



LRS Reports

Legislative Research Service



SUMMARY OF SENATE BILL ON SECOND READING* Second Regular Session, Eighteenth Congress

S. No. 1810 AN ACT PROVIDING PROTECTION TO FREELANCERS AND FOR OTHER PURPOSES

Author: Senators Joel Villanueva, Ramon Bong Revilla Jr.

Referred to: Committee on Labor, Employment and Human Resources Development

Key words: freelancers, full protection to all workers in new forms of work arrangement, freelance work, in-person or online platforms, regulatory framework, technological development

The bill provides protection to freelancers by providing a regulatory framework that guarantees full protection to all workers in new forms of work arrangements, such as freelance work, whether in-person or through online platforms or gig economy, which has grown exponentially with technological development, weakening labor rights and changing concepts of work and employer- employee relationship.

The measure covers all freelancers, regardless of the profession, talent, skills, task, work or service required or to be rendered. Freelance worker or freelancer refers to any natural person who offers or renders a task, work or service through his or her freely chosen means or methods, free from any forms of economic dependence, control or supervision by the client, regardless of whether he or she is paid by results, piece, task, hour, day, job or by the nature of the services required.

The bill accords the freelancers all the rights of workers guaranteed under the 1987 Philippine Constitution, applicable provisions of the Labor Code of the Philippines, as amended, and relevant international human rights instruments and international labor standards. Some of which are the right to a written contract or agreement, right to just compensation, right to safe and healthy working conditions, right to self-organization and to collectively negotiate with the government, the client, and other entities for the promotion of their welfare and in the advancement of their rights and interests, right to be free from any form of discrimination, violence, sexual harassment, and abuse, right to representation and participation in policy and decision-making processes, and social dialogue.

The Department of Labor and Employment (DOLE) shall ensure compliance with the written contract between the freelancer and the client, registration of freelancers or freelancers' association in the DOLE registry of freelancers and provide them with labor market

* LRS publishes summarized information of Senate bills under consideration for second reading in the First Regular Session, 18th Congress. The annual budget (General Appropriations Act); tax, banking and finance, and other bills which are predominantly fiscal in nature will not be included in the LRS reports.

interventions and assistance, free exercise of freelancers' right to self-organization and to collectively negotiate with the government, the client, and other entities for the promotion of their welfare, and participation in policy and decision-making processes and social dialogue, observance of programs and policies on non-discrimination, absence of violence, sexual harassment, and abuse in freelance work environment, and entering into bilateral or multilateral agreements with countries where online web platforms are registered or located for the protection and enforcement of Philippine freelancers' rights.

The bill also grants other rights to freelancers such as right to access their own data and information, right to affordable and adequate financial services, right to education and skills training, right to social protection and social welfare benefits, right to simplified tax registration, filing and payment system, and right to redress of grievances, including alternative dispute resolution processes.

(Summary prepared by: Ma. Gloria Socorro A. Ocampo, 20 October 2020)

* LRS publishes summarized information of Senate bills under consideration for second reading in the First Regular Session, 18th Congress. The annual budget (General Appropriations Act); tax, banking and finance, and other bills which are predominantly fiscal in nature will not be included in the LRS reports.