Republic of the Philippines
CITY OF BACOOR
Province of Cavite

OFFICE OF THE SANGGUNIANG PANLUNGSOD

CITY ORDINANCE NO. CO 37-2015
Series of 2015

AN ORDINANCE PROHIBITING MINORS FROM WORKING IN ANY 
OFFICE OR ESTABLISHMENT OWNED BY THE PRIVATE OR PUBLIC 
SECTORS AND PROVIDING PENALTIES FOR VIOLATIONS HEREOF.

Sponsored by: Hon. Reynaldo D. Palabrica, Hon. Gaudencio P. 
Nolasco and Hon. Miguel N. Bautista

Be it ordained by the Sangguniang Panlungsod in regular 
session assembled THAT:

Section 1. Prohibition. The hiring of minors for whatever 
job or occupation within the City of Bacoor by any office or 
establishment owned by the private or public sectors are 
hereby strictly prohibited. Provided that: minors may be allowed 
to work in business enterprises owned by his parents or by his 
immediate family members subject to pertinent government 
regulations. Provided further that: minors working in the 
tertainment industry as actors or musicians may also be 
allowed to work subject to strict compliance with the various 
regulations of the Department of Labor and Employment (DOLE) 
regarding the hiring of minors. Provided lastly that: the parents/guardians of minors who are allowed to work under this 
Ordinance must obtain the following documents before their 
child or ward may be allowed to work: (a) the written and 
norized consent of the parent or guardian permitting the child 
or ward to work, (b) Certification from the Punong Barangay of 
the barangay where the minor resides stating that the minor is 
indeed residing in his/her barangay and stating the name of 
his/her parents and/or guardian/s. (c) Certification signed by a 
social worker of the City Social Welfare and Development 
Office stating that the work to be performed or being 
performed by the minor is not harmful to the over-all 
development or welfare of the minor.

Section 2. Minors Defined. Persons who are not of sound 
mind as certified by a government physician even if beyond 18 
years old shall be considered minors under this Ordinance. 
Persons aged 17 years old and below shall be considered 
minors under this Ordinance.

Section 3. Work Conditions of Minors. Minors allowed to 
work pursuant to the Section 1 hereof shall in no way be made 
to perform any dangerous, undignified, immoral, or illegal job or 
occupation. No minor shall be allowed to work beyond 5:00 pm 
or during school hours within the City of Bacoor. In no instance 
shall a minor be allowed to work during the height of any 
natural calamity. The employer/s of the minors allowed to work 
under Section 1 hereof shall ensure that the minor under his/her
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employ are working in a clean, safe, and healthful environment and shall not be exposed to anything that might adversely affect his physical, mental, psychological, or emotional development.

Section 4. Penalties. The following penalties shall be imposed against any person who violates any of the foregoing provisions:

First Offense     Fine of P5,000.00
Second Offense   Fine of P5,000.00 plus five-day imprisonment
Third Offense    Imprisonment of ten (10) days

The following penalties shall be imposed against any corporation, partnership, sole proprietorship or any juridical entity that violates this Ordinance:

First Offense     Fine of P5,000.00
Second Offense   Fine of P5,000.00 plus five-day suspension of business permit
Third Offense    Fine of P5,000 plus ten-day suspension of business permit

Section 5. Effectivity. This Ordinance shall take effect after it has been approved by the Sangguniang Panlalawigan, published at least once in a newspaper of general circulation in the Province of Cavite, and posted on at least three (3) conspicuous places within the City of Bacoor.

Section 6. Repeal. All ordinances, resolutions, or executive orders contrary to the provisions of this Ordinance are hereby repealed and/or modified accordingly.

Section 7. Separability. Any provision of this Ordinance declared as void, unconstitutional, or ineffectual by any appropriate court of law shall not affect the validity of the remaining provisions hereof.

Section 8. Automatic Review. This Ordinance shall be automatically reviewed by the City Council at least once every two years following the date of effectivity hereof.

City Ordinance No. CO 37-2015, 17 August 2015
Republic of the Philippines
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OFFICE OF THE SANGGUNIANG PANLUNGSOD

ENACTED by the Sangguniang Panlungsod of the City of Bacoor on 17 August 2015.

I hereby certify that the foregoing Ordinance was duly approved in accordance with law and that the contents hereof are true and correct.

Certified by:

HON. CATHERINE S. EVARISTO
City Vice Mayor/Presiding Officer

Attested by:

ATTY. KHALID A. ATEGA, JR.
Sangguniang Panlungsod Secretary

Approved by:

HON. STRIKE B. REVILLA, PHD
City Mayor