

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

**EIGHTEENTH CONGRESS**  
First Regular Session

**HOUSE BILL NO. 1019**



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**Introduced by Rep. Precious Hipolito Castelo**

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**EXPLANATORY NOTE**

This bill seeks to regulate the number of work hours and other terms of engagement of movie/TV personnel who are covered by a talent or service contract. It is high time to put a cap on the work hours of these personnel, who willingly or otherwise, go the extra mile to keep up with the extraordinary and physical demands of film/TV production, location shoot, and circadian requirements.

The backbreaking production hours and erratic work schedules in the TV and movie industry take their toll on the health of this distinct set of workers. The passing of two widely-acclaimed film directors in recent history attests to this work blight. In order to meet deadlines and cut back on production costs, some TV/movie crew members and talents even work for 24 hours on end. Any person with the mildest heart condition would succumb to cardiac arrest under such work-related stress. No statutory policy has been instituted to address this gray area in the work force. The Labor Code is silent as to the prescribed number of hours of work for this unique group.

It is not enough to grant them automatic health/accidental insurance coverage. Their work hours have to be statutorily set out in order to organically and systemically address this issue.

The passage of this bill is earnestly sought.

  
**PRECIOUS HIPOLITO CASTELO**

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**AN ACT**

**REGULATING THE WORK SCHEDULE AND OTHER TERMS OF ENGAGEMENT GOVERNING MOVIE/TV PERSONNEL WHO ARE COVERED BY A SERVICE OR TALENT CONTRACT AND PROVIDING PENALTIES FOR VIOLATIONS THEREOF AND FOR OTHER PURPOSES**

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

SECTION 1. Title. This Act shall be known as the "Showbiz Personnel Work Schedule Act."

SEC. 2. Declaration of Policy. The State shall ensure the welfare of personnel in the movie/TV industry by granting them equal labor protection and equitable work hours.

SEC. 3. Enforcement of Twelve-hour maximum working policy. The twelve-hour maximum working policy is hereby imposed prohibiting every TV network or film production company to employ any TV/movie talent or crew for more than twelve (12) hours per day.

SEC. 4. Implementation of this Act. The regulation of the work schedule and other terms of engagement governing movie/TV personnel who are covered by a service or talent contract shall be undertaken by the Department of Labor and Employment (DOLE).

SEC. 6. Penalties. Any TV network or film production company administrator found to be guilty of non-compliance shall be meted out a penalty of imprisonment for a minimum of six (6) months to one (1) year and/or a fine of One Hundred Thousand Pesos (Php100,000.00);

SEC. 7. Repeat Offenders – In the event a TV network or film production company is found guilty of violating this Act for two (2) or more times committed within a period of five (5) years, the same shall be a ground for the permanent revocation of their license to operate.

SEC. 8. Separability Clause – If any part, section or provision of this Act shall be held invalid or unconstitutional, the other provisions not affected by such declaration shall remain in full force and effect.

SEC. 9. Repealing Clause – All laws, acts, decrees, executive orders, rules and regulations or other issuances or parts thereof, which are inconsistent with this Act, are hereby modified and repealed.

SEC. 10. Effectivity - This Act shall take effect fifteen (15) days following its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

*Approved,*