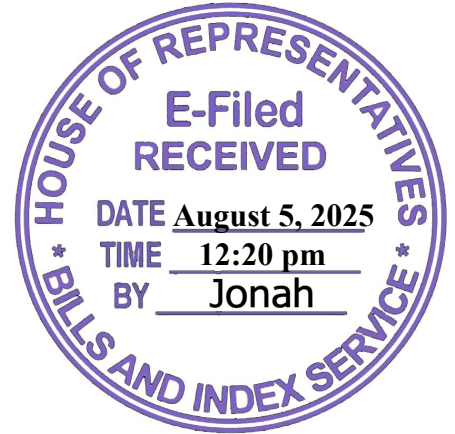




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 3076



Introduced by Representative **ANTONINO B. ROMAN III**

EXPLANATORY NOTE

The State recognizes labor as a primary social and economic force pursuant to Section 18, Article II of the 1987 Constitution. It is duty-bound to protect the rights of workers and to promote their welfare. The Constitution likewise guarantees the right to self-organization, collective bargaining and negotiation, and engagement in peaceful concerted activities. In addition, workers are entitled to security of tenure, humane working conditions, and a living wage.

As members of the labor force, media and entertainment workers play a vital role in both our society and economy. They are responsible for delivering news, entertainment, and other essential content that keeps the public informed and engaged. Behind every broadcast, article, or production, these workers labor tirelessly, to ensure the timely and accurate dissemination of information and coverage to the general public.

Equal opportunity may be understood through various frameworks, including formal equality of opportunity, substantive equality of opportunity, equality of fair opportunity, a level playing field, and meritocracy. Guided by these principles, this measure advances people-centered legislation that seeks to uphold fairness and inclusivity.

At the heart of this proposal are media and entertainment workers, whose unwavering commitment to public service is both vital and commendable. In recognition of their invaluable contributions to society, often rendered under hazardous and high-risk conditions, particularly during times of crisis, it is both just and necessary to extend to them appropriate compensation and enhanced labor protections under the law.

This proposed measure seeks to improve the protection, security, and incentives for media workers by providing an additional health insurance package, overtime and night differential pay, and other benefits. This bill also requires a written contract signed by the media entity and the employee to ensure maximum protection from unjust compensation so that their rights are well protected and their welfare is not neglected.

Immediate passage of this measure is earnestly sought.



ANTONINO B. ROMAN III



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HOUSE BILL NO. 3076

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AN ACT
PROVIDING FOR ENHANCED PROTECTION, SECURITY, BENEFITS, AND
INCENTIVES FOR NEWS AND MEDIA WORKERS, APPROPRIATING FUNDS
THEREFOR AND FOR OTHER PURPOSES

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

SECTION 1. Title. - This Act shall be known as the “News and Media Workers Act of 2025.”

SECTION 2. Declaration of Policy. – The State recognizes that all individuals have the right to equal opportunity and to live decently and with dignity. Every individual has the right to participate and be given access to information relating to the decision-making processes that affect their lives and well-being.

The State further affirms that workers in the news and media sector are entitled to the full enjoyment of their rights to a decent life, dignity, and humane conditions of employment. They must be afforded the opportunity to live with stability and normalcy, with other workers who enjoy a peaceful, secure, and productive life under the protection of the law.

SECTION 3. Coverage. – The provisions of this Act shall apply to all workers in the news and media industry, whether on a contractual or regular basis, in the public and private sector.

SECTION 4. Definition of Terms. – For purposes of this Act, the following terms shall mean:

- a. “News and Media Worker” refers to any person, whether employed on a regular, probationary, contractual, project, or freelance basis, engaged in the gathering, reporting, writing, editing, filming, photographing, production, or technical support of news, public affairs, entertainment, and related content, in any platform including print, broadcast, and digital media;

- b. “Hazardous Area” refers to any place classified by the Department of Labor and Employment (DOLE) as posing serious risks to safety or health due to conflict, disaster, hazardous substances, dangerous terrain, or other comparable circumstances;
- c. “Employer” refers to any person or entity, including government agencies and private corporations, that engages the services of a news and media worker for compensation;
- d. “Tripartite Council” refers to the News Media Tripartite Council created under Section 16 of this Act.

SECTION 5. Minimum Compensation for News and Media Workers. – To ensure that news and media workers are properly compensated, entry-level positions shall receive at least the minimum monthly compensation to be determined by the National Wages and Productivity Commission (NWPC).

SECTION 6. 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 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 7. Overtime Work. – Where the exigencies of the service so require, a worker in the media and news 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.

SECTION 8. Social Security and Welfare Benefits. – News and Media workers shall be entitled to the benefits from the Social Security System (SSS), Government Service Insurance System (GSIS), Home Development Mutual Fund (HDMF), Pag-IBIG Fund (PAGIBIG), and the Philippine Health Insurance Corporation (PHILHEALTH) upon employment. The payment of monthly contributions shall be jointly shared by the news and media worker and the employer, in accordance with existing rules and regulations.

SECTION 9. Hazard Pay. – News and Media workers who are required to physically report for work in dangerous areas such as strife-torn or embattled areas, distressed or isolated stations, disease-infested areas, or areas declared under a state of calamity or any situation which exposes them to great danger, contagion, radiation, volcanic activity or eruption, occupational risks or perils to life as determined by the Department of Labor and Employment (DOLE), shall be compensated with a hazard pay in the amount equivalent to at least ten percent (10%) of the worker’s basic daily rate, or Five hundred pesos (P500.00) per day, whichever is higher, without diminution.

The base amount of the hazard pay may be increased as determined by the News Media Tripartite Council (NMTC) created under Section 18 of this Act.

Employers shall provide media workers covering events in dangerous areas with basic safety gear and equipment such as, but not limited to, bulletproof vests and helmets, first-aid kits, fire protection jackets, face shields, medical-grade protective equipment, harnesses, safety shoes, and life vests.

SECTION 10. Mandatory Additional Insurance Benefits. – Employers shall provide additional insurance coverage to news and media workers as follows:

- a. Death Benefit of Two Hundred Thousand Pesos (P200,000) for each media worker who shall perish in the line of duty;
- b. Disability benefit of up to Two Hundred Thousand Pesos (P200,000) for each news and media worker who shall suffer a total or partial disability, whether permanent or temporary, arising from any injury sustained in the line of duty; and
- c. Medical insurance benefit for each news and media worker of up to One Hundred Thousand Pesos (P100,000).

SECTION 11. Funding for Public Sector Compliance. – For news and media workers employed in government media entities, the amounts necessary for the implementation of the benefits under this Act shall be included in the annual budget proposal of the concerned agency, subject to usual budgeting, accounting, and auditing rules and regulations.

SECTION 12. Other Compensation 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 and Travel Allowance;
- b. Subsistence Allowance;
- c. Longevity Pay;
- d. Clothing Allowance;
- e. Housing Allowance;
- f. On-call Pay; and
- g. Vehicle Loan.

SECTION 13. Security of Tenure. – News and Media workers shall be deemed regular employees after six (6) months from the start of employment, regardless of the nature of employment. However, the six (6) month period shall be computed cumulatively if a news and media worker is repeatedly engaged for shorter periods. An employer shall not terminate the services of a media worker except for a just or authorized causes prescribed under the Labor Code. This provision shall not prevent lawful project-based or seasonal engagements, but shall prohibit repeated short-term engagements intended to circumvent regularization.

SECTION 14. Right to Join Organizations. – Workers in the media and news sector shall have the right to join associations, organizations, or unions for purposes not contrary to law, in the protection of their mutual interests, and in the pursuit of redress for grievances through lawful and peaceful concerted activities.

SECTION 15. Settlement of Disputes. – All labor-related disputes shall be elevated to the DOLE regional office having jurisdiction over the workplace.

SECTION 16. Compliance. – The DOLE shall be responsible for monitoring compliance with the provisions of this Act and for enforcing its Implementing Rules and Regulations (IRR).

SECTION 17. Administrative Penalties. – Violations of the provisions of this Act shall be subject to applicable penalties provided in Presidential Decree No. 442, as amended, and other related laws and issuances.

SECTION 18. News Media Tripartite Council. – The DOLE shall initiate the creation of a News Media Tripartite Council, which shall serve as a consultative and advisory body composed of representatives from the government, employers, and workers in the news and media industry. The Council shall provide a platform for stakeholders to:

- a. Formulate and agree upon mutually beneficial policies promoting the interests and welfare of media workers;
- b. Express collective aspirations and propose industry-wide programs; and
- c. Discuss and settle labor-management issues and other relevant concerns affecting the sector.

SECTION 19. Implementing Rules and Regulations. – Within one hundred twenty (120) days from the effectivity of this Act, the Secretary of Labor and Employment shall, in coordination with media groups, associations, publishers, guilds, and other concerned groups, issue the IRR to implement the provisions of this Act.

SECTION 20. Separability Clause. – If any provision of this Act is declared unconstitutional, the remaining provisions shall remain in full force and effect.

SECTION 21. Repealing Clause. – All laws, orders, rules, and regulations inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 22. 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,