

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**TWENTIETH CONGRESS**  
First Regular Session

House Bill No. **4909**



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Introduced by Representative Reynante U. Arrogancia

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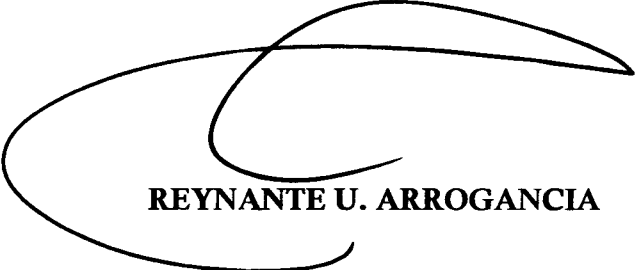
**EXPLANATORY NOTE**

This bill seeks the passage of the “Freelance Workers Protection Act” that seeks to safeguard the welfare of freelance workers through stipulated written contracts, appropriate compensation including hazard pay and night shift differential.

Freelance workers are retained to provide services, in exchange for compensation, as an independent contractor to do work according to one’s own methods and without being subjected to the control of the hiring party, except only as to the output of the work. In the Philippines, the Philippine Institute of Development Studies (PIDS) has reported a 208% growth in freelance revenues from 2019 to 2020.<sup>1</sup> Article II, Section 18, and Article XIII, Section 3 of the Constitution states that it is declared the policy of the State to protect the rights of workers, promote their welfare, and ensure their entitlement to humane conditions of work.

With the advent of technology and seeking the opportunities for nontraditional work, the government needs to legislate and set a policy that would provide our freelance workers access to protection from abuse and exploitation. Furthermore, the formal registration of freelance workers in the tax system would provide additional revenues for the country and could formalize their work status.

This bill had been filed in the previous Congress and, it is hoped that in this Congress, the passage of this bill will finally come to pass.



**REYNANTE U. ARROGANCIA**

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<sup>1</sup>The Filipino online freelancers: Digital workforce of the world. 2025. Accessed 9 September 2025 <https://www.pids.gov.ph/details/news/in-the-news/the-filipino-online-freelancers-digital-workforce-of-the-world>

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AN ACT  
PROVIDING PROTECTION AND INCENTIVES TO FREELANCE 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 "Freelance Workers Protection  
2 Act."

3  
4 **SEC. 2. *Declaration of Policy.*** - Pursuant to Article II, Section 18, and Article XIII, Section 3  
5 of the Constitution, it is hereby declared the policy of the State to protect the rights of workers,  
6 promote their welfare, and ensure their entitlement to humane conditions of work and just  
7 share in the fruits of production. To this end, the State shall recognize the right of freelance  
8 workers to protection from late or nonpayment of fees for services rendered.

9  
10 **SEC. 3. *Definition of Terms.*** - As used in this Act:

- 11  
12 a) *Freelance worker* refers to any natural person or entity composed of no more than one  
13 (1) natural person, whether incorporated under the Securities and Exchange  
14 Commission, registered as a sole proprietorship under the Department of Trade and  
15 Industry (DTI) or registered as self-employed with the Bureau of Internal Revenue  
16 (BIR), who is hired or retained to provide services, in exchange for compensation, as  
17 an independent contractor to do work according to one's own methods and without  
18 being subjected to the control of the hiring party, except only as to the results of the  
19 work;  
20  
21 b) *Hiring party* refers to any person or entity that obtains or retains the services of a  
22 freelance worker; and  
23  
24 c) *Retaliation* refers to any act reasonably likely to prevent a freelance worker from further  
25 being offered freelance work and contracts.  
26

27 **SEC. 4. *Written Contract.*** - Any hiring party obtaining or retaining the services of a freelance  
28 worker shall execute a written contract with the freelance worker before the services are  
29 rendered. The hiring party and the freelance worker shall each retain a signed copy of the  
30 contract.

31 The contract shall be written in plain language, understood by both parties. It shall  
32 include, at the minimum, the following:

- 33
- 34 (a) Itemization of all services to be provided by the freelance worker;
- 35 (b) Details of compensation and other worker's benefits, including rate, method and  
36 schedule of payment;
- 37 (c) Period of employment;
- 38 (d) Grounds for breach of contract on the part of the hiring party and of the freelance  
39 worker; and
- 40 (e) Any other condition, term or clause that the Department of Labor and Employment  
41 (DOLE) may direct, subject to the provisions of this Act.
- 42

43 The contract must state the necessary personal circumstances of the freelance worker,  
44 including the worker's tax identification number. No modification of the terms of the contract  
45 shall be enforceable unless signed by both the hiring party and the freelance worker.

46

47 **SEC. 5. *Down Payment.*** – An initial partial payment for the contracting of services of the  
48 freelance worker shall be made upon engagement, which shall be not less than thirty percent  
49 (30%) of the contract price.

50

51 **SEC. 6. *Night Shift Differential.*** – Freelance workers who are required to be physically present  
52 in the workplace, or those on field assignments, shall be paid a night shift differential of not  
53 less than ten percent (10%) of their regular compensation for each hour of work performed  
54 between ten o'clock in the evening and six o'clock in the morning, unless there is a more  
55 favorable fee stipulated in the contract.

56

57 **SEC. 7. *Hazard Pay.*** – All freelance workers deployed in dangerous areas such as strife-torn  
58 or embattled locations, distressed or isolated stations, prison camps, mental hospitals,  
59 radiation-exposed clinic, laboratories or disease-infested areas, or in areas declared under a  
60 state of calamity or emergency for the duration of deployment and unduly exposes them to  
61 great danger, contagion, radiation, occupational risks or perils to life, shall be compensated  
62 with a hazard pay equivalent to at least twenty-five percent (25%) of the total payment for the  
63 period of such deployment as agreed upon in the contract, unless there is a more favorable  
64 fee stipulated therein.

65

66 **SEC. 8. *Unlawful Practices.*** – It shall be unlawful for any hiring party to:

- 67 a) Pay the compensation due the freelance worker later than fifteen (15) days after the  
68 date of payment of compensation stated in the written contract or after the rendition  
69 of services in cases where there is no written contract;
- 70
- 71 b) Require as a condition of payment of compensation at any time after a freelance  
72 worker has commenced rendition of services, that the latter accept less than the  
73 specified contract price; or
- 74
- 75 c) Commit any act of retaliation against any freelance worker for:  
76
  - 77 1. Opposing any practice prohibited by this Act;
  - 78 2. Filing a complaint authorized under this Act;
  - 79 3. Testifying or assisting in any proceeding authorized under this Act;
  - 80 4. Commencing a civil action alleging a violation of this Act;

- 81 5. Assisting the DOLE in an investigation commenced pursuant to this Act; or  
82 6. Providing information to the DOLE pursuant to the terms of a mediation or  
83 conciliation agreement under this Act.  
84

85 **SEC. 9. *Civil Penalty.*** – A person who commits any of the unlawful practices enumerated in  
86 Section 8 of this Act shall be punished by a fine of not less than Fifty thousand pesos  
87 (₱50,000.00) but not more than Five hundred thousand pesos (₱500,000.00).  
88

89  
90 **CHAPTER II**  
91 **AGENCY ENFORCEMENT AND ADMINISTRATIVE PROCESS**  
92

93 **SEC. 10. *Complaints.*** – Any person or such person's authorized representative aggrieved by  
94 a violation of this Act, may file a complaint with the DOLE, through the Undersecretary for  
95 Workers with Special Concerns, without prejudice to the filing of civil action in appropriate  
96 cases.  
97

98 **SEC. 11. *Prohibition Against Forum Shopping.*** – When a civil action has been initiated in a  
99 court of competent jurisdiction arising from any violation of this Act, a breach of contract, or  
100 any similar claim at law or equity arising out of the same transaction or series of transactions,  
101 no other case involving the same cause of action shall be filed with the DOLE.  
102

103 **SEC. 12. *Investigation.*** – Upon receiving a complaint alleging a violation of this Act, the  
104 DOLE shall not notify the respondent in writing and investigate such complaint in a timely  
105 manner. Within fifteen (15) calendar days of receiving such written notification, the  
106 respondent shall provide the DOLE with a written response and such other information as  
107 the DOLE may request. The DOLE shall notify each complainant in writing, not less than  
108 thirty (30) calendar days after the complaint is filed, of the status of the complaint and any  
109 resulting investigation.  
110

111 **SEC. 13. *Mediation and Conciliation.*** – The DOLE may, at any time after the filing of a  
112 complaint, attempt to resolve the complaint by any method of dispute resolution, including  
113 mediation and conciliation. If a conciliation agreement is entered into, the DOLE shall  
114 embody such agreement in an order and serve a copy thereof upon all parties to the  
115 conciliation agreement.  
116

117  
118 **CHAPTER III**  
119 **CIVIL ENFORCEMENT**  
120

121 **SEC. 14. *Notice of Violation and Order of Payment.*** – If, as a result of an investigation of a  
122 complaint or an investigation conducted upon its own initiative, the DOLE finds cause to  
123 believe that a violation of this Act has occurred, it shall issue a notice of violation to the  
124 respondent and order the corresponding payment of compensation due to the prevailing  
125 party.  
126

127 **SEC. 15. *Violation of Order of Payment.*** – The order of payment shall include an interest rate  
128 of six percent (6%) per annum which shall be awarded to the prevailing party in case the  
129 violation continues.

**SEC. 16. *Civil Action.*** – Except as otherwise provided by law, any person aggrieved by a violation of this Act may file a complaint in a court of competent jurisdiction for damages, injunctive relief and such other remedies as may be appropriate, without prejudice to the filing of a criminal action in appropriate cases. The prevailing party shall be entitled to an award of reasonable attorney's fees and costs.

No person claiming to be aggrieved by a violation of this Act may bring a civil action in a court of competent jurisdiction if such aggrieved person, or one's representative, has filed a complaint with the DOLE pursuant to Chapter II of this Act and based upon the same transaction or series of transactions, unless that complaint has been terminated without prejudice to a subsequent civil action.

**SEC. 17. *Non-Waiver.*** – Except as otherwise provided by law, any provision of any contract or agreement purporting to waive rights under this Act is against public policy and shall be null and void.

**SEC. 18. *Coverage.*** – This Act shall apply only to contract or agreements entered into upon the effectivity of this Act.

#### CHAPTER IV TAXATION

**SEC. 19. *Tax Relief.*** – Freelancers, as defined under this Act, shall be entitled to tax relief within the threshold provided under the National Internal Revenue Code of 1997, as amended, and Republic Act No. 9178, otherwise known as the "Barangay Micro Business Enterprises (BMBEs) Act of 2002."

**SEC. 20. *Special Assistance*** – Every BIR Revenue District Office shall designate a lane or a special assistance desk that shall be manned by an officer who shall assist freelance workers on their inquiries and in complying with the processing of documents, including the registration requirement under this Act.

#### CHAPTER V FINAL PROVISIONS

**SEC. 21. *Report.*** – One (1) year after the effectivity of this Act, and every year thereafter, the Secretary of Labor and Employment shall submit a report to the Committees on Labor and Employment of the Senate of the Philippines and the House of Representatives regarding the effectiveness of the provisions of this Act in improving freelance contracting and payment practices. The report shall include, at the minimum, the number of complaints received, investigations initiated and notices issued by the DOLE on violations of this Act, and complaints settled by mediation or conciliation.

**SEC. 22. *Information Campaign.*** – The DOLE shall, in coordination with the DTI, BIR, local government units and other relevant agencies, initiate a program with the objective of informing freelance workers of their rights and obligations, the proper procedure of registering

as a taxpayer, and the modes of legal redress as provided for in this Act, and in other laws and regulations.

**SEC. 23. *Suppletory Application.*** – The provisions of Republic Act No. 11058, entitled “An Act Strengthening Compliance with Occupational Safety and Health Standards and Providing Penalties for Violations Thereof” shall be applied suppletorily to this Act.

**SEC. 24. *Implementing Rules and Regulations.*** – Within fifteen (15) days from the effectivity of this Act, the Secretary of Labor and Employment shall, in coordination with the BIR and other relevant agencies, issue the rules and regulations from the implementation of this Act.

**SEC. 25. *Separability Clause.*** – If any part, section or provision of this Act is declared invalid or unconstitutional, the other provisions not affected by such declaration shall remain in full force and effect.

**SEC. 26. *Repealing Clause.*** – All laws, decrees, orders, rules, and regulations, or other issuances or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

**SEC. 27. *Effectivity.*** – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,