevent a worker in the media and news sector from performing his/her duties and functions in his/her association, organization, or union of workers in the media and news sector;
- d) To penalize a worker in the media and news sector for any lawful action performed in his/her capacity as a member of any association, organization, or union of workers in the media and news sector;
- d) To harass or intimidate a worker in the media and news sector or prevent him/her from performing his/her official duties and functions; and
- e) To perform acts that will diminish the independence and freedom of any association, organization, or union of workers in the media and news sector in directing its own affairs.

*SECTION 11. Non-discrimination Provision.* - Workers in the media and news sector shall not be discriminated based on belief, civil status, ethnic grouping, religion, or sex in connection to the exercise of his/her profession.

*SECTION 12. Rights in Administrative Proceedings.* - In every administrative proceeding concerning a worker in the media and news sector, he/she shall have the right to:

- a) Be informed of the charges;
- b) Full access to evidence against him/her;
- c) Defend himself/herself with or without the assistance of counsel of his/her choice;
- d) Be given adequate time to prepare his/her case, which shall, in no case, exceed thirty (30) days;
- e) Appeal any adverse ruling to the proper authorities;
- f) Cross-examine witnesses and to have subpoenas processed for the production of his/her own witnesses;
- g) Reimbursement for reasonable expenses incurred during his/her defense, in cases of exoneration or dismissal of the charges; and
- h) Such other rights provided by existing laws, rules, and regulation in relation to ensuring fairness and impartiality in administrative proceedings.

*SECTION 13. Right to Join Organizations.* - Workers in the media and news sector shall have the right to autonomy in terms of joining associations, organizations, or unions for purposes not contrary to law, in the protection of their

mutual interests, and in the pursuit of seeking redress for grievances through peaceful concerted activities.

*SECTION 14. Consultation in Policymaking.* - All necessary public and private sector institutions concerned with the media and news sector, to be determined by the DOLE, shall be taken into consideration and consulted in the formulation of national educational policies and professional standards as well as in the formulation of national policies and programs on media and news sector of the State: *Provided*, That the State shall ensure that media and news associations, organizations, or unions are adequately represented in the policymaking and consultative bodies of the State.

*SECTION 15. Other Compensation and Benefits.* - All workers in the media and news sector, in addition to the compensation and benefits already provided by existing laws, shall be entitled to the following compensation and benefits:

- a) Representation Allowance and Travelling Allowance;
- b) Hazard Allowance;
- c) Subsistence Allowance;
- d) Longevity Pay;
- e) Clothing Allowance;
- f) Housing Allowance;
- g) Compensation for Injuries;
- h) On-call Pay; and
- i) Vehicle Loan.

*SECTION 16. Implementing Rules and Regulations.* - The DOLE and the private sector stakeholders in the media and news sector, shall formulate and prepare the necessary implementing rules and regulations for the provisions of this Act.

*SECTION 17. Monitoring and Implementation.* - The DOLE shall form an Oversight Committee to monitor the implementation of the provisions of this Act. The Oversight Committee shall be composed of representatives from the DOLE and the private sector stakeholders on the development of the media and news sector: *Provided*, That the Oversight Committee shall submit bi-annual reports regarding the status of the implementation of the provisions of this Act to the Committee on Labor and Employment of the House of Representatives and the Senate.

*SECTION 18. Penal Clause.* - Any person who shall violate any of the provisions of this Act shall, upon conviction, be punished with a fine of not less than

Fifty Thousand Pesos (P50,000.00) or imprisonment of not more than one (1) year, or both, at the discretion of the court.

If the offender is a public official, the court shall order his/her dismissal from public service and the same shall be disqualified from holding public office.

*SECTION 19. Separability Clause.* - If any provision or part of this Act is held invalid or unconstitutional, the remaining provisions or parts unaffected shall remain in full force and effect.

*SECTION 20. Repealing Clause.* - All laws, executive orders, presidential decrees or issuances, letters of instruction, administrative orders, rules, and regulations contrary to or inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

*SECTION 21. Effectivity Clause.* - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,