



DEPARTMENT ORDER NO. 246
Series of 2024

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**IMPLEMENTING RULES AND REGULATIONS OF REPUBLIC ACT NO. 11996
OR "AN ACT PROTECTING THE WELFARE OF WORKERS IN THE MOVIE AND
TELEVISION INDUSTRY"**

Pursuant to the rule-making authority of the Secretary of Labor and Employment under Section 28 of the Act and in relation to Article 5 of the Labor Code of the Philippines, as renumbered, this Implementing Rules and Regulations of Republic Act No. 11996 is hereby issued:

Section 1. Declaration of Policy. – It is the declared policy of the State to accord full protection to labor and promote full employment and equality of employment opportunities for all. The State recognizes the economic, social, and cultural contributions to nation-building of movie and television industry workers. Towards this end, the State shall promote and strengthen observance of decent work, comprehensive social protection coverage to all sectors of the industry, including the self-employed, the free exercise of the right to self-organization and to collectively bargain, the development and competitiveness of the industry, and skills upgrading in all sectors of the industry.

Section 2. Coverage. – This Rules apply to all workers, regardless of functions, roles, positions, or status, engaged in the pre-production, production, and post-production of movie and television projects in the movie and television industry, except news media and documentary productions.

Section 3. Definition of Terms. – As defined in this Rules, the following terms shall mean:

- (a) *Contractor* refers to any person or entity engaged in a legitimate contracting or subcontracting arrangement providing services for a specific job or undertaking farmed out by the principal under a service agreement;
- (b) *Employer or principal* refers to any person, natural or juridical, including contractor or subcontractor, who engages or hires the services of a worker in the movie and television industry;
- (c) *Force majeure* refers to an unforeseeable or unavoidable event that interrupts a movie and television project and prevents workers from fulfilling their obligations relative to the movie and television project;
- (d) *Independent contractors* are individuals who possess unique skills and talents that set them apart from ordinary employees and whose means and methods of work are free from the control of the employer;
- (e) *Lock-in* refers to a condition or instruction where a movie and television project requires the workers to remain within the workplace for 24 hours or more continuously;

- (f) *Movie and television industry* refers to any market of sound and visual components primarily produced, distributed, and exhibited for commercial purposes in movies and television, including any related online or digital platform. It includes, but is not limited to, movie and television network stations, production outfits, airtime contractors, production of branded content and commercials, and other necessary and related industry production activities and services;
- (g) *Movie and television project* refers to the pre-production until post-production of motion pictures, videos, television programs, branded content, or commercials;
- (h) *Output-based worker* refers to any person whose compensation is calculated based on the quality or quantity of the work output, which includes "pakyaw" and other non-timed work;
- (i) *Out-of-town* refers to any work location that is more than 75 kilometers driving distance outside from the employer or principal's primary place of business;
- (j) *Post-production* refers to the stage following the principal photography, where the editing is done, including but not limited to music scoring, color grading, sound design, and special effects editing;
- (k) *Production* refers to the principal photography stage where the movie or television project is actually shot;
- (l) *Pre-production* refers to the planning stage where elements involved in the audio-visual content are finalized, including but not limited to script and story development, script reading, location scouting, oculars, tech recces, visual alignments, set construction, props fabrication, prosthetics fabrication, set up, look test, wardrobe preparation, and rehearsal;
- (m) *Rest Period* refers to a turnaround time of not less than ten hours between the end of work on one day and the beginning of work on the next day for the same project;
- (n) *Single-Entry Approach (SEnA)* program refers to the administrative approach to provide a speedy, impartial, inexpensive, and accessible settlement procedure for all labor issues or conflicts to prevent them from ripening into full-blown disputes;
- (o) *Special Effects Makeup* refers to the process of using small and large scale pre-made prosthetics or other molds applied to an actor to simulate effects of wounds, scars, aging or other visual requirements that will change an actor's appearance;
- (p) *Worker* refers to an employee hired by the employer or an independent contractor engaged by the principal to render services for the movie and television project; and
- (q) *Workplace* refers to any location under the direct or indirect control of the employer or principal where the movie and television project is produced and where workers need to be present by reason of their work.

Section 4. Duties of Employers and Principals. – It is the duty of the employer and principal in the movie and television industry to:

- (a) Comply with the laws, rules, and regulations regarding occupational safety and health in every movie and television project being produced;

- (b) Promote safety and provide safe working conditions;
- (c) Provide and maintain at all workplaces appropriate first aid and medical supplies and services;
- (d) Engage workers who are appropriately trained to perform their jobs;
- (e) Inform all workers of the existence of the hazard to which they may be exposed in the course of production, as well as other safety and health concerns;
- (f) Assess all sets and locations for any potential safety and health issues and implement proper remedies and safeguards to address them;
- (g) Identify and address all environmental or structural hazards;
- (h) Use proper safeguards and means of personal protection, including checking all new and relocated equipment before it is placed in operation;
- (i) Require that any necessary safety equipment and protective devices are being used or worn;
- (j) Provide safety information which shall include, but is not limited to, emergency numbers of nearest hospitals, fire stations, and similar establishments; emergency personnel in the workplace; and location of safety, fire, and first aid equipment; and
- (k) Conduct a two to five-minute meeting with all workers every start of the shooting day to define safety and health issues.

Section 5. Duties of Workers. – It is the duty of the employee and independent contractor in the movie and television industry to:

- (a) Participate in capacity-building activities on occupational safety and health and other related programs;
- (b) Cooperate with the employer or principal in carrying out the provisions of this Rules;
- (c) Report to the employer, principal, or any other responsible safety and health personnel any work hazard that may be discovered in the workplace;
- (d) Make proper use of all safeguards and safety devices furnished for workers' protection and that of others, following the provisions of this Rules; and
- (e) Comply with the prescribed safety and health procedures, instructions, and recommendations for preventing and controlling work-related accidents, imminent danger situations, and diseases.

Section 6. Employment Contract or Agreement. – Before the commencement of work, the employer or principal shall execute an employment contract or agreement with the worker in a language or dialect understood by both parties, which shall include the following:

- (a) Job position and status;
- (b) Job description and scope of work;
- (c) Period of employment or engagement;
- (d) Details of compensation, which may include time-rated (*e.g.*, shooting hours) and output-based (*e.g.*, delivery of services and requirements) and other workers' benefits, including rate, method, and schedule of

- payment, which shall be paid at intervals not exceeding 16 days, unless otherwise agreed by the parties;
- (e) Authorized deductions, if any;
- (f) Hours of work; and
- (g) Grievance mechanism.

The absence of an employment contract or agreement shall not prejudice workers' rights and benefits under this Rules.

Section 7. Compensation. – Workers' compensation shall not be lower than the prevailing minimum wage in the region where the worker is hired. In determining the compensation, the employer or principal shall consider the workers' skills, competencies, contributions, and talents, among others.

The employer or principal shall pay the compensation directly to the worker as agreed upon in the employment contract or agreement.

The employer or principal shall not deduct any amount from the workers' compensation unless the same is required by or allowed by law. The employer or principal shall always provide the worker with a copy of the pay slip containing the amount paid and indicating all deductions made, if any.

Section 8. Hours of Work. – The hours of work of each worker shall be based on the terms and conditions set in the employment contract or agreement and other stipulations thereto signed with the employer or principal.

The hours of work of a worker engaged in pre-production, production, and post-production in the movie and television industry shall be governed by the following:

- (a) **Normal Hours of Work** – The normal hours of work shall be eight hours a day, which can be extended to a maximum of 14 hours per day, exclusive of meal periods. In no case shall the total number of work hours be more than 60 hours in a week.

The hours of work shall include the following:

1. Waiting time where the worker is required to stay within the premises of the workplace;
2. The time during which the worker is required to work, including time spent on ocular work, pre-production, and post-production activities; and
3. Travel to and from out-of-town projects, provided the worker cannot gainfully utilize the travel time for one's purpose, need, or benefit.

For workers requiring special effects makeup such as prosthetics, the first two hours of applying such makeup shall not be considered their working hours.

- (b) **Overtime Work** – A worker shall be paid overtime pay for each hour of work performed beyond eight hours a day unless the same is

incorporated in the agreement or employment contract stipulating a higher compensation.

- (c) Night Work – A worker shall be paid a night shift differential for each hour of work performed between 10:00 p.m. and 6:00 a.m. unless the same is incorporated in the agreement or employment contract stipulating a higher compensation.
- (d) Hours of Work for Minors – The hours of work of minors shall be the following:
 - 1. For a child below 15 years of age, the hours of work shall not be more than 20 hours a week, provided that the work shall not be more than four hours on any given day;
 - 2. For a child 15 years of age but below 18, the hours of work shall not be more than eight hours a day, and in no case beyond 40 hours a week; and
 - 3. No child below 15 years of age shall be allowed to work between 8:00 p.m. and 6:00 a.m. of the following day, and no child 15 years of age but below 18 shall be allowed to work between 10:00 p.m. and 6:00 a.m. of the following day.
- (e) Rest Period – The employer or principal shall provide a turnaround time to the worker of at least ten hours between the end of work on one day and the beginning of the next day for each movie and television project. This also applies to lock-in shoots.
- (f) Notice of Shoot – The employer or principal shall notify the worker of any engagement related to the contracted service not less than 24 hours ahead of schedule.
- (g) Cancellation of Shoot – The employer or principal shall pay full compensation to the worker engaged for the day if a scheduled shoot is canceled less than eight hours before its approved schedule.

Workers may not be compensated in cases of cancellation due to *force majeure*, including sickness of workers, except when the workers engaged for the day have already commenced their work.

Section 9. Basic Necessities. – The employer or principal shall provide the following necessities to the workers:

- (a) Adequate and nutritious meals, at consistent intervals, with due consideration to the workers' health, religion, and food restrictions;
- (b) Sufficient and readily accessible supply of safe drinking water;
- (c) Accessible, clean, enclosed, and person with disability-friendly toilets, if applicable, and other sanitary facilities, whether on location or not. The number of comfort facilities for a given number of workers shall conform with the requirements of the Department of Health;

- (d) Private and separate dressing rooms for all genders, whether on location or not, with adequate provisions for the proper safekeeping of the workers' valuables;
- (e) Safe, clean, comfortable, and adequately ventilated holding areas with emergency exits;
- (f) Free, safe, and adequate accommodation if services are required to be rendered in an out-of-town location; and
- (h) Competent safety officers and dedicated vehicles for emergency purposes in the production, whether out-of-town locations or not.

Section 10. Transportation Expenses. – The employer or principal shall provide transport service to and from out-of-town projects or reimburse all transportation expenses incurred by the worker unless the same is already incorporated in the agreement or employment contract stipulating a higher compensation.

The workers shall bear the transportation cost should they opt to go directly to a shoot despite the transport service provided by the employer or principal.

Section 11. Social Security and Welfare Benefits. – All workers shall be covered by and entitled to the benefits provided by the Social Security Systems (SSS), the Home Development Mutual Fund (Pag-IBIG), and the Philippine Health Insurance Corporation (PhilHealth), in accordance with law. Independent contractors shall be solely responsible for their contributions to SSS, PhilHealth, and Pag-IBIG. There shall be a mechanism to facilitate the registration and coverage of independent contractors to the aforementioned social security systems. Employers or principals are not precluded from providing social welfare benefits to the workers.

Section 12. Insurance. – All workers shall be adequately insured for work-related accidents or deaths by the employer or principal, at no cost to the worker in every movie and television project.

The insurance coverage shall consider medical history, nature of role or job, gender, lifestyle, and age, among others, and shall start from the engagement until the completion of the movie and television project. The insurance coverage is without prejudice to other social security and welfare benefits.

Section 13. Occupational Safety and Health. – The employer or principal shall strictly comply with the occupational safety and health standards as provided under Republic Act No. 11058 and Republic Act No. 11036 and their implementing rules and regulations, including the following requirements:

- (a) Occupational Safety and Health Program. The employer or principal shall submit to the Department of Labor and Employment (DOLE) its Occupational Safety and Health Program with the following components:
 - 1. General safety and health programs, including hazard identification, risk assessment, and control measures (HIRAC), medical surveillance for early detection and management of occupational and work-related diseases, and first aid and

- emergency medical services;
2. Promotion of drug-free workplace, mental health services in the workplace, and healthy lifestyles such as prolonged sitting and standing, cancer, smoking, and nutrition;
3. Prevention and control of HIV/AIDS, tuberculosis, and hepatitis B, including discrimination and sexual and gender-based violence;
4. Composition and duties of the Safety and Health Committee;
5. Occupational safety and health personnel and facilities;
6. Safety and health promotion, training, and education, to include orientation of all employees or workers on occupational safety and health, continuous training of occupational safety and health personnel, and work permit systems, such as working at height, working in confined spaces, hot works, and other related activities;
7. Conduct toolbox or safety meetings and job safety analysis;
8. Accident, incident, or illness investigation, recording, and reporting;
9. Provision and use of personal protective equipment;
10. Provision of safety signages and devices;
11. Conduct of work environment measurement (e.g., temperature, humidity, pressure, illumination, ventilation, and concentration of substances and noise), as may be applicable, based on the conducted HIRAC;
12. Materials handling, lifting, and operation of electrical, mechanical, communications systems, and other equipment;
13. Provision of workers' welfare facilities;
14. Emergency and disaster preparedness, response plan, and resiliency program to include the organization and creation of disaster control groups, business continuity plan, and updating the hazard, risk, and vulnerability assessment, as required;
15. Solid waste management system;
16. Prohibited acts and penalties for violations; and
17. Cost of implementing the company Occupational Safety and Health Program.

The employer or principal shall develop a suitable OSH program per movie and television project, considering the workplace or location shoot, risk classification, and total number of workers therein.

- b) **OSH Personnel.** All movie and television projects shall have competent occupational health personnel whose number shall depend on the total number of workers and the risk classification of the project.

1. **First Aider.** All movie and television projects shall have competent first aiders proportionate to the total number of workers therein.

No. of Workers	Risk Level	
	Low	Medium and High
1 to 9	1	

10 to 99	
100 to 199	2
200 to 500	3
for every additional 500 or a fraction thereof	1

The designated first aider must have completed and passed the first aid training provided by a recognized or accredited first aid training provider.

2. **Safety Officer.** All movie and television projects shall have competent safety officers who shall be primarily responsible for the implementation of the OSH program, including but not limited to the following duties and responsibilities:
- i. Oversee the overall management of the OSH program in coordination with the Safety and Health Committee;
 - ii. Monitor and inspect any health or safety aspect of the operation;
 - iii. Assist inspectors in the conduct of safety and health inspections at any time whenever work is being performed;
 - iv. Determine the presence of any accident, disabling injury, imminent danger, and dangerous occurrence in the workplace and implement corrective actions to immediately abate the same or implement preventive measures to prevent further dangerous occurrences.
 - v. Submit a report on the accident, disabling injury, imminent danger, and dangerous occurrence within 24 hours to the DOLE Office having jurisdiction; and
 - vi. Recommend the issuance of a work stoppage order, when necessary, based on the requirements and procedures provided by Republic Act No. 11058.

All movie and television projects shall have the following number of competent safety officers proportionate to the total number of workers and the risk level.

No. of Workers	Risk Level		
	Low	Medium	High
1 to 9	1 SO		1 SO 2
10 to 99	1 SO 1	1 SO 2	2 SO 2
100 to 199	1 SO2	2 SO 2 or 1 SO 3 or SO 4*	
200 to 1000	2 SO 2 or 1 SO 3 or SO 4*		
for every additional 500 or fraction thereof	1 SO 2		

*One SO 3 or one SO 4 may assume the responsibilities of two SO 2

- c) **Safety and Health Committee.** All movie and television projects shall organize a Safety and Health Committee and shall be composed of the following:

Chairperson:	Director/Production Manager
Secretary:	Safety Officer
Members:	OSH Personnel
	At least two workers' representatives

- d) **Conduct of Risk Assessment.** Safety officers shall conduct a risk assessment of movie and television projects for potential hazards and unsafe work practices. Specific locations like buildings, city streets, wilderness, and water areas shall be inspected, and appropriate control measures must be provided.
- e) **Right to Refuse Unsafe Work.** Workers have the right to refuse unsafe or hazardous work. Safety officers shall promptly investigate and address reported unsafe and hazardous work.
- f) **Safety Orientation.** The Safety Officer shall meet with all workers at the start of the shooting day to identify safety and health issues.
- g) **Personal Protective Equipment (PPE).** Workers shall be provided with appropriate PPE, tested and approved by DOLE, at no cost to the workers, whenever necessary.
- h) **Emergency Preparedness and Response Plan.** The Safety and Health Committee shall create an emergency plan tailored to the movie and television project, which will be explained to all workers.
- i) **Working at Heights.** Workers exposed to falls of six feet or more shall be provided with a personal fall protection system. In addition, the use of drones shall comply with the requirements under the Philippine Civil Aviation Regulations of the Civil Aviation Authority of the Philippines.
- j) **Electrical Safety.** Electrical engineers or master electricians shall undertake electrical installations and all works shall comply with the Philippine Electrical Code.
- k) **Equipment and Vehicles.** All equipment and vehicles shall comply with Department of Transportation requirements and be maintained in good working condition.
- l) **Animal Handling.** Animals shall be handled by designated performers, trainers, or handlers. Anyone not directly involved in animal handling shall observe a safe distance. In addition, the handling of animals shall comply with the requirements of the Department of Agriculture.

- m) **Materials Handling.** Safety officers shall ensure the safe handling, labeling, and storage of materials to prevent or reduce the incidence of accidents, illnesses, injuries, and death resulting in the use of the following:
 - 1. **Hazardous Materials.** Hazardous materials shall be handled following Department Order No. 136, Series of 2014.
 - 2. **Firearms and Weaponry.** Workers handling firearms shall be properly trained, and only blank ammunition is permitted. In addition, handling firearms and weaponry shall comply with Republic Act No. 10591 requirements and its implementing rules and regulations.
- n) **Stunts and Special Effects.** Stunts or special effects coordinators shall be present during stunts or special effects, and performers must have the necessary training and expertise.

The employer or principal shall secure the necessary licenses, permits, or approval from the pertinent government agencies. In cases of occupational health and safety standards violations, the employer, principal, contractor, and subcontractor shall be jointly and solidarily liable.

Section 14. Non-Discrimination Against Workers. – No agreement or employment contract shall discriminate against a worker who has contracts or projects with other production outfits unless exclusivity, which is reasonable in accordance with laws, is specified in the contract, nor shall any person perform any act involving preference based on age, gender, race, color, descent, national or ethnic origin, religion, or political beliefs which has the purpose or effect of nullifying the recognition, enjoyment, or exercise on an equal footing of any human right or fundamental freedom.

Section 15. Standard of Treatment. – The employer or principal shall not subject or allow the workers to be subjected to any kind of abuse, physical violence or harassment, or any act that degrades the worker's dignity. The employer or principal shall set in place policies, rules, and regulations to prevent sexual harassment in the workplace in conformity with the provisions of Republic Act No. 7877 (Anti-Sexual Harassment Act of 1995), Republic Act No. 11313 (Safe Spaces Act), and Republic Act No. 11036 (Mental Health Act). Such policies, rules, and regulations shall include procedures for resolving any issues, complaints, or disputes arising from violating the said laws and their implementing rules and regulations.

The employer or principal shall report to the DOLE the composition of the Committee on Decorum and Investigation, the number of sexual harassment or gender-based violence, the number and gender of offenders, and the number and gender of affected workers. The employer or principal shall endeavor to enhance the capacity of the members of the Committee on Decorum and Investigation on the handling of sexual harassment or gender-based violence in the workplace.

Section 16. Employment of Minors. – The employer or principal and parent or guardian of any child below 15 years of age shall secure a work permit from the DOLE Regional Office where the work shall be performed and shall strictly adhere to

the provisions under Republic Act No. 9231 and its implementing rules and regulations under Department Order No. 65, Series of 2004.

Section 17. Right to Self-Organization and Collective Bargaining. – Workers in the movie and television industry shall have the right to form, join, or assist in forming a labor organization of their own choosing for purposes of collective bargaining, for mutual aid benefit, and to engage in concerted activities that are not contrary to law.

Section 18. Rights to Remuneration. – The rights of a worker over intellectual property, consisting of the worker's performance on all movie and television projects, shall at all times be protected and secured under the provisions of Republic Act No. 8293, as amended. Nothing herein shall prevent the worker from agreeing to transfer all intellectual property rights in favor of the employer or principal with regard to the work product arising from their relationship and/or engagement. Unless otherwise stipulated or provided in the contract between the worker and the employer or principal, a worker shall enjoy additional remuneration consistent with Section 206 of Republic Act No. 8293 for every subsequent use or broadcasting of such performance or intellectual property. Any violation of the rights under this Section shall be resolved by the appropriate agency or court of competent jurisdiction in accordance with the provisions of Republic Act No. 8293.

Section 19. Contractor and Subcontractor. – The provisions of Articles 106 to 109 of the Labor Code of the Philippines and the DOLE issuances on contracting and subcontracting arrangements shall apply in the movie and television industry.

Engaging in labor-only contracting or other illicit forms of employment arrangement shall constitute grounds for cancellation of registration.

Section 20. Information and Education Campaign. – The Intellectual Property Office of the Philippines, the DOLE, the Philippine Information Agency, and other relevant national government agencies shall implement and initiate the information and education campaign on the protection of workers' rights, including the protection of their intellectual property rights, as enshrined in Republic Act No. 8293.

Section 21. Upskilling and Reskilling of Workers. – The Technical Education and Skills Development Authority shall, in collaboration with relevant government agencies and various stakeholders, develop and implement a system of continuing skills upgrading, reskilling, and training of workers in the movie and television industry.

Section 22. Compliance and Enforcement. – The DOLE Regional, Provincial, and Field Offices shall monitor compliance with this Rules in accordance with Department Order No. 238, Series of 2023, pursuant to Article 128 of the Labor Code, as renumbered, and its subsequent issuances.

In cases of independent contractors, any action to enforce the provisions of Republic Act No. 11996 falls within the exclusive and original jurisdiction of the appropriate trial courts.

Section 23. Reporting of Projects to DOLE. – The employer and principal shall submit a report to the DOLE through the Establishment Report System within ten days but not later than 24 hours before the start of the production activities for each movie and television project. The report shall contain the following:

- (a) Name of the employer or principal and their authorized representatives and contact information;
- (b) Number of employees and independent contractors, including children, if applicable;
- (c) Duration and schedule of the movie and television project;
- (d) Production location of the movie and television project;
- (e) Summary of the occupational safety and health risks and safety precautions initiated to ensure safety; and
- (f) Other information relevant to the safety and health of all workers.

The employer or principal shall also notify the DOLE of changes or cancellations of shoots, if any.

Section 24. Settlement of Disputes. – The employer or principal and the worker shall exhaust all means to settle their labor disputes amicably. Disputes between the employer or principal and the worker shall be resolved based on the mechanism provided in their respective employment contract or agreement. In the absence of said mechanism, the dispute shall be resolved through conciliation-mediation under Republic Act No. 10396, in relation to Article 234 of the Labor Code of the Philippines, as renumbered, and its implementing rules and regulations. All unresolved disputes shall be referred to the appropriate agency with jurisdiction over the issue.

The employer or principal and the worker may also submit their dispute to voluntary arbitration.

Any dispute between the principal and the independent contractor shall be resolved by a court of competent jurisdiction.

Section 25. Penalties. – Any person who violates any section of Republic Act No. 11996 shall be fined as follows:

- a. Up to one hundred thousand pesos (PhP100,000) for the first offense;
- b. Up to two hundred thousand pesos (PhP200,000) for the second offense; and
- c. Up to five hundred thousand pesos (PhP500,000) for the third and succeeding offenses.

These fines are without prejudice to the imposition of other penalties under other laws.

If the violation is committed by a corporation, trust, firm, partnership, association, or any other entity, the fines shall be imposed upon the entity's responsible officers, including, but not limited to, the executive producer, producer, production manager, and business unit manager.

The Regional Director shall impose the fines, after due notice and hearing, following the procedure under DOLE Department Order No. 238, Series of 2023, pursuant to Article 128 of the Labor Code, as renumbered.

Section 26. Movie and Television Industry Tripartite Council. – There shall be a Movie and Television Industry Tripartite Council comprised of government representatives and representatives from the employers or principals and workers in the movie and television industry. The Council shall serve as a continuing forum for tripartite advisement and consultation with the industry stakeholders on policies and programs pursuant to the provisions of Republic Act No. 10395 and its implementing rules and regulations.

Section 27. Effect on Existing Company Practice, Policy, or Agreement. – The minimum benefits provided in this Rules shall be without prejudice to any existing company policy, contract, or collective bargaining agreement providing better terms and conditions of employment. Nothing in this Rules shall diminish the benefits under existing laws currently enjoyed by the worker.

Section 28. Suppletory Clause. – The provisions of Presidential Decree No. 442, as amended, Republic Act No. 11058, and other applicable laws shall have a suppletory application to this Rules.

Section 29. Construction. – All doubts in the implementation and interpretation of the provisions of this Rules shall be resolved in favor of labor.

Section 30. Separability Clause. – If any part, section, or provision of this Rules shall be held invalid or unconstitutional, the other provisions not affected by such declaration shall remain in full force and effect.

Section 31. Repealing Clause. – All policies, issuances, rules, regulations, and agreements inconsistent with the provisions of this Rules are hereby repealed or amended to conform accordingly.

Section 32. Periodic Review. – This Rules shall be reviewed every three years from the date of its effectivity and every three years thereafter to support the expansion of the movie and television industry and to ensure that workers are provided opportunities for gainful employment or work engagements and decent income and are protected from abuse, harassment, hazardous working conditions, and economic exploitation.

Section 33. Effectivity. – This Rules shall take effect 15 days after its publication in at least two newspapers of general circulation.

Manila, Philippines. 30 September 2024.


BIENVENIDO E. LAGUESMA
Secretary



Department of Labor and Employment
Office of the Secretary



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