


NINETEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
*First Regular Session* )



'22 JUL 13 A10 :06

**SENATE**  
S. No. 460

RECEIVED BY 

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**Introduced by SENATOR JINGGOY EJERCITO ESTRADA**

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**AN ACT  
PROVIDING FOR OCCUPATIONAL SAFETY AND HEALTH STANDARDS FOR  
THE WORKERS AND TALENTS IN THE MOVIE AND TELEVISION INDUSTRY**

**EXPLANATORY NOTE**

Article II, Section 18 of the 1987 Constitution provides that, "The State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare."

Workers in the movie and television industry are protected under Presidential Decree No. 442 or the Labor Code of the Philippines. On April 2016, the Department of Labor and Employment issued Labor Advisory No. 04 Series of 2016 or the "Working Conditions in the Movie and Television Industry" which outlines the prescribed working conditions in the industry including hours of work, waiting time, occupational safety and health, transportation, accommodation, minimum benefits, and social welfare benefits for the artists and talents in the industry.

To complement this issuance, Republic Act No. 11058 entitled, "An Act Strengthening Compliance with Occupational Safety and Health Standards and Providing Penalties for Violations Thereof" was approved on August 17, 2018.

Despite these statutes, illness, accidents and even death continuously pose threat to the workers and talents in the industry. These unfortunate eventualities are results not only of physical risks and hazards, but also of precarious work schedule and other unfavorable factors brought by the production of television shows and movies. The death of the respected and multi-awarded actor, director and producer Eddie Garcia in 2019 brought to fore the need to revisit the prevailing conditions in the industry and implement necessary measures to address them.

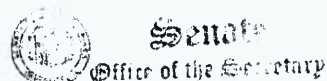
The *"Eddie Garcia Law"* seeks to institute the Occupational Safety and Health (OSH) Standards and Regulations for Workers in the Movie and Television Industry through the Department of Labor and Employment (DOLE). This industry-specific standards takes into consideration the intricacies and dynamics of the industry to make it more responsive to their needs and demands. It outlines the duties and responsibilities key parties in the production and provides compensation to work-related injuries, sickness and death of all artists and talents.

In view of the foregoing, the immediate passage of this measure is earnestly sought.



**JINGGOY EJERCITO ESTRADA**

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**THE WORKERS AND TALENTS IN THE MOVIE AND TELEVISION INDUSTRY**

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

- 1 Section 1. *Short Title.* - This Act shall be known as the "Eddie Garcia Law".
- 2 Sec. 2. *Declaration of Policy.* – The State affirms labor as a primary social and  
3 economic force, and that a safe and healthy workforce is an integral aspect of nation  
4 building.
- 5 The State shall ensure that the provisions of the Labor Code of the Philippines,  
6 Republic Act No. 11058 entitled, "An Act Strengthening Compliance with Occupational  
7 Safety and Health Standards and Providing Penalties for Violations Thereof", all  
8 domestic laws, and internationally-recognized standards on occupational safety and  
9 health are being fully enforced and complied with.
- 10 It is hereby declared the policy of the State to secure the safety, health and  
11 welfare of the workers and talents in the television and movie industry. The State  
12 must ensure a safe and healthy work environment for said workers and talents that  
13 will protect them from death, injury and illness. All producers of television shows and  
14 movies must adhere to the following principles of safety and health for the mutual  
15 benefit of the producers and workers:
- 16 a) The importance of safety and health requires that producers, workers,  
17 and members of the public be given the highest level of protection

1 against risks to their life, safety and health in reasonably practicable  
2 circumstances;

3 b) Producers have a duty to secure the safety, health, and welfare of the  
4 workers. This general duty requires producers to actively prevent risks  
5 arising out of their activities;

6 c) Producers, workers and talents should exchange information and ideas  
7 about risks to life, safety, and health, and measures that can be taken  
8 to eliminate or reduce those risks;

9 d) Workers and talents should always be adequately represented in relation  
10 to safety and health issues.

11 **Sec. 3. *Definition of Terms.*** – As used in this Act, the term:

12 a) *Movie and Television Industry* shall include, but not limited to, movie  
13 and television network stations, production outfits, air-time contractors,  
14 and other necessary and related industry activities and services;

15 b) *Occupational Health* shall refer to a sound state of the body and mind of  
16 the workers and talents which enables them to perform their job  
17 normally, in a state of well-being;

18 c) *Producer* shall refer to the person, natural or juridical, who partially or  
19 wholly owns the film company that plans and coordinates various  
20 aspects of a show or film in the television or movie industry such as  
21 funds, script, direction, editing, promotion, marketing, among others;

22 d) *Production Safety Officer* shall refer to the person trained by the  
23 Department of Labor and Employment (DOLE) on basic occupational  
24 safety and health;

25 e) *Registered interested party* shall mean any duly-registered non-stock,  
26 non-profit organization advocating occupational safety and health;

27 f) *Regulation Officers* shall refer to the duly authorized representative of the  
28 Secretary of DOLE to enforce the standards set forth in this Act and  
29 monitor the compliance of the producers to the same;

30 g) *Safe* or *safety* shall mean the condition of being protected from or  
31 unlikely to cause danger, risk, or injury;

1 h) *Talent* refers to an independent contractor or individual who has unique  
2 skills, experience and talents or celebrity status and whose means and  
3 methods in the performance of his/her work is outside the control of  
4 another or the hiring party, and his/her service or engagement contract  
5 is governed by the Civil Code provisions on contracts and other  
6 applicable laws, but in no case lower than the standards provided by the  
7 Labor Code, as amended;

8 i) *Workers* shall refer collectively to all the persons involved in the  
9 production of a movie or a show which shall include, but not limited to,  
10 the following:

11 i. Cast or the actors and actresses who appear in front of the  
12 camera or provide voices for characters in the film;

13 ii. Crew or the people who work behind the camera including the  
14 directors, cameramen, editors, production assistants,  
15 teleprompter operators and editors, VTR staff and editors,  
16 newscasters and anchors, managers, reporters, news  
17 correspondents, photographers, videographers, engineering  
18 staff, wardrobe staff, make-up artists, prop makers and such  
19 other individuals whether employed in the network or production  
20 company regardless of the mode of compensation and length of  
21 service or engagement;

22 iii. Talent as defined in this act.

23 j) *Workplace* refers to the areas where work is being carried out or  
24 undertaken regardless of whether the same is done within the premises  
25 of the television network or production company or outside "on location"  
26 or "set".

27 *Sec. 4. Occupational Safety and Health (OSH) Standards and Regulations for*  
28 *Workers in the Movie and Television Industry.* – The Department of Labor and  
29 Employment (DOLE) is hereby mandated to formulate Occupational Safety and Health  
30 Standards for Workers and Talents in the Movie and Television Industry, which shall  
31 be referred to as "Standards".

1 The Standards shall adhere to the prevailing standards of safety and health as  
2 provided under the Labor Code of the Philippines, Republic Act No. 11058, the  
3 International Labour Organization (ILO) Guidelines on Occupational Safety and Health  
4 Management Systems (ILO-OSH 2001) and other relevant laws and international  
5 instruments. The Standards shall be reviewed annually by the DOLE, representatives  
6 from the movie and television industry, and registered interested parties.

7 Sec. 5. *Working Conditions in the Movie and Television Industry.* – The  
8 following must be observed by the industry:

9 a) Hours of Work. The actual hours of work of a movie and television  
10 industry worker shall not exceed eight (8) hours in a day. If the worker  
11 is required to work beyond eight hours, the maximum actual hours of  
12 work shall not exceed twelve (12) hours in any 24-hour period.

13 The normal hours of work of elderly workers or those aged 60 years and  
14 above, shall not exceed eight (8) hours in a day. The hours of work of  
15 children in the industry must be in accordance with Republic Act No.  
16 9231 and its Implementing Rules and regulations or Department Order  
17 No. 65-04 issued by DOLE.

18 b) Waiting Time. Waiting time spent by a worker shall be considered as  
19 working time if he/she is required or engaged to wait.

20 c) Occupational Safety and Health. The provisions of the Occupational  
21 Safety and Health Standards (OSHS) shall be observed in all workplaces  
22 to ensure safe and healthful working conditions for all workers.

23 d) Transportation. Adequate transportation facilities to and from the  
24 "location" or "set" shall be provided to the workers. If no transportation  
25 is provided to the worker, any costs incurred by the worker shall be  
26 reimbursed by the producer.

27 e) Accommodation. Safe, adequate and free lodging and/or  
28 accommodation shall be provided by the producer to the worker if work  
29 is "on location" or "set".

30 f) Minimum Benefits. The pay and related benefits to the workers in the  
31 industry, regardless of the nature of engagement, shall not be lower

1 than the minimum standards under the Labor Code, as amended, and  
2 other laws, rules and regulations.

- 3 g) **Social Welfare Benefits.** Without prejudice to established policies of the  
4 producer, or collective bargaining agreement, or other applicable  
5 employment agreement, workers in the industry shall be covered by  
6 Pag-Ibig Fund, Philippine Health Insurance Corporation (PhilHealth),  
7 Social Security System (SSS), Employees' Compensation Program, and  
8 other related laws.

9 **Sec. 6. *Guidelines for the Implementation of Standards.*** – DOLE, through its  
10 Regulation Officers, shall regularly monitor the implementation of the Standards.

- 11 a) DOLE, through its Regulation Officers, shall administer and enforce the  
12 provisions of the Standards;
- 13 b) Every producer shall give the Regulation Officers access to its premises  
14 and records for the purpose of determining compliance with the  
15 provisions of the Standards;
- 16 c) The workplaces including shooting locations, premises, areas and sets  
17 where television shows and films are produced shall be inspected to  
18 determine compliance with the provisions of the Standards. Special  
19 inspection visits, however, may be authorized by the Regional Labor  
20 Office or as authorized under Rule 1980 of the Labor Code, to investigate  
21 accidents, occupational illnesses, or dangerous occurrences, especially  
22 those resulting in permanent total disability or death; to conduct surveys  
23 of working conditions requested by the Bureau of Working Conditions  
24 for the purpose of evaluating and assessing environment contaminants  
25 and physical conditions or to conduct investigations, inspections or  
26 follow-up inspections upon request of an employer, worker or a labor  
27 union of the establishment;
- 28 d) The Regulation Officer shall determine reasonable period of compliance  
29 with the recommendations depending on the gravity of the hazards  
30 needing corrections or the period needed to come into compliance with  
31 the Standards; and,

1 e) In case the producer fails to comply with the Standards to the imminent  
2 danger of the workers, the Regulation Officer can immediately suspend  
3 operations in order to prevent injuries pending compliance by the  
4 production company or producer.

5 *Sec. 7. Duties and Responsibilities of the Producer.* – It is hereby declared to  
6 be the duty of the producer of the movie or television show to:

- 7 a) Comply with the laws, rules and regulations regarding occupational  
8 safety and health in every show and movie being produced, particularly  
9 the Standards as formulated under Section 4 of this Act;
- 10 b) Promote safety and provide safe working conditions;
- 11 c) Provide and maintain at all workplaces any first aid and medical supplies  
12 and services;
- 13 d) Only engage workers who are appropriately trained to perform their  
14 jobs;
- 15 e) Ensure all workers who may be affected by a potential hazard are made  
16 aware of the existence of the hazard to which they may be exposed in  
17 the course of production, as well as other safety and health concerns;
- 18 f) Ensure all sets and locations have been properly assessed for any  
19 potential safety and health issues and proper remedies and safeguards  
20 are implemented to deal with any of these issues;
- 21 g) Ensure all environmental or structural hazards identified are addressed  
22 and corrected;
- 23 h) Ensure the use of proper safeguards and means of personal protection,  
24 including a careful check of all new and relocated equipment before it is  
25 placed in operation;
- 26 i) Require that any necessary safety equipment and protective devices are  
27 being used or worn;
- 28 j) Provide safety information which should include, but may not be limited  
29 to emergency numbers of nearest hospital, fire station and similar  
30 establishments; emergency personnel in the workplace; and location of  
31 safety, fire and first aid equipment; and,



1 k) Conduct a 2-5 minute meeting with all workers every start of the  
2 shooting day to define safety and health issues.

3 *Sec. 8. The Production Safety Officer and His Responsibilities.* — The producer  
4 is hereby mandated to engage the services of a Production Safety Officer to implement  
5 the Standards as provided for in Section 4 hereof for each and every television  
6 program or movie that it will produce.

7 The responsibilities of the Production Safety Officer shall include, but not limited  
8 to, the following:

- 9 a) Ensure the compliance to laws, rules and regulations regarding  
10 occupational safety and health in every movie and show being produced,  
11 particularly the Standards as formulated under Section 4 hereof;  
12 b) Conduct orientation and training of workers on occupational safety and  
13 health;  
14 c) Enforce safe work practices;  
15 d) Correct unsafe conditions;  
16 e) Prevent lingering unsafe or unhealthy conditions or hazards;  
17 f) Investigate workplace accidents; and,  
18 g) Promote quick return to work.

19 *Sec. 9. Powers of the Production Safety Officer.* — A Production Safety Officer  
20 has the power to:

- 21 a) Inspect any part of the workplace prior to, during and after the conduct  
22 of a shooting or production;  
23 b) Inspect the workplace immediately after an accident or any situation  
24 involving an immediate risk to the health or safety of any person;  
25 c) Accompany the Regulation Officer during an inspection of a workplace;  
26 d) Give notice to the producer for the suspension of the shooting or related  
27 activities if the welfare and safety of the artists and workers are at risk.  
28 The notice must be immediately acted upon by the producer to prevent  
29 endangering the lives of the workers.

30 *Sec. 10. Health Insurance.* — The production company or producer shall provide  
31 full health insurance to the artists and workers, the minimum coverage of which shall  
32 be included in the Standards that shall be formulated under Section 4 of this Act.

1           Sec. 11. *Work-Related Injuries, Sickness and Death Compensation.* – All artists  
2 and workers shall be compensated for injuries, medical complications, illness, disability  
3 and death arising from and related to their work in accordance with existing laws,  
4 labor policies, guidelines or circular as the case may be. The producer, or its duly  
5 contracted insurance provider, shall be responsible for bearing the costs for the said  
6 compensation.

7           Sec. 12. *Penal Provision.* – Any person or organization who shall violate,  
8 disobey, refuse, omit or neglect to comply with any of the rules and regulations  
9 promulgated under this Act shall have a criminal liability and upon conviction shall be  
10 punished by imprisonment for a period not exceeding six (6) years and a fine not less  
11 than One Hundred Fifty Thousand Pesos (P150,000.00) depending upon the discretion  
12 of the court.

13           Sec. 13. *Separability Clause.* – If any part, section or provision of this Act is  
14 held invalid or unconstitutional, other provisions not affected thereby shall remain in  
15 full force and effect.

16           Sec. 14. *Repealing Clause.* – All laws, decrees, orders, rules and regulations or  
17 parts thereof inconsistent with this Act are hereby repealed or amended accordingly.

18           Sec. 15. *Effectivity.* – This Act shall take effect fifteen (15) days after its  
19 publication in the Official Gazette or in two (2) newspapers of general circulation.

*Approved,*