



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

Twentieth Congress
First Regular Session

HOUSE BILL NO. 5608



Introduced by Representative Lordan G. Suan

EXPLANATORY NOTE

The rise of esports as a global phenomenon has brought about significant changes in the sports and entertainment industries. Esports has evolved from being a niche activity to a multi-billion-dollar industry that attracts millions of players and viewers worldwide. In the Philippines, esports has also gained popularity in recent years, with many Filipinos engaging in esports competitions, both as players and spectators.

The Philippines has won several international esports competitions. Some of the most notable ones are:

1. The Mobile Legends – Bang Bang:
 - a. During the M2 World Championship, the Filipino team, Bren Esports, won the championship and took home the grand prize of \$300,000.
 - b. During the M3 World Championship, the Filipino team, Blacklist International defeated fellow countrymen ONIC Philippines to win the championship and took home the grand prize of \$800,000.
 - c. During the M4 World Championship, the Filipino team, ECHO Philippines defeated fellow countrymen Blacklist International to win the championship and took home the grand prize of \$800,000.
2. The Dota 2 Southeast Asia Championship (2018) – The Filipino team, Mineski, won the championship and took home the grand prize of \$370,000.

3. Euneil “Staz” Javinas won the “Hearthstone” championship at the recent World Electronic Sports Games (WESG) 2016 and took home US \$150,000.
4. The Free Fire World Series (2021) – The Filipino team, Phoenix Force, won the championship and took home the grand prize of \$500,000.

However, the growth of the esports industry has also raised concerns about the welfare and rights of esports gamers, especially those who represent the Philippines in international competitions. Unlike traditional sports, esports players face unique challenges, such as long hours of gaming, exposure to blue light, and repetitive motion injuries. Moreover, many esports gamers are not aware of their rights and may be vulnerable to exploitation and abuse by unscrupulous esports organizations.

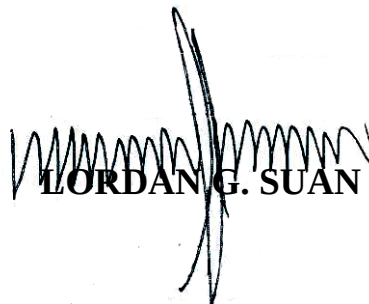
This proposed bill seeks to address these concerns by promoting and protecting the welfare and rights of esports gamers in the Philippines. It establishes the rights of esports gamers, including fair compensation, safe working conditions, and protection against discrimination, harassment, and abuse. It also requires esports organizations to fulfill their obligations to provide fair compensation, safe working conditions, and grievance mechanisms for esports gamers.

To ensure that esports gamers receive adequate support, this proposed bill establishes the National Esports Gamers' Welfare Fund, a special fund that provides financial assistance to esports gamers who suffer from injuries, illnesses, or disabilities arising from their participation in esports competitions.

This proposed bill recognizes the importance of esports as a growing industry that contributes to the economy and provides opportunities for Filipino gamers. However, it also acknowledges the need to protect the welfare and rights of esports gamers to ensure that they can pursue their passion without risking their health and well-being.

It is hoped that this proposed bill will contribute to the development of the esports industry in the country and provide a framework for the protection of esports gamers.

In view of the foregoing, approval of this bill is earnestly sought.



LORDAN G. SUAN



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HOUSE BILL NO. **5608**

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**AN ACT
PROVIDING A MAGNA CARTA FOR
ESPORTS GAMERS**

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 the "*Magna Carta*
2 *for Esports Gamers.*"

3
4 **CHAPTER I**
5 *General Provision*

6 **SEC. 2. *Declaration of Policy.*** – It is hereby declared the policy of the
7 State to promote and protect the welfare and rights of esports gamers in the
8 country. Towards this end, the State shall recognize the significant
9 contributions of esports to the economy and the importance of protecting the

1 interests of esports gamers, including fair compensation, safe working
2 conditions, and protection against discrimination, harassment, and abuse.

3
4 **SEC. 3. *Definition of Terms.***– For this Act, the following terms shall be
5 defined:

6 a) Esports – Refers to competitive video gaming in which players
7 compete against each other in organized tournaments, leagues, or competitions,
8 both on the local or world stage.

9 b) Esports gamer or esports player – Refers to a person who engages in
10 esports competitions, either as a professional or amateur player, and who is
11 usually engaged, contracted, or employed by an esports organization.

12 c) Esports organization – Refers to any entity, group, or association that
13 manages and represents professional esports teams and players in various video
14 game tournaments and competitions. It also provides support and resources for
15 its players, including coaching, training, equipment, and travel expenses. It also
16 manages the branding, marketing, and public relations of its teams and players
17 to help them gain recognition and support from fans and sponsors.

18 d) International esports competition – Refers to esports competition that
19 takes place at a regional or global level, including but not limited to Southeast
20 Asian-level, Asian-level, or World-level competitions, in which players or
21 teams from multiple countries compete against each other in esports.

1 e) National esports gamers or national esports players – Refers to
2 esports gamers who are Filipino citizens, recognized and accredited by the
3 Philippine Sports Commission (PSC), and who have represented the country in
4 international esports competitions.

6 **CHAPTER II**

7 *Rights, Benefits, and Privileges for All Esports Gamers*

8 **SEC. 4. *Rights of All Esports Gamers.***—All esports gamers are entitled to
9 the following rights:

10 a) Right to fair and just compensation and benefits, in accordance with
11 applicable laws;

12 b) Right to be free from discrimination on any basis, including but not
13 limited to gender, sexual orientation, age, race, religion, and national origin;

14 c) Right to be free from bullying and cyberbullying, both in and outside
15 of the workplace;

16 d) Right to receive timely payment for their work;

17 e) Right to negotiate for better compensation and benefits;

18 f) Right to safe and healthy working conditions, including adequate rest
19 periods;

20 g) Right to access medical and mental health services, as necessary for
21 their well-being;

1 h) Right to participate in esports competitions without discrimination,
2 harassment, or abuse of any kind; and

3 i) Right to intellectual property protection of their gaming profiles,
4 personas, and achievements, including any associated branding, merchandise,
5 or endorsements.

6
7 **SEC. 5. *Benefits and Privileges for All Esports Gamers.*** –The following
8 benefits and privileges shall be extended to all esports gamers:

9 a) Free legal consultations - The PSC shall provide free legal
10 consultations, either in-person or online, to all esports gamers for the purpose
11 of ensuring that any contracts entered into by the gamers are fair and equitable.
12 The consultations may cover a range of issues, such as contract negotiation,
13 intellectual property rights, and other legal matters related to esports gaming.

14 b) Free medical consultations - The PSC shall also provide free medical
15 consultations, either in-person or online, to all esports gamers. These
16 consultations may include general health and wellness advice, injury
17 prevention, and other healthcare needs specific to esports gaming.

18 The PSC shall appoint a team of legal and medical experts who specialize
19 in esports law and healthcare to conduct these consultations. The consultations
20 shall be made available to all esports gamers, regardless of their level of
21 experience or status.

1 **SEC. 7. *Scholarship Benefits for National EsportsGamers.*** –Any

2 national esports gamer who achieves victory, either individually or as part of a
3 team, in a recognized major international esports competition shall be entitled
4 to scholarship benefits in the form of full tuition fees and allowances for a
5 college or university degree at any state college or university. The winning
6 national esports gamer shall be given priority in availing of state college or
7 university scholarship grants.

8 Furthermore, the Commission on Higher Education (CHED) and the
9 Technical Education and Skills Development Authority (TESDA) shall accord
10 priority to winning national esports gamers who seek scholarship grants and
11 enroll in their programs, subject to CHED and TESDA regulations, policies,
12 and qualifications for all applicants.

13 Private colleges and universities are encouraged to establish similar
14 programs that support national esports gamers in their institutions.

15
16 **SEC. 8. *Death Benefitsfor National Esports Gamers.*** –In the event of the

17 death of a national esports gamer, a lump sum benefit of one hundred thousand
18 pesos (₱100,000.00) shall be granted. The primary beneficiaries of this benefit
19 shall be the legitimate spouse and children of the deceased. If there are no
20 primary beneficiaries, the benefit shall be given to the secondary beneficiaries,
21 namely, the parents and, in their absence, the brothers or sisters of the deceased
22 national esports gamer.

SEC. 9. Availment of Benefits and Privileges. – The abovementioned benefits and privileges shall be availed by national esports gamers upon presentation of a valid identification card, renewable every two (2) years, to be issued by the PSC: Provided, That national esports gamers shall not avail of said benefits and privileges under Section 5 of this Act in combination with similar benefits and privileges under other existing laws.

CHAPTER IV

Obligations

SEC. 10. *Obligations of Esports Organizations.*— All esports organizations shall have the following obligations:

- a) To provide fair and just compensation, including minimum wages and benefits as mandated by law, to all esports gamers;
- b) To ensure that their compensation practices are nondiscriminatory and comply with all applicable laws and regulations;
- c) To provide safe spaces for esports gamers to express their mind and feelings free from discrimination and cyberbullying;
- d) To ensure safe and healthy working conditions for all esports gamers, including ergonomic equipment, proper lighting, ventilation, and adequate rest periods;
- e) To provide access to medical and mental health services, including counseling and treatment for injuries or illnesses related to gaming;

1 f) To establish grievance mechanisms for esports gamers to report
2 discrimination, harassment, or abuse;

3 g) To provide intellectual property protection to esports gamers' gaming
4 profiles, personas, and achievements; and

5 h) To ensure that esports gamers have ample opportunity to socialize
6 and develop their social skills.

7
8 **SEC. 11. *Obligations of Relevant Government Agencies.***— The following
9 government agencies shall have the obligations:

10 a) The PSC shall recognize esports as a legitimate sport and provide
11 support and resources for its development while ensuring that regulations and
12 policies are fair and equitable to all stakeholders.

13 b) The Games and Amusement Board (GAB) shall regulate esports in a
14 manner that promotes fair competition, player safety, and consumer protection,
15 without imposing excessive charges or unnecessary restrictions. The GAB shall
16 work with relevant stakeholders to develop industry standards and best
17 practices that align with international standards.

18
19 **SEC. 12. *Licenses or Permits.***—All relevant government agencies shall
20 ensure the timely and efficient issuance of permits or licenses for national
21 esports gamers. Such permits or licenses shall be processed expeditiously and

without undue delay, with due consideration given to the interests of the public,
as well as the rights and obligations of the parties involved.

CHAPTER V

National Esports Gamers' Welfare Fund

SEC. 13. *Establishment of the National Esports Gamers' Welfare*

Fund.— A special fund called the "E-sports Gamers' Welfare Fund" (Fund) shall be established in the Philippine Sports Commission to provide benefits, incentives, and financial assistance to national esports gamers who suffer from injuries, illnesses, or disabilities arising from their participation in or preparation for esports competitions.

SEC. 14. *Sources of Fund.*—The Esports Gamers' Welfare Fund (Fund) shall be financed by, but not limited to, the following sources:

a) The Fund shall be derived from at least twenty-five percent (25%) of the Games and Amusement Board's share in the income related to esports, as determined by its resolution;

b) The Fund shall be sourced in part from the net cash income of the Philippine Amusement and Gaming Corporation (PAGCOR);

c) The Fund shall also be sourced in part from the regular income share of the PSC; and

1 d) The Fund may be derived from other sources of funding as provided
2 for in the implementing rules and regulations, subject to applicable laws and
3 regulations.

4
5 **CHAPTER VI**
6 *Philippine Esports Hall of Fame*

7 **SEC. 15. *Establishment of the Philippine Esports Hall of Fame.***—There
8 shall be established a Philippine Esports Hall of Fame, hereinafter referred to
9 as the Philippine Esports Hall of Fame, to enshrine the Filipino esports gamers
10 who have distinguished themselves in their particular field of esports.

11 The candidates to the Esports Hall of Fame shall be limited to those
12 Filipino esports gamers who have won in a major international
13 esports competition and who possess character and integrity.

14 The screening committee setup by the PSC under Republic Act No. 8757
15 shall be tasked to accept nominations and screen candidates for the Esports
16 Hall of Fame.

17
18 **CHAPTER VII**
19 *Promotion of Esports in Summer Youth Camps*

20 **SEC. 16. *Promotion of Esports in Youth Camps.***—Esports shall be
21 included among the sports to be promoted in youth camps established in every
22 barangay by Republic Act No. 11910 or the Summer Youth Camp Act.

1 **CHAPTER VIII**
2 *Final Provisions*

3 **SEC. 17. *Penalties.***—Violations of the provisions of this Act shall be
4 penalized as follows:

5 a) Any esports organization found to have violated the provisions of this
6 Act shall be subject to penalties, including fines, suspension or revocation of
7 licenses, and other sanctions as may be provided by law.

8 b) Any government personnel found to have violated the provisions of
9 this Act shall be subject to penalties, including fines, suspension or
10 dismissal from government service, and other sanctions as may be provided by
11 law.

12
13 **SEC. 18. *Implementing Rules and Regulations.***— The PSC, in
14 consultation with the GAB, Department of Health (DOH), Department of
15 Information and Communications Technology (DICT), Department of Labor
16 and Employment (DOLE), Philippine Overseas Employment Authority
17 (POEA), Department of Tourism (DOT), Department of Foreign Affairs (DFA),
18 CHED, Department of Education (DepEd), TESDA and accredited esports
19 associations in the Philippines, shall promulgate the necessary rules and
20 regulations for the implementation of this Act.

1 **SEC. 19. *Publication.***– This law and its implementing rules and
2 regulations shall be published and made available on the websites of all
3 government agencies concerned and who took part in the crafting of the
4 implementing rules and regulations.

5
6 **SEC. 20. *Effectivity.***– This Act shall take effect fifteen (15) days after its
7 publication in the Official Gazette or on any official website provided by law.

Approved,