

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 3422



Introduced by: **REP. SALVADOR A. PLEYTO, SR.**

EXPLANATORY NOTE

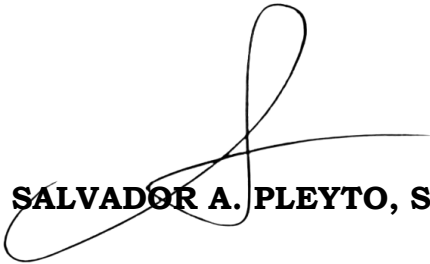
Media workers, as "purveyors of truth," are acknowledged for their dedication in informing the public, often at great personal risk, especially in a country known for challenges to press freedom.

This proposed bill seeks to extend full protection to media workers as laborers, consistent with the constitutional mandate to promote full employment, equality of employment opportunities, security of tenure, humane conditions of work, and a living wage for all workers.

It reiterates the constitutional guarantees of freedom of speech, expression, and the press, and argues that enhancing the welfare of media workers is essential to upholding these fundamental rights. Establishing a mechanism to ensure media workers receive a living wage comparable to other professions requiring similar qualifications, taking into account the cost of living and socio-economic imperatives.

This bill, creating the Magna Carta of Media Workers, is an attempt to address the precarious working conditions and vulnerabilities faced by media practitioners in the Philippines. It seeks to provide them with the necessary labor protections, benefits, and a safer environment, recognizing that a well-supported and protected media workforce is essential for a robust democracy and an informed citizenry.

In view of the aforesaid, the approval of this measure is hereby earnestly sought.


SALVADOR A. PLEYTO, SR.

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HOUSE BILL NO. 3422

Introduced by: **REP. SALVADOR A. PLEYTO, SR.**

**AN ACT ESTABLISHING THE MAGNA CARTA FOR MEDIA WORKERS,
PROVIDING FOR THEIR RIGHTS, BENEFITS, AND PROTECTION, AND
FOR OTHER PURPOSES**

*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 Media Workers Act of 2025."

SEC. 2. *Declaration of Policy.* - It is hereby declared the policy of the State
to uphold and protect the fundamental rights of media workers, recognizing
their vital role in a democratic society in informing the public, fostering public
discourse, and holding power accountable. The State shall ensure their
economic security, promote their professional growth, guarantee their safety,
and safeguard their independence and freedom from harassment,
intimidation, and undue influence.

SEC. 3. *Definition of Terms.* - For the purpose of this Act, the following
terms shall mean:

- **Media Worker.** Refers to any person who is employed, engaged, or
contracted by a media entity, whether on a full-time, part-time, or
freelance basis, and whose primary livelihood is derived from the
gathering, writing, editing, producing, broadcasting, publishing, or
disseminating news, information, or public affairs content across all
platforms, including print, broadcast (television and radio), and digital
media. This includes, but is not limited to, reporters, correspondents,
editors, photojournalists, videographers, camerapersons, news
writers, news researchers, news anchors, program hosts, layout
artists, graphic designers, social media managers involved in news
dissemination, and technical staff directly involved in news
production.

- **Media Entity.** Refers to any person, natural or juridical, engaged in the business of gathering, producing, and disseminating news, information, or public affairs content through any medium, including newspapers, magazines, radio stations, television networks, online news sites, and other digital platforms.
- **Hazard Pay.** Additional compensation given to media workers who are exposed to danger, risk, or hardship in the performance of their duties.
- **Overtime Pay.** Additional compensation for work performed beyond the regular working hours.
- **Night Differential.** Additional compensation for work performed between 10:00 PM and 6:00 AM.
- **Regular Employment.** Employment status granted to a media worker who has rendered at least six (6) months of continuous service, whether or not continuous, in the same media entity, and whose work is necessary and desirable to the usual business or trade of the media entity.
- **Collective Bargaining Agreement (CBA).** An agreement between a media entity and the duly recognized collective bargaining agent of its media workers concerning wages, hours of work, and other terms and conditions of employment.

SEC. 4. *Basic Rights and Guarantees.* - Media workers shall be entitled to the following basic rights and guarantees:

- a) **Security of Tenure.** No media worker shall be dismissed, suspended, or transferred without just and authorized cause and due process as provided by law.
- b) **Right to Self-Organization.** Media workers shall have the right to form, join, or assist labor organizations of their own choosing for purposes of collective bargaining and mutual aid and protection.
- c) **Right to Collective Bargaining.** Media workers shall have the right to engage in collective bargaining with their employers to determine their wages, hours of work, and other terms and conditions of employment.
- d) **Freedom from Harassment and Intimidation.** Media workers shall be free from any form of harassment, intimidation, coercion, or violence in the performance of their duties. The State shall ensure their protection against such acts.
- e) **Freedom of Expression and of the Press.** Media workers shall enjoy full freedom of expression and of the press, and shall not be subjected to censorship, prior restraint, or any form of interference in the exercise of their profession, except as may be provided by law.

- f) Right to Conscientious Objection. Media workers shall have the right to refuse to produce, publish, or disseminate any material that is contrary to their conscience, professional ethics, or journalistic standards, without fear of reprisal.

SEC. 5. *Wages and Other Benefits.* - Media workers shall be entitled to the following wages and benefits:

- Minimum Wage. The Secretary of Labor and Employment, in consultation with representatives from media workers' organizations and media entities, shall periodically review and set a national minimum wage for media workers, taking into consideration the cost of living, prevailing wage rates, and the economic conditions of the industry.
- Overtime Pay. Media workers shall be entitled to overtime pay for work rendered beyond eight (8) hours a day, at the rates prescribed by existing labor laws.
- Night Differential. Media workers shall be entitled to night differential pay for work rendered between 10:00 PM and 6:00 AM, at the rates prescribed by existing labor laws.
- Hazard Pay. Media workers assigned to dangerous areas or situations, or those covering hazardous events, shall be entitled to hazard pay equivalent to at least twenty-five percent (25%) of their basic salary for the duration of such assignment. The Department of Labor and Employment shall issue guidelines for the determination of dangerous areas or situations.
- Health and Safety. Media entities shall provide a safe and healthy working environment for their media workers, including adequate safety equipment, health insurance, and regular health check-ups. They shall also ensure access to psychosocial support and trauma counseling, especially for those covering traumatic events.
- Social Protection. Media workers shall be covered by the Social Security System (SSS), Philippine Health Insurance Corporation (PhilHealth), and Home Development Mutual Fund (Pag-IBIG Fund), and other social protection programs as provided by law. Media entities shall ensure timely and correct remittances of contributions.
- Training and Development. Media entities shall provide opportunities for continuous professional development and training for their media workers to enhance their skills and knowledge.
- Retirement Benefits. Media workers shall be entitled to retirement benefits as provided by law and/or collective bargaining agreements.

SEC. 6. *Working Hours.* - The regular working hours of media workers shall not exceed eight (8) hours a day. Any work performed beyond this period shall be compensated with overtime pay.

SEC. 7. *Freelance Media Workers.* - Freelance media workers shall be entitled to fair and prompt compensation for their work, and shall be covered by appropriate contracts that clearly define the terms of engagement, intellectual property rights, and payment schedules. The Department of Labor and Employment shall issue guidelines to ensure fair treatment and protection of freelance media workers.

SEC. 8. *Protection Against Violence and Impunity.* - The State shall take all necessary measures to protect media workers from violence, threats, and intimidation, and to ensure that perpetrators of such acts are held accountable. This shall include, but not be limited to, prompt and impartial investigation of cases involving attacks against media workers, prosecution of offenders, and provision of legal and security assistance to victims and their families.

SEC. 9. *Media Workers' Welfare and Development Fund.* - There shall be established a Media Workers' Welfare and Development Fund, to be administered by the Department of Labor and Employment, in consultation with media workers' organizations. The Fund shall be sourced from appropriations by the government and donations from private entities, and shall be used for the following purposes:

- a) Legal assistance to media workers facing charges or threats related to their work
- b) Financial assistance to media workers and their families in times of crisis, illness, or death
- c) Training and capacity-building programs for media workers.
- d) Support for independent media organizations and initiatives that promote press freedom and media welfare.

SEC. 10. *Penal Provisions.* - Any person or entity who violates any provision of this Act shall be penalized in accordance with existing labor laws and other relevant laws. If the violation results in the death or serious injury of a media worker, the penalties under the Revised Penal Code and other special laws shall apply.

SEC. 11. *Implementing Rules and Regulations.* - Within ninety (90) days from the effectivity of this Act, the Secretary of Labor and Employment, in coordination with the Department of Justice, the Presidential Communications Operations Office, and representatives from media workers' organizations and media entities, shall formulate and issue the necessary rules and regulations for the effective implementation of this Act.

SEC. 12. *Separability Clause.* - If any provision of this Act is declared unconstitutional or invalid, the remainder thereof not affected thereby shall remain in full force and effect.

SEC. 13. *Repealing Clause.* - All laws, decrees, orders, rules, and regulations, or parts thereof, inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 14. *Effectivity.* - This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,