



Republic of the Philippines  
Province of Sorsogon  
**CITY OF SORSOGON**



*Office of the Sangguniang Panlungsod*

**EXCERPTS FROM THE MINUTES OF THE REGULAR SESSION OF THE SEVENTH CITY COUNCIL HELD AT THE SESSION HALL ON NOVEMBER 19, 2019.**

**PRESENT:**

**HON. MARK ERIC C. DIONEDA**  
City Vice Mayor/Presiding Officer

**BACON DISTRICT**

Hon. Jo Abegail C. Dioneda  
Hon. Danilo A. Deladia

**EAST DISTRICT**

Hon. Mary Ellen D. Jamisola  
Hon. Franco Eric O. Ravanilla  
Hon. Joven G. Laura

**WEST DISTRICT**

Hon. Nestor J. Baldon  
Hon. Rebecca D. Aquino

**EX-OFFICIO MEMBERS**

ABC Pres. Ma. Teresa D. Perdigon

**ABSENT:**

Hon. Hilario D. Dioneda  
Hon. Melchor P. Atutubo  
Hon. Ralph Walter R. Lubiano – on Official Business  
Hon. Erwin J. Duana  
Hon. Fernando David H. Duran, III  
SK Fed. Pres. Lorenz S. Abenion

***Resolution No. 199, Series of 2019***

**(AUTHOR: HON. MARK ERIC C. DIONEDA)**

**RESOLUTION ENACTING AN ORDINANCE INTEGRATING SORSOGON CITY RESIDENT SENIOR CITIZENS AND PERSONS WITH DISABILITY (PWDs) IN THE WORKFORCE OF BUSINESS ESTABLISHMENTS/EMPLOYERS WITHIN THE JURISDICTION OF SORSOGON CITY**

**WHEREAS**, Article XV Section 4 of the Philippines Constitution declared that it is the policy of the State to promote a just and dynamic social order for the improvement of the total well-being of the elderly and their full participation in society, considering that senior citizens are integral part of Philippines society;

**WHEREAS**, to support the fundamental law of the land, the Philippine Congress enacted Republic Act 7432, as amended, or An Act to maximize the Contribution of Senior Citizens to Nation Building, Grant Benefits and Special Privileges and for Other Purposes;

**WHEREAS**, Likewise, Section 5 of Republic Act 9994 or the Expanded Senior Citizen Act provides that Senior Citizens, who have the capacity and desire to work, or be re-employed, shall be provided information and matching services to enables them to be productive members of society;

**WHEREAS**, the Expanded Senior Citizen Act recognizes the important role of the private sector in the improvement of the welfare of senior citizens;

**WHEREAS**, the Philippine Congress enacted Republic Act No. 7277, an Act providing for the rehabilitation, development and self-reliance for disabled person and their integration into the mainstream of Society;

**WHEREAS**, the Philippine Congress likewise enacted Republic Act No. 9422, an Act amending Republic Act No. 7277, otherwise known as the "Magna Carta for disabled persons and for the other purposes";

**WHEREAS**, the Philippine Congress further enacted Republic Act No. 10754, an Act expanding the benefits and privileges of persons with disability (PWD);

**WHEREAS**, every local government unit shall exercise the powers expressly granted, those necessarily implied therefrom; as well as powers necessary, appropriate or incidental for its efficient and effective governance and those which are essential to the **promotion of the general welfare**. Within their respective territorial jurisdiction, local government units shall ensure and support, among other things, the preservation and enrichment of culture, promote health and safety, improve public morals, **enhance economic prosperity and social justice**, maintain peace and order **and preserve the comfort and convenience of their inhabitants**;

**NOW THEREFORE**, on motion of **Hon. Rebecca D. Aquino**, duly seconded by **Hon. Danilo A. Deladia**, resolve as it is hereby resolved to integrate Sorsogon City Resident Senior Citizens and Persons with Disability (PWDs) in the workforce of business establishments/employers within the jurisdiction of Sorsogon City.

## ***City Ordinance No. 015, Series of 2019***

**AN ORDINANCE INTEGRATING SORSOGON CITY RESIDENT SENIOR CITIZENS AND PERSONS WITH DISABILITY (PWDs) IN THE WORKFORCE OF BUSINESS ESTABLISHMENTS/EMPLOYERS WITHIN THE JURISDICTION OF SORSOGON CITY**

Be it ordained by the Sangguniang Panlungsod in session that:

### **SECTION 1                      SHORT TITLE**

This ordinance shall be known as **“The Employment for Sorsogon City Resident Senior Citizens and Persons with Disability (PWDs) Ordinance of 2019”**.

**SECTION 2**                      **SCOPE/COVERAGE**

This ordinance shall cover the integration of all willing, qualified and abled senior citizens and persons with disability who are residents of Sorsogon City to the working force of all business establishments in the city jurisdiction as herein identified for the purpose.

**SECTION 3**                      **POLICIES AND OBJECTIVES**

It is the declared policy of the city government of Sorsogon to give full support to the improvement of wellbeing and integration into the mainstream of the society of senior citizens and persons with disability. It is the objective of this ordinance to provide senior citizens and persons with disability the opportunity to participate into the mainstream of society by granting them job opportunities which match their skill/s and/or educational attainment.

**SECTION 4**                      **DEFINITION OF TERMS**

For the purpose of this ordinance, the following terms are defined as follows:

1. **Beneficiaries** – refers to Senior Citizen or Elderly and Persons with Disability (PWDs);
2. **Establishment** – shall refer to the principal or main office/store, annex, extension or satellite. The same shall be treated as separate from its head or principal or main office/store;
3. **Persons with Disability (PWD)** - refers to those who have long-term physical, mental, intellectual, or sensory impairments which in interaction with various barriers may hinder their full effective participation in society on an equal basis with others; and
4. **Senior Citizen or Elderly** - refers to any resident of Sorsogon City who is sixty (60) years old or above.

**SECTION 5**                      **PROHIBITION**

It shall be unlawful for private business establishment to refuse employment of Senior Citizens and Persons with Disability (PWDs) who are capacitated with mental and/or physically fit in accordance with the nature of work and have undergo the necessary training or program suitable to the position being applied for.

**SECTION 6**                      **EMPLOYMENT OPPORTUNITIES**

Senior Citizens and Persons With Disability (PWDs), during application for employment, shall present the Senior Citizen ID or PWD ID, as the case maybe, Resident ID or Barangay Clearance, Endorsement or Clearance from the City Social Welfare Office and Medical Certificate/Recommendation that he/she is mentally and/or physically fit for the job applied for, such as, but not limited to the following jobs, on seasonal, probationary, casual or regular basis/status:

1. Consultants - according to area of expertise;
2. Educational Institutions - librarian, department/office assistant, student advisor, canteen personnel, and bus drivers/monitors, Information Technology (IT) Personnel, encoder;
3. Child or Pet Care - babysitter, school guardian/service, pet sitter;

4. Customer Service - consultants, representative, call center agents, IT personnel, and encoder;
5. Hospital or Medical institutions - administrative assistant, housekeeper, maintenance, communications, IT personnel, biller or encoder;
6. Event planning and travel - ticketing personnel, reservation personnel, security personnel, foodservice staff, guest services staff, IT personnel, encoder;
7. Community Expert and Local Historian - museum curator, historian and other similar positions;
8. Accounting – bookkeeper, administrative staff, secretarial services/encoder;
9. Fast Foods and Restaurants – service crew, maintenance, teller or biller;
10. Commercial and Industrial Plant – maintenance/housekeeper, department/office/administrative assistant, secretarial services, communications, consultant, administrative staff, IT personnel, encoder; and
11. All other non-hazardous positions or items of employment the Senior Citizens and Persons with Disability (PWDs) may be suitable for the purpose.

## **SECTION 7                      NUMBER OF BENEFICIARIES IN THE ESTABLISHMENT**

Private business establishments within the City of Sorsogon shall hire either or combination of Senior Citizens or Persons with Disability (PWDs), on the following ratio or proportional working force.

- a. At least one (1) beneficiary for every 10 to 19 total number of workers in the establishment;
- b. At least two (2) beneficiaries for every 20 to 29 total number of workers in the establishment;
- c. At least three (3) beneficiaries for every 30 to 39 total number of workers in the establishment;
- d. At least four (4) beneficiaries for every 40 to 49 total number of workers in the establishment; and
- e. At least seven (7) beneficiaries for every 50 workers in the establishment.

Total number of workers in the establishment shall be composed of all seasonal, probationary, casual and regular employees or workers.

Shopping malls and other similar establishments shall be treated separately and distinctively from the resident stall occupants, however, the workforce for maintenance, administrative staffs and all other employees under the employment of and salaries thereof are paid by the owner of the mall, shall be in accordance with the ratio as herein fixed.

## **SECTION 8                      HUMAN RESOURCE/MANPOWER AGENCIES**

Human Resource/Manpower Agencies which are in job contracting and/or sub-contracting shall maintain in its pool the number of beneficiaries to be supplied to its company clients. The Human Resource/Manpower Agencies shall observe and comply with the ratio or proportional working force prescribed in Section 7 hereof.

The Principals/Business Companies which are in labor contract, as a matter of their policy, shall require their labor supplier or the Human Resource/Manpower Agency to observe and comply with the proportional working force as herein prescribed.

Non-observance or non-compliance of the business company and its labor supplier or the Human Resource/Manpower Agency shall be meted with the penalty imposed under Section 13 hereof, separately, individually and distinctively.

**SECTION 9                      EMPLOYMENT STATUS**

The employment of Senior Citizens and Persons with Disability (PWDs), either on seasonal, probationary, casual or regular status shall be accorded with the labor standards, salary/wages and benefits and treatment extended to all other common or ordinary workers under the Labor Code of the Philippines and all such other rules and regulations relative thereto.

**SECTION 10                      ROLE OF THE CITY PUBLIC EMPLOYMENT SERVICES OFFICE AND THE CITY SOCIAL WELFARE AND DEVELOPMENT OFFICE**

The City Public Employment Services Office (PESO) shall provide or furnish the City Social Welfare and Development Office (CSWDO) all existing and incoming hiring activities, vacancies and employment opportunities in the city of Sorsogon.

The CSWDO shall maintain a data base or list of all capable and willing Resident Senior Citizens and PWDs and their respective possible line of employment, considering their mental and physical capabilities, experience and attributes. The CSWDO shall issue endorsement/clearance to interested beneficiaries which shall form part of the application for employment of the latter.

**SECTION 11                      MONITORING**

The CSWDO and the City Permits and Licensing Division shall maintain a data base or list of business establishments/employers to monitor the compliance of the ordinance.

The CSWDO shall, after investigation and site inspection, issue Compliance Certificate or Non-Coverage Certificate to business establishments during the renewal of their Business Permit. Such certificate shall be considered as one of the primary requisite/document in the issuance and/or renewal of the Business Permit.

**SECTION 12                      INCENTIVES**

The city government of Sorsogon shall provide incentives in a form of plaques of recognition to employers and establishments fully complying with these guidelines/ordinance and all such other token and/or gratuity the city government could legally provide for the purpose.

Business establishments shall also enjoy the benefits provided under Section 8 (b) of RA 7277, otherwise known as Magna Carta for Disabled Persons and other related laws and administrative issuances for the purpose.

**SECTION 13                      PENALTY CLAUSE**

Unjustifiable violation of this ordinance shall be meted with the following penalties:

- First Offense -** Three Thousand Pesos (Php. 3,000.00).
- Second Offense -** Four Thousand Pesos (Php. 4,000.00). A notice of WARNING shall be issued for the purpose.
- Third Offense -** Five Thousand Pesos (Php. 5,000 00), Suspension of business permit until compliance thereof.

**SECTION 14                    REPEALING CLAUSE**

All ordinances, resolutions and regulations, or any part(s) thereof which are inconsistent with any provisions of this ordinance are hereby repealed or modified accordingly.

**SECTION 15                    SEPARABILITY CLAUSE**

If for any reason or reasons, any part or provision of this ordinance shall be held to be unconstitutional or invalid, other parts or provision hereof which are not affected thereby shall continue to be in full force and effect.

**SECTION 16                    EFFECTIVITY**

This ordinance shall take effect immediately upon its approval by the Sangguniang Panlungsod and after compliance with the law on public dissemination and of publication.

**DATE APPROVED:    November 19, 2019**

**I HEREBY CERTIFY** to the correctness of the foregoing resolution and ordinance.

  
**NOEL G. DREU**

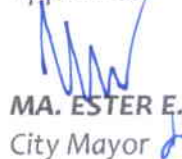
Secretary to the Sangguniang Panlungsod

Attested:



**MARK ERIC C. DIONEDA**  
City Vice Mayor/Presiding Officer

Approved:



**MA. ESTER E. HAMOR**  
City Mayor