



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



Twentieth Congress
First Regular Session

HOUSE BILL NO. 7431

**Introduced by Ako Bicol Partylist Representative Hon. Jan Franz Norbert Joselito
Almario Chan and Hon. Alfredo A. Garbin Jr.**

EXPLANATORY NOTE

Media personnel, including reporters, field correspondents, photojournalists, camera operators, editors, producers, and all individuals involved in the gathering and dissemination of news, play an indispensable role in sustaining Philippine democracy. They serve as the eyes and ears of the public, bringing information from the frontlines of conflict, disaster, public emergencies, and political accountability. Yet, despite their vital public service, thousands of media workers across the country continue to endure unsafe working conditions, poverty-level wages, job insecurity, and the ever-present threat of violence, harassment, and legal persecution.

For decades, the Philippines has ranked among the deadliest countries for journalists. Nearly two hundred (200) Filipino media workers have been killed since 1986, with at least seventy-five cases officially recognized as work-related. The country persistently appears on the Committee to Protect Journalists' Global Impunity Index, reflecting an alarming rate of unresolved killings of journalists. This climate of impunity, combined with economic precarity inside newsrooms, has produced conditions where media workers often risk their lives without receiving even the basic protections extended to workers in other hazardous professions.

The crisis is not limited to physical safety. Recent studies have shown that many Filipino media workers continue to experience low and unstable incomes, often earning below prevailing wage standards, especially in regional and community newsrooms. Nearly seventy percent of media personnel are forced to take secondary jobs to survive. Many

are misclassified as “*talents*,” “*contributors*,” or “*freelancers*” despite performing work identical to regular employees. As a result, they receive no security of tenure, no social protection, no health insurance, and no entitlement to overtime pay or benefits guaranteed by the Labor Code. Long-term contractualization and repeated short-term “*project*” contracts have become industry norms, leaving journalists vulnerable and economically insecure.

The hazards they face are equally grave. During conflict reporting, disaster coverage, crime assignments, or health emergencies, journalists routinely work without hazard pay, without protective equipment, and without insurance. The COVID-19 pandemic exposed this starkly: while media were classified as essential frontliners, many received no hazard compensation, bought their own protective gear, and operated at personal risk. Similarly, journalists assigned to conflict zones or volatile regions often lack bulletproof vests, helmets, medical kits, or hostile-environment training, which are basic protections that are standard practice in countries with robust media safeguards.

These gaps in protection do not merely harm individual journalists. They weaken the very fabric of press freedom. A precarious journalist who is underpaid, uninsured, and unprotected is a silenced journalist. Poor working conditions create an environment ripe for intimidation, censorship, and undue influence. Ensuring fair labor standards and safety mechanisms for media workers is therefore not only a labor rights imperative but also a democratic necessity.

While existing laws such as the Labor Code, the OSH Law, and Republic Act No. 11996 (“*Eddie Garcia Law*”) provide important general protections, these frameworks do not address the unique risks and realities of news media work. The Eddie Garcia Law, though landmark in scope, is designed for film and television production and does not extend to reporters, field journalists, or digital news workers. Meanwhile, the proposed Media Workers’ Welfare Act filed in previous Congresses, though a promising foundation, remains unpassed and requires strengthening in coverage, enforcement, and alignment with best practices from jurisdictions such as the United Kingdom, Canada, South Africa, and Australia.

International standards and global experience point toward clear, effective mechanisms that must now be adopted in the Philippines. This proposed measure institutionalizes these essential protections.

By establishing these minimum standards, the State affirms its duty to protect those who inform the nation. With better compensation, clear contractual protections, and safety guarantees, Filipino media personnel can pursue truth without having to choose between public service and their own survival. Empowered and protected journalists produce stronger and more independent reportage, thereby strengthening transparency, accountability, and democracy itself.

In honoring the sacrifices of media workers who have lost their lives in the pursuit of truth, and in safeguarding the next generation of journalists who continue this vital work, the immediate passage of this measure is earnestly sought.

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



JAN FRANZ NORBERT JOSELITO ALMARIO CHAN

Representative
Ako Bicol Partylist



ALFREDO A. GARBIN JR.

Representative
Ako Bicol Partylist



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HOUSE BILL NO. **7431**

**Introduced by Ako Bicol Partylist Representative Hon. Jan Franz Norbert
Joselito Almario Chan and Hon. Alfredo A. Garbin Jr.**

**AN ACT PROVIDING ENHANCED PROTECTION, WELFARE, AND
SAFETY BENEFITS FOR MEDIA PERSONNEL, ENSURING FAIR
LABOR STANDARDS AND WORKING CONDITIONS IN THE NEWS
AND INFORMATION SECTOR, ESTABLISHING A NEWS MEDIA
TRIPARTITE COUNCIL, AND FOR OTHER PURPOSES**

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

**CHAPTER I
GENERAL PROVISIONS**

SEC. 1. Short Title. –

This Act shall be known as the “*Media Personnel Protection and Welfare Act.*”

SEC. 2. Declaration of Policy. –

It is hereby declared the policy of the State to recognize the vital role of media personnel in the maintenance of transparency, accountability, and democracy. The State affirms that journalists and all individuals engaged in the gathering, production, and dissemination of news and information perform an essential public service that must be supported by fair labor standards, safe working conditions, and adequate institutional protections.

The State shall therefore ensure that media personnel are afforded just compensation, security of tenure, social protection, and access to safety mechanisms appropriate to the hazardous and unpredictable nature of their work. The State shall further guarantee that media workers are protected from threats, intimidation, violence, discrimination, and undue influence arising from the performance of their duties.

In pursuit of these objectives, the State commits to establishing comprehensive measures that enhance welfare, strengthen safety protocols, promote equitable labor practices, and uphold the dignity and rights of media personnel as essential partners in democratic governance.

SEC. 3. Definition of Terms.—

For purposes of this Act, the following terms shall mean:

- (a) “**Contract**” or “**Written Contract**” refers to any written agreement between a media entity and a media worker, whether regular or freelance, that specifies the terms of engagement, compensation, duties, benefits, safety provisions, and obligations in accordance with this Act.
- (b) “**Freelance Media Personnel**” refers to media workers engaged on a per-assignment, output-based, or project-based arrangement, who are not classified as regular employees of the media entity commissioning their services. Freelance status shall not diminish entitlement to the protections provided under this Act.
- (c) “**Hazard Pay**” refers to additional compensation granted to media personnel who are required to perform hazardous assignments, over and above their regular wages or fees, at the minimum rate prescribed under this Act or higher as may be provided by the employer.
- (d) “**Hazardous Assignment**” refers to any coverage or field activity that exposes media personnel to a high or imminent risk to life, health, or safety. This includes, but is not limited to, assignments in areas of armed conflict or insurgency, disaster or calamity sites, crime scenes with active threats, locations affected by public health emergencies, and other situations determined to pose significant danger.
- (e) “**Insurance Coverage**” refers to accident, life, medical, or disability insurance secured by a media entity for the benefit of media personnel to provide financial assistance in cases of work-related injury, illness, disability, or death, consistent with the minimum requirements of this Act.
- (f) “**Media Entity**” or “**Employer**” refers to any natural or juridical person, including sole proprietorships, partnerships, corporations, cooperatives, broadcasters, publishers, news agencies, online media organizations, and blocktime program operators, that hires, engages, or commissions media personnel for news or information activities.

- (g) “**Media Personnel**” or “**Media Worker**” refers to any person who is engaged, whether regularly, occasionally, or on a per-assignment basis, in the gathering, writing, editing, filming, photographing, recording, producing, or dissemination of news, information, or commentary for print, broadcast, or digital platforms. This includes reporters, field correspondents, journalists, photojournalists, camera operators, videographers, editors, producers, researchers, translators, fixers, technical crew, and other individuals who perform news-related functions, regardless of employment status.
- (h) “**Safety Gear**” or “**Protective Equipment**” refers to equipment intended to ensure the safety of media personnel during field assignments, including but not limited to bullet-resistant vests, ballistic helmets, protective clothing, medical or first-aid kits, emergency communication devices, and personal protective equipment required for health-related hazards.
- (i) “**Tripartite Council**” or “**News Media Tripartite Council**” refers to the body created under this Act composed of representatives of media labor, media employers, and government agencies, tasked with monitoring, recommending, and facilitating compliance with this Act.
- (j) “**Work-Related Injury or Death**” refers to any injury, illness, or death sustained by media personnel arising out of or in the performance of news gathering, production, or dissemination duties, including attacks or threats directed at them by reason of such duties.

SEC. 4. Coverage.–

This Act shall apply to all Media Personnel as defined in Section 3, regardless of the nature of their engagement, employment status, or the platform through which news or information is disseminated.

This Act shall cover Media Entities of all sizes and forms, including print, broadcast, and digital news organizations, as well as blocktime operators and other entities that hire, engage, or commission Media Personnel for news or information activities.

The protections, benefits, and obligations under this Act shall extend to regular employees, probationary employees, contractual or project-based employees, and Freelance Media Personnel, without distinction and without prejudice to any rights already provided under existing laws, collective bargaining agreements, or company policies.

SEC. 5. Rights and Protections of Media Personnel.–

All Media Personnel shall be entitled to the following rights and protections:

- (a) **Right to fair compensation.** Media Personnel shall receive wages, fees, or professional compensation not lower than those mandated by law, and in no case below the applicable minimum wage.

- (b) ***Right to written contracts.*** All Media Personnel, including Freelance Media Personnel, shall be provided with written contracts detailing the terms of engagement, compensation, duties, benefits, safety provisions, and other conditions of work.
- (c) ***Right to safe working conditions.*** Media Personnel shall be protected from unsafe or dangerous assignments unless adequate safety measures, Safety Gear, and necessary support have been provided in accordance with this Act.
- (d) ***Right to hazard pay.*** Media Personnel assigned to Hazardous Assignments shall receive Hazard Pay at the rate prescribed under this Act or higher as may be determined by the employer.
- (e) ***Right to insurance coverage.*** Media Personnel shall be covered by Insurance Coverage that meets the minimum benefits required under this Act, including coverage for work-related injury, illness, disability, or death.
- (f) ***Right to social protection.*** Media Personnel shall be covered under the Social Security System (SSS), Philippine Health Insurance Corporation (PhilHealth), and Home Development Mutual Fund (Pag-IBIG), in accordance with existing laws.
- (g) ***Right to freedom from retaliation.*** No Media Personnel shall be dismissed, disciplined, or otherwise discriminated against for invoking rights under this Act, reporting violations, or refusing assignments that pose imminent danger without adequate safety measures.
- (h) ***Right to organize.*** Media Personnel shall have the right to form, join, or assist labor organizations or associations for purposes of collective bargaining or mutual aid and protection.
- (i) ***Right to legal support.*** Media Personnel who face legal action, harassment, or threats arising from work-related activities shall be entitled to legal assistance and support mechanisms as provided under this Act and its implementing rules.
- (j) ***Right to equal opportunity and freedom from discrimination.*** Media Personnel shall not be discriminated against on the basis of gender, age, ethnicity, religion, political affiliation, sexual orientation, employment status, or any condition unrelated to job performance.

SEC. 6. Standard Employment Terms.–

All Media Personnel shall be entitled to fair, lawful, and non-precarious terms of employment, whether engaged as regular employees, contractual or project-based workers, or Freelance Media Personnel. The following minimum standards shall apply:

- (a) **Minimum compensation.** Media Personnel shall receive wages, fees, or professional compensation not lower than the applicable minimum wage for the region where the work is performed, or higher if required under existing labor laws, company policies, or collective bargaining agreements.
- (b) **Regularization.** Media Personnel who have rendered at least one (1) year of continuous service, whether as probationary, contractual, project-based, or repeatedly engaged workers, shall be deemed regular employees of the Media Entity, unless the work is demonstrably project-based, seasonal, or time-bound in nature and not integral to the daily operations of news gathering and dissemination.
- (c) **Prohibition on misclassification.** Media Entities may engage Media Personnel as independent contractors when the circumstances of the engagement clearly reflect an independent contractual relationship. They shall not misclassify Media Personnel as independent contractors, talents, contributors, or similar designations for the purpose of avoiding obligations under existing labor laws or this Act.
- (d) **Written contracts.** All engagements, including those covering Freelance Media Personnel, shall be memorialized in written contracts that specify compensation, duties, benefits, safety provisions, protection mechanisms, and terms consistent with this Act.
- (e) **Hours of work and overtime.** Media Personnel shall be entitled to regular working hours as mandated by the Labor Code. Work performed beyond eight hours shall be compensated with overtime pay. Night shift differential shall be paid for work performed between ten o'clock in the evening and six o'clock in the morning.
- (f) **Rest periods.** Media Personnel shall be entitled to adequate rest periods between assignments. Media Entities shall avoid scheduling back-to-back assignments that deprive workers of reasonable rest or jeopardize safety and well-being.
- (g) **Leave benefits.** Media Personnel classified as regular employees shall be entitled to all leave benefits under existing law. Contractual or project-based Media Personnel shall receive proportionate leave benefits as applicable.
- (h) **Payment of wages and fees.** Media Entities shall pay wages and professional fees promptly and in full. Freelance Media Personnel shall be paid within the period stated in the contract, which shall in no case exceed thirty days from submission of the required output, unless otherwise agreed in writing.
- (i) **Equal remuneration.** Media Personnel performing substantially similar work shall receive equal remuneration, without discrimination based on employment status, gender, age, or any factor unrelated to job performance.

SEC. 7. Safety Gear and Protective Measures.–

Media Entities shall ensure the safety and protection of Media Personnel assigned to field work, especially in Hazardous Assignments. The following minimum standards shall apply:

- (a) ***Provision of safety gear.*** Media Entities shall provide appropriate Safety Gear or Protective Equipment to Media Personnel prior to deployment to any field assignment where risks to life, health, or safety may be present. Safety Gear shall include, as applicable, bullet-resistant vests, ballistic helmets, press-marked protective clothing, first-aid kits, emergency communication devices, personal protective equipment, or any other equipment necessary to address the risks identified.
- (b) ***Suitability and condition of equipment.*** Safety Gear shall be inspected, maintained, and replaced as necessary to ensure that it remains functional and adequate to protect Media Personnel.
- (c) ***Mandatory safety briefing.*** Prior to any Hazardous Assignment, Media Entities shall provide Media Personnel with a safety briefing that includes information on the identified risks, safety protocols, evacuation procedures, communication channels, and any restrictions or precautions needed for the assignment.
- (d) ***Safety training.*** Media Entities shall ensure that Media Personnel assigned to hazardous or high-risk coverage receive appropriate training, which may include basic first aid, hostile environment awareness, digital safety, or other safety-related training. Such training may be conducted internally or through accredited organizations.
- (e) ***Access to emergency assistance.*** Media Entities shall ensure that Media Personnel deployed to Hazardous Assignments have access to communication devices, emergency contacts, and rapid assistance in case of injury, threat, or other incidents.
- (f) ***Field support.*** For assignments requiring overnight deployment or extended field coverage, Media Entities shall provide safe transportation, accommodation, and necessary subsistence consistent with the nature of the assignment.
- (g) ***Documentation.*** Media Entities shall keep records of all Safety Gear issued, training conducted, safety briefings provided, and field support extended for purposes of inspection and compliance monitoring.

SEC. 8. Insurance Coverage.–

Media Entities shall ensure that all Media Personnel are protected by adequate insurance for work-related contingencies. The following minimum standards shall apply:

- (a) ***Mandatory insurance.*** Every Media Entity shall secure Insurance Coverage for all Media Personnel, regardless of employment status, to provide financial protection in cases of work-related injury, illness, disability, or death.
- (b) ***Minimum benefits.*** The Insurance Coverage shall provide at least the following minimum benefits:
 - i. ***Death benefit.*** Not less than Two Hundred Thousand Pesos (₱200,000.00) in the event of the work-related death of the Media Personnel.
 - ii. ***Permanent disability benefit.*** Up to Two Hundred Thousand Pesos (₱200,000.00), proportionate to the degree of disability sustained.
 - iii. ***Medical expense reimbursement.*** Up to One Hundred Thousand Pesos (₱100,000.00) for hospitalization, treatment, or medical care arising from a work-related injury or illness.
- (c) ***Coverage for freelance media personnel.*** When a Freelance Media Personnel is engaged for field coverage or any assignment that involves exposure to risk, the Media Entity shall ensure that the freelancer receives Insurance Coverage for the duration of the assignment. This may be provided through the Media Entity's existing group policy or through an assignment-specific policy.
- (d) ***No cost to media personnel.*** Premiums for the Insurance Coverage required under this Act shall be shouldered by the Media Entity and shall not be deducted from the compensation or fees of Media Personnel.
- (e) ***Proof of coverage.*** Media Entities shall furnish Media Personnel with written proof of coverage, which shall include the scope of benefits, contact information for claims, and the procedure for accessing insurance assistance.
- (f) ***Claims assistance.*** Media Entities shall provide reasonable assistance to Media Personnel or their beneficiaries in filing and processing insurance claims arising from work-related incidents.
- (g) ***Recordkeeping.*** Media Entities shall maintain updated records of all insurance policies covering Media Personnel and shall make such records available for inspection by the appropriate government agency.

SEC. 9. Social Protection.—

Media Entities shall ensure that all Media Personnel who qualify as employees under existing laws are properly enrolled in and covered by the Social Security System (SSS), the Philippine Health Insurance Corporation (PhilHealth), and the

Home Development Mutual Fund (Pag-IBIG), in accordance with applicable statutes, rules, and regulations.

- (a) ***Compliance by employers.*** Media Entities shall remit employer and employee contributions to SSS, PhilHealth, and Pag-IBIG in a timely manner and in accordance with existing laws and regulations.
- (b) ***Freelance media personnel.*** Freelance Media Personnel shall be encouraged to maintain active membership in SSS, PhilHealth, and Pag-IBIG as self-employed or voluntary contributors. Media Entities engaging freelancers may facilitate voluntary contributions as part of the written contract or provide information on the appropriate enrollment mechanisms.
- (c) ***No impairment of benefits.*** Nothing in this Act shall diminish or impair any social protection benefits already provided to Media Personnel under existing laws, collective bargaining agreements, or company policies.

SEC. 10. Duty of Media Entities.—

Media Entities shall adopt, implement, and comply with all standards, obligations, and protections set forth in this Act. In addition to requirements under existing labor and occupational safety laws, Media Entities shall:

- (a) ***Ensure proper classification of Media Personnel.*** Media Entities shall classify Media Personnel in accordance with existing labor laws and the nature of their work, and shall not use contractual labels to evade obligations under this Act.
- (b) ***Provide written contracts.*** Media Entities shall issue written contracts for all engagements, whether regular or freelance, specifying compensation, duties, safety provisions, and all other conditions of work consistent with this Act.
- (c) ***Comply with minimum labor standards.*** Media Entities shall ensure payment of wages, fees, overtime pay, night shift differential, and all other statutory or contractual benefits.
- (d) ***Provide safe working conditions.*** Media Entities shall ensure compliance with safety-related provisions of this Act, including field safety briefings, provision of Safety Gear, and access to emergency support.
- (e) ***Provide Insurance Coverage.*** Media Entities shall secure and maintain the required Insurance Coverage for all Media Personnel as provided under this Act, and shall assist in the processing of claims when necessary.
- (f) ***Ensure social protection coverage.*** Media Entities shall enroll all eligible Media Personnel in SSS, PhilHealth, and Pag-IBIG, and shall remit contributions promptly.

- (g) ***Provide field support.*** Media Entities shall ensure safe transportation, necessary subsistence, and reasonable accommodations for Media Personnel assigned to extended or hazardous field work.
- (h) ***Maintain records.*** Media Entities shall maintain updated and accurate records of contracts, insurance policies, hazard pay disbursements, safety gear issuance, and compliance with all provisions of this Act, subject to inspection by the appropriate government agencies.
- (i) ***Uphold non-retaliation.*** Media Entities shall not dismiss, discipline, or discriminate against Media Personnel who invoke rights under this Act or who refuse unsafe assignments without adequate safety measures.
- (j) ***Promote a respectful and non-discriminatory workplace.*** Media Entities shall take measures to prevent harassment, discrimination, and other workplace abuses, and shall ensure that Media Personnel have access to internal mechanisms for reporting such incidents.

SEC. 11. News Media Tripartite Council.–

There is hereby created a News Media Tripartite Council, hereinafter referred to as the Council, which shall serve as the primary consultative, coordinating, and monitoring body for the effective implementation of this Act.

- (a) ***Composition.*** The Council shall be composed of the following members:
 - i. One representative from the Department of Labor and Employment, who shall serve as Chairperson.
 - ii. One representative from the Presidential Communications Office.
 - iii. One representative from the Department of Justice or its attached agency designated for media safety coordination.
 - iv. Three representatives from Media Personnel, nominated by duly recognized media organizations or associations, ensuring representation from print, broadcast, and digital sectors.
 - v. Three representatives from Media Entities or employers, nominated by industry associations representing print, broadcast, and digital media.

The Council shall be assisted by a Secretariat to be designated by the Department of Labor and Employment.

- (b) ***Powers and functions.*** The Council shall have the following functions:
 - i. Monitor and evaluate compliance with this Act and recommend appropriate improvements or corrective measures.
 - ii. Develop and update safety guidelines, risk assessment protocols, and recommended field safety standards for Media Personnel.
 - iii. Facilitate dialogue among government, Media Personnel, and Media Entities to address issues affecting labor conditions, safety, compensation, and industry practices.

- iv. Recommend sector-specific policies, including standard contract templates, safety protocols, and recommended training programs.
 - v. Coordinate with relevant government agencies on matters involving media safety, labor rights, legal threats, or other incidents affecting Media Personnel.
 - vi. Gather and consolidate data on compliance, hazard pay disbursement, insurance coverage, and reported violations of this Act.
 - vii. Submit an annual report to the President, the Senate Committee on Labor, and the House Committee on Labor and Employment on the state of welfare and safety of Media Personnel.
- (c) **Meetings.** The Council shall meet at least once every quarter, or more frequently when necessary, and may establish committees or working groups to address specific matters.
- (d) **Compensation and funding.** Members of the Council shall not receive additional compensation, except for reasonable reimbursements or per diems as may be allowed by existing rules. Funding necessary for the operations of the Council shall be included in the annual budget of the Department of Labor and Employment.
- (e) **Partnership with stakeholders.** The Council may consult with media organizations, journalist unions, press freedom advocates, civil society groups, academic institutions, and relevant experts for the development of policies and programs under this Act.

SEC. 12. Enforcement and Monitoring.—

The Department of Labor and Employment shall be the primary agency responsible for the enforcement and monitoring of compliance with this Act.

- (a) **Authority of the Department of Labor and Employment.** The Department of Labor and Employment shall conduct regular and unannounced inspections of Media Entities to determine compliance with labor standards, safety requirements, insurance coverage, and all other obligations under this Act.
- (b) **Complaints and investigations.** Media Personnel, their representatives, or any interested party may file complaints for violations of this Act with the Department of Labor and Employment. The Department shall act on such complaints promptly, conduct the necessary investigation, and issue compliance orders or impose sanctions as appropriate.
- (c) **Coordination with other government agencies.** The Department of Labor and Employment shall coordinate with the Presidential Communications Office, the Department of Justice, the Philippine National Police, the National Bureau of Investigation, and other relevant agencies for matters involving safety threats, attacks, harassment, or other incidents affecting Media Personnel.

- (d) ***Submission of compliance reports.*** Media Entities shall submit annual compliance reports to the Department of Labor and Employment, including documentation of insurance coverage, hazard pay disbursements, issuance of safety gear, and records of written contracts.
- (e) ***Access to records.*** Media Entities shall make available for inspection all employment records, insurance policies, safety documentation, and other relevant information required to determine compliance with this Act.
- (f) ***Whistleblower protection.*** Media Personnel who report violations of this Act, participate in investigations, or refuse unsafe assignments shall be protected from retaliation. Any act of retaliation by a Media Entity shall constitute a violation subject to penalties under this Act and other applicable laws.
- (g) ***Referral of criminal acts.*** When a violation involves threats, attacks, or acts of violence against Media Personnel, the Department of Labor and Employment shall refer such cases to the appropriate law enforcement or prosecutorial agencies for investigation and prosecution.

SEC. 13. Penalties.—

Any violation of this Act, its implementing rules, or any lawful order issued pursuant to its enforcement shall subject the responsible Media Entity or person to the following penalties, without prejudice to civil, administrative, or criminal liabilities under existing laws:

- (a) ***Failure to provide written contracts.*** A fine of not less than Fifty Thousand Pesos (₱50,000.00) for each affected Media Personnel, and an order to immediately issue compliant written contracts.
- (b) ***Failure to pay hazard pay.*** A fine of not less than Fifty Thousand Pesos (₱50,000.00) for each instance of non-payment, in addition to the full amount of Hazard Pay owed to the Media Personnel.
- (c) ***Failure to provide safety gear or conduct safety briefings.*** A fine of not less than Seventy Five Thousand Pesos (₱75,000.00) for each affected worker or assignment, and an order to provide the required Safety Gear and implement safety measures.
- (d) ***Failure to secure mandatory insurance coverage.*** A fine of not less than One Hundred Thousand Pesos (₱100,000.00) for each unprotected Media Personnel, in addition to the obligation to secure the required Insurance Coverage without delay.
- (e) ***Misclassification of Media Personnel.*** A fine of not less than One Hundred Thousand Pesos (₱100,000.00) for each worker improperly classified,

without prejudice to orders of regularization, payment of benefits, and other remedies under existing labor laws.

- (f) ***Failure to remit SSS, PhilHealth, or Pag-IBIG contributions.*** A fine of not less than Fifty Thousand Pesos (₱50,000.00) for each affected worker, without prejudice to existing penalties under pertinent social protection laws.
- (g) ***Retaliation against Media Personnel.*** Any retaliatory act, including dismissal, demotion, harassment, or discrimination against a Media Personnel who asserts rights under this Act or reports violations, shall constitute a serious offense punishable by a fine of not less than One Hundred Fifty Thousand Pesos (₱150,000.00) for each affected worker, and an order of reinstatement with full back wages when applicable.
- (h) ***Obstruction of enforcement.*** Any act of obstruction, refusal of lawful inspection, concealment of records, or submission of false information shall be punishable by a fine of not less than One Hundred Thousand Pesos (₱100,000.00).
- (i) ***Continuing violations.*** Each day that a violation remains uncorrected after notice shall constitute a separate and distinct offense.
- (j) ***Liability of officers.*** When the offender is a juridical entity, the officers or responsible persons who knowingly permitted, approved, or tolerated the violation shall be held jointly and solidarily liable.

SEC. 14. Implementing Rules and Regulations.–

The Department of Labor and Employment, in coordination with the Presidential Communications Office, the Department of Justice, and the News Media Tripartite Council created under this Act, shall promulgate the necessary rules and regulations for the effective implementation of this Act within ninety days from its effectivity.

- (a) ***Mandatory consultation.*** In drafting the implementing rules, the Department of Labor and Employment shall conduct consultations with representatives of Media Personnel, Media Entities, journalist organizations, press freedom advocates, and other relevant stakeholders.
- (b) ***Scope of the rules.*** The implementing rules shall include detailed guidelines on contracts, hazard pay, safety protocols, safety gear standards, insurance coverage, social protection compliance, enforcement procedures, recordkeeping requirements, and other matters necessary to carry out the provisions of this Act.
- (c) ***Publication and dissemination.*** The implementing rules shall be published in at least two newspapers of general circulation and shall be made accessible online through the official websites of the concerned agencies and the News Media Tripartite Council.

- (d) ***Compliance period.*** The implementing rules may provide reasonable transition periods for compliance by Media Entities, taking into account their size, resources, and operational capacities, provided that such periods shall not exceed six months from the issuance of the implementing rules.

SEC. 15. Separability Clause.—

If any provision or part of this Act is declared unconstitutional or invalid, the remaining provisions not affected thereby shall remain in full force and effect.

SEC. 16. Repealing Clause.—

All laws, decrees, executive orders, rules, and regulations, or parts thereof, inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 17. Effectivity.—

This Act shall take effect fifteen days after its publication in the Official Gazette or in at least two newspapers of general circulation.

Approved.