



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



Nineteenth Congress
First Regular Session

HOUSE BILL NO. 7411

Introduced by Representative Lordan G. Suan

EXPLANATORY NOTE

The rise of esports as a global phenomenon has brought about significant changes in the sports and entertainment industries. Esports has evolved from being a niche activity to a multi-billion-dollar industry that attracts millions of players and viewers worldwide. In the Philippines, esports has also gained popularity in recent years, with many Filipinos engaging in esports competitions, both as players and spectators.

The Philippines has won several international esports competitions. Some of the most notable ones are:

1. The Mobile Legends – Bang Bang:
 - a. During the M2 World Championship, the Filipino team, Bren Esports, won the championship and took home the grand prize of \$300,000.
 - b. During the M3 World Championship, the Filipino team, Blacklist International defeated fellow countrymen ONIC Philippines to win the championship and took home the grand prize of \$800,000.
 - c. During the M4 World Championship, the Filipino team, ECHO Philippines defeated fellow countrymen Blacklist International to win the championship and took home the grand prize of \$800,000.
2. The Dota 2 Southeast Asia Championship (2018) – The Filipino team, Mineski, won the championship and took home the grand prize of \$370,000.

3. Euneil “Staz” Javinas won the “Hearthstone” championship at the recent World Electronic Sports Games (WESG) 2016 and took home US \$150,000.
4. The Free Fire World Series (2021) – The Filipino team, Phoenix Force, won the championship and took home the grand prize of \$500,000.

However, the growth of the esports industry has also raised concerns about the welfare and rights of esports gamers, especially those who represent the Philippines in international competitions. Unlike traditional sports, esports players face unique challenges, such as long hours of gaming, exposure to blue light, and repetitive motion injuries. Moreover, many esports gamers are not aware of their rights and may be vulnerable to exploitation and abuse by unscrupulous esports organizations.

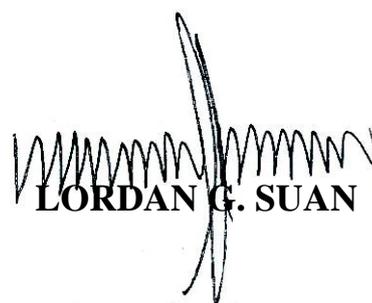
This proposed bill seeks to address these concerns by promoting and protecting the welfare and rights of esports gamers in the Philippines. It establishes the rights of esports gamers, including fair compensation, safe working conditions, and protection against discrimination, harassment, and abuse. It also requires esports organizations to fulfill their obligations to provide fair compensation, safe working conditions, and grievance mechanisms for esports gamers.

To ensure that esports gamers receive adequate support, this proposed bill establishes the National Esports Gamers' Welfare Fund, a special fund that provides financial assistance to esports gamers who suffer from injuries, illnesses, or disabilities arising from their participation in esports competitions.

This proposed bill recognizes the importance of esports as a growing industry that contributes to the economy and provides opportunities for Filipino gamers. However, it also acknowledges the need to protect the welfare and rights of esports gamers to ensure that they can pursue their passion without risking their health and well-being.

It is hoped that this proposed bill will contribute to the development of the esports industry in the country and provide a framework for the protection of esports gamers.

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


LORDAN G. SUAN

1 SECTION 3. *Definition of Terms.* – For this Act, the following terms

2 shall be defined:

3 a) Esports – Refers to competitive video gaming in which players
4 compete against each other in organized tournaments, leagues, or competitions,
5 both on the local or world stage.

6 b) Esports gamer or esports player – Refers to a person who engages in
7 esports competitions, either as a professional or amateur player, and who is
8 usually engaged, contracted, or employed by an esports organization.

9 c) Esports organization – Refers to any entity, group, or association that
10 manages and represents professional esports teams and players in various video
11 game tournaments and competitions. It also provides support and resources for
12 its players, including coaching, training, equipment, and travel expenses. It also
13 manages the branding, marketing, and public relations of its teams and players
14 to help them gain recognition and support from fans and sponsors.

15 d) International esports competition – Refers to esports competition that
16 takes place at a regional or global level, including but not limited to Southeast
17 Asian-level, Asian-level, or World-level competitions, in which players or
18 teams from multiple countries compete against each other in esports.

19 e) National esports gamers or national esports players – Refers to
20 esports gamers who are Filipino citizens, recognized and accredited by the
21 Philippine Sports Commission (PSC), and who have represented the country in
22 international esports competitions.

1 **CHAPTER II**

2 *Rights, Benefits, and Privileges for All Esports Gamers*

3 SECTION 4. *Rights of All Esports Gamers.* – All esports gamers are
4 entitled to the following rights:

5 a) Right to fair and just compensation and benefits, in accordance with
6 applicable laws;

7 b) Right to be free from discrimination on any basis, including but not
8 limited to gender, sexual orientation, age, race, religion, and national origin;

9 c) Right to be free from bullying and cyberbullying, both in and outside
10 of the workplace;

11 d) Right to receive timely payment for their work;

12 e) Right to negotiate for better compensation and benefits;

13 f) Right to safe and healthy working conditions, including adequate rest
14 periods;

15 g) Right to access medical and mental health services, as necessary for
16 their well-being;

17 h) Right to participate in esports competitions without discrimination,
18 harassment, or abuse of any kind; and

19 i) Right to intellectual property protection of their gaming profiles,
20 personas, and achievements, including any associated branding, merchandise,
21 or endorsements.

1 SECTION 5. *Benefits and Privileges for All Esports Gamers.* – The
2 following benefits and privileges shall be extended to all esports gamers:

3
4 a) Free legal consultations - The PSC shall provide free legal
5 consultations, either in-person or online, to all esports gamers for the purpose
6 of ensuring that any contracts entered into by the gamers are fair and equitable.
7 The consultations may cover a range of issues, such as contract negotiation,
8 intellectual property rights, and other legal matters related to esports gaming.

9 b) Free medical consultations - The PSC shall also provide free medical
10 consultations, either in-person or online, to all esports gamers. These
11 consultations may include general health and wellness advice, injury
12 prevention, and other healthcare needs specific to esports gaming.

13 The PSC shall appoint a team of legal and medical experts who specialize
14 in esports law and healthcare to conduct these consultations. The consultations
15 shall be made available to all esports gamers, regardless of their level of
16 experience or status.

17 The PSC shall work with esports organizations and industry stakeholders
18 to promote the availability of these consultations and to encourage esports
19 gamers to take advantage of them.

20 **CHAPTER III**

21 *Benefits, and Privileges for National Esports Gamers*

1 SECTION 6. *Benefits and Privileges for National Esports Gamers.* – All
2 national esports gamers shall be entitled to the following benefits and
3 privileges:

4 a) Free medical and dental consultations in government hospitals and
5 similar establishments anywhere in the country;

6 b) Coverage in the National Health Insurance Program (NHIP) of the
7 Philippine Health Insurance Corporation (PHILHEALTH) through the
8 sponsored program of the PSC;

9 c) A comprehensive social security program to be formulated by the
10 Social Security System within one hundred eighty (180) days from the
11 approval of this Act; and

12 d) Priority in existing livelihood programs being undertaken by various
13 government agencies subject to the guidelines and qualifications set by the
14 implementing body.

15 SECTION 7. *Scholarship Benefits for National Esports Gamers.* – Any
16 national esports gamer who achieves victory, either individually or as part of a
17 team, in a recognized major international esports competition shall be entitled
18 to scholarship benefits in the form of full tuition fees and allowances for a
19 college or university degree at any state college or university. The winning
20 national esports gamer shall be given priority in availing of state college or
21 university scholarship grants.

1 SECTION 10. *Obligations of Esports Organizations.* – All esports
2 organizations shall have the following obligations:

3 a) To provide fair and just compensation, including minimum wages and
4 benefits as mandated by law, to all esports gamers;

5 b) To ensure that their compensation practices are nondiscriminatory
6 and comply with all applicable laws and regulations;

7 c) To provide safe spaces for esports gamers to express their mind and
8 feelings free from discrimination and cyberbullying;

9 d) To ensure safe and healthy working conditions for all esports gamers,
10 including ergonomic equipment, proper lighting, ventilation, and adequate rest
11 periods;

12 e) To provide access to medical and mental health services, including
13 counseling and treatment for injuries or illnesses related to gaming;

14 f) To establish grievance mechanisms for esports gamers to report
15 discrimination, harassment, or abuse;

16 g) To provide intellectual property protection to esports gamers' gaming
17 profiles, personas, and achievements; and

18 h) To ensure that esports gamers have ample opportunity to socialize
19 and develop their social skills.

20 SECTION 11. *Obligations of Relevant Government Agencies.* – The
21 following government agencies shall have the obligations:

1 a) The PSC shall recognize esports as a legitimate sport and provide
2 support and resources for its development while ensuring that regulations and
3 policies are fair and equitable to all stakeholders.

4 b) The Games and Amusement Board (GAB) shall regulate esports in a
5 manner that promotes fair competition, player safety, and consumer protection,
6 without imposing excessive charges or unnecessary restrictions. The GAB shall
7 work with relevant stakeholders to develop industry standards and best
8 practices that align with international standards.

9 SECTION 12. *Licenses or Permits.* – All relevant government agencies
10 shall ensure the timely and efficient issuance of permits or licenses for national
11 esports gamers. Such permits or licenses shall be processed expeditiously and
12 without undue delay, with due consideration given to the interests of the public,
13 as well as the rights and obligations of the parties involved.

14 **CHAPTER V**

15 *National Esports Gamers' Welfare Fund*

16 SECTION 13. *Establishment of the National Esports Gamers' Welfare*
17 *Fund.* – A special fund called the "E-sports Gamers' Welfare Fund" (Fund)
18 shall be established in the Philippine Sports Commission to provide benefits,
19 incentives, and financial assistance to national esports gamers who suffer from
20 injuries, illnesses, or disabilities arising from their participation in or
21 preparation for esports competitions.

1 SECTION 14. *Sources of Fund.* – The Esports Gamers’ Welfare Fund
2 (Fund) shall be financed by, but not limited to, the following sources:

3 a) The Fund shall be derived from at least twenty-five percent (25%) of
4 the Games and Amusement Board's share in the income related to esports, as
5 determined by its resolution;

6 b) The Fund shall be sourced in part from the net cash income of the
7 Philippine Amusement and Gaming Corporation (PAGCOR);

8 c) The Fund shall also be sourced in part from the regular income share of
9 the PSC; and

10 d) The Fund may be derived from other sources of funding as provided
11 for in the implementing rules and regulations, subject to applicable laws and
12 regulations.

13 CHAPTER VI

14 *Philippine Esports Hall of Fame*

15 SECTION 15. *Establishment of the Philippine Esports Hall of Fame.* –

16 There shall be established a Philippine Esports Hall of Fame, hereinafter
17 referred to as the Philippine Esports Hall of Fame, to enshrine the Filipino
18 esports gamers who have distinguished themselves in their particular field of
19 esports.

20 The candidates to the Esports Hall of Fame shall be limited to those
21 Filipino esports gamers who have won in a major international esports
22 competition and who possess character and integrity.

1 The screening committee set up by the PSC under Republic Act No. 8757
2 shall be tasked to accept nominations and screen candidates for the Esports
3 Hall of Fame.

4 **CHAPTER VII**
5 *Promotion of Esports in Summer Youth Camps*

6 SECTION 16. ***Promotion of Esports in Youth Camps.*** – Esports shall be
7 included among the sports to be promoted in youth camps established in every
8 barangay by Republic Act No. 11910 or the Summer Youth Camp Act.

9 **CHAPTER VIII**
10 *Final Provisions*

11 SECTION 17. ***Penalties.*** – Violations of the provisions of this Act shall be
12 penalized as follows:

13 a) Any esports organization found to have violated the provisions of this
14 Act shall be subject to penalties, including fines, suspension or revocation of
15 licenses, and other sanctions as may be provided by law.

16 b) Any government personnel found to have violated the provisions of
17 this Act shall be subject to penalties, including fines, suspension or dismissal
18 from government service, and other sanctions as may be provided by law.

19 SECTION 18. ***Implementing Rules and Regulations.*** – The PSC, in
20 consultation with the GAB, Department of Health (DOH), Department of
21 Information and Communications Technology (DICT), Department of Labor
22 and Employment (DOLE), Philippine Overseas Employment Authority
23 (POEA), Department of Tourism (DOT), Department of Foreign Affairs (DFA),

1 CHED, Department of Education (DepEd), TESDA and accredited esports
2 associations in the Philippines, shall promulgate the necessary rules and
3 regulations for the implementation of this Act.

4 SECTION 19. **Publication.** – This law and its implementing rules and
5 regulations shall be published and made available on the websites of all
6 government agencies concerned and who took part in the crafting of the
7 implementing rules and regulations.

8 SECTION 20. **Effectivity.** – This Act shall take effect fifteen (15) days
9 after its publication in the Official Gazette or on any official website provided
10 by law.

11 Approved,

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