



Republic of the Philippines  
Province of Cavite  
City of Bacoor



**5<sup>th</sup> SANGGUNIANG PANLUNGSOD**

COMMITTEE/S		TITLE OF PROPOSED MEASURE	CONTROL NUMBER	
Committee on Labor, Trade Commerce and Industry and Committee on Rules and Privileges, Laws and Ordinances		PCO-2022-021 AN ORDINANCE ENCOURAGING ALL BUSINESS ESTABLISHMENTS IN THE CITY OF BACOR TO PARTNER WITH THE PUBLIC EMPLOYMENT SERVICES OFFICE (PESO) AND POST THEIR JOB VACANCIES IN THE "JOB VACANCY REGISTRY "OF THE SAID OFFICE.	PCO-2022-021	
V E N U E	Sangguniang Panlungsod (SP) Session Hall, 2 <sup>nd</sup> Flr. Bacoor Gov't Center, Bacoor City, Cavite		D A T E / T I M E	October 17, 2022/ 10:30 AM

**JOINT COMMITTEE REPORT  
NO. LTCI-006-S-2022**

**AN ORDINANCE ENCOURAGING ALL BUSINESS ESTABLISHMENTS IN THE CITY OF BACOR TO PARTNER WITH THE PUBLIC EMPLOYMENT SERVICES OFFICE (PESO) AND POST THEIR JOB VACANCIES IN THE "JOB VACANCY REGISTRY "OF THE SAID OFFICE.**

On 5 September 2022, the aforementioned-subject matter was referred to the Committee on Labor, Trade Commerce, and Industry and to the Committee on Rules and Privileges, Laws, and Ordinances.

On 6 October 6, 2022, the Joint Committee held a hearing attended by the following resource persons: Atty. Jessie Salvador of the City Administration Office, Atty. Marius Sumira of the City Legal Services Office, Mr. Christian Gawaran of the Business Permit and Licensing Office, Dr. Abraham de Castro of the Public Employment Services Office, Atty. Venus de Castro of the Office of the Senior Citizens Affairs, and Ms. Amy Cristobal of the Bacoor Chamber of Commerce, and Industry.

The Committee noted that the Public Employment Services Office (PESO) offers current labor market information while also ensuring rapid and effective delivery of employment



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facilitation services. It is also assigned to monitor the employment status of Bacoor City residents being assisted by the PESO in looking for jobs. The Committee further noted that the PESO requested the Sanggunian to pass an ordinance or a resolution that will encourage employers to partner with the city government and submit a list of job vacancies to assist job hunting Bacooreños.

The Joint Committee made sure that the resource persons were duly furnished with copies of the proposed ordinance days before the hearing.

During the committee hearing, Dr. de Castro explained that a partnership between the PESO and establishments operating in the City of Bacoor can boost the information drive on job vacancies and help lessen unemployment. Dr. De Castro also explained that job vacancies can also be obtained through the cooperation of Business Permits and Licensing Office (BPLO) because each time a firm applies for or renews its business permit, the BPLO can inquire for any employment openings.

The Joint Committee suggested forming a monitoring team to inspect the status of the applicants and determine how effective the process is. This assures that the proposed city ordinance will be productive.

The different representatives of the various city government departments invited to attend the hearing have no objection to the proposed ordinance being approved.

**RECOMMENDATION:**

In view of the foregoing, the Committee respectfully recommends that the proposed ordinance entitled "AN ORDINANCE ENCOURAGING ALL BUSINESS ESTABLISHMENTS IN THE CITY OF BACOOR TO PARTNER WITH THE PUBLIC EMPLOYMENT SERVICES OFFICE (PESO) AND POST THEIR JOB VACANCIES IN THE "JOB VACANCY REGISTRY "OF THE SAID OFFICE." be **APPROVED**.



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**WE HEREBY CERTIFY** that the contents of the foregoing report are true and correct.

Respectfully submitted this 17th day of October 2022 at the City of Bacoor, Cavite.

**COMMITTEE ON LABOR, TRADE COMMERCE AND INDUSTRY**

  
\_\_\_\_\_  
**COUN. REYNALDO M. FABIAN**


*Chairman*

  
\_\_\_\_\_  
**COUN. VICTORIO GUERRERO JR.**

*Vice-Chairman*

  
\_\_\_\_\_  
**COUN. ROBERTO ADVINCULA**

*Member*

  
\_\_\_\_\_  
**COUN. ALEJANDRO GUTIERREZ**

*Member*

*Committee on Rules and Privileges, Laws and Ordinances*

**COMMITTEE ON RULES AND PRIVILEGES, LAWS AND ORDINANCES**

  
\_\_\_\_\_  
**COUN. REYNALDO PALABRICA**

*Chairman*

  
\_\_\_\_\_  
**COUN. LEVY TELA**

*Vice-Chairman*

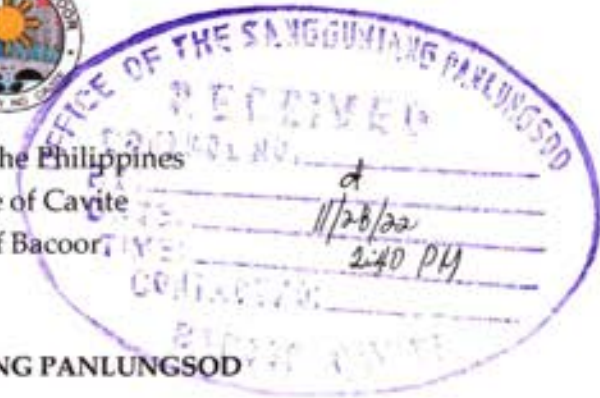
  
\_\_\_\_\_  
**COUN. ADRIELITO GAWARAN**

*Member*





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COMMITTEE/S		TITLE OF PROPOSED MEASURE	CONTROL NUMBER	
Committee on Labor, Trade Commerce and Industry and Committee on Rules and Privileges, Laws and Ordinances		CITY ORDINANCE MANDATING/ ENCOURAGING ALL BUSINESS ESTABLISHMENTS IN THE CITY OF BACOOR TO PARTNER WITH THE PUBLIC EMPLOYMENT SERVICES OFFICE (PESO) AND POST THEIR JOB VACANCIES IN THE OFFICE.	PCO-2022-021	
V E N U E	Sangguniang Panlungsod (SP) Session Hall, 2 <sup>nd</sup> Flr. Bacoor Gov't Center, Bacoor City, Cavite		D A T E / T I M E	October 6, 2022/ 3:00 PM

**MINUTES OF JOINT COMMITTEE HEARING  
 NO. LTCI-006-S-2022**

The committee hearing was conducted on October 6, 2022, at the Sangguniang Panlungsod 2<sup>nd</sup> Flr., Bacoor Government Center, City of Bacoor, Cavite was presided by Committee on Labor, Trade Commerce and Industry Chairman, Hon. Reynaldo M. Fabian. In attendance were Atty. Marius Sumira of City Legal Services Office, Mr. Christian Gawaran of Business Permit and Licensing Office, Dr. Abraham de Castro of Public Employment Services Office, Atty. Venus de Castro of Office of the Senior Citizens Affairs as the resource persons.

Atty. Sumira stated that the 90% of total Bacooreños to be employed is unfavorable for the business owners and no punishment or penal clause should be imposed since the hiring process is a management prerogative. He also mentioned that instead of penalizing them, it is better to give them tax incentives or other possible benefits if they can adhere with the proposed ordinance.

Mr. Gawaran mentioned that in General Trias, they set 40% of their localities to be employed on non-technical jobs to be able to get the incentives, especially for those newly established businesses. He also mentioned that 90% is too high and feared that new



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investors will be discouraged. He sighted that there is one Business Process Outsourcing (BPO) who will put up in the City of Bacoor and will hire 2,000 employees but they will be having a work from home (WFH) set up. Atty. Sumira pointed out that situation like this is a management prerogative and the ordinance cannot be insisted. Either the Section 6. Penal Clause of the ordinance will be canceled or the whole ordinance itself.

Dr. de Castro stated that this ordinance is ideal if everyone is on equal footing. Unfortunately, most of the applicants in PESO are high school graduates and some of those they referred, failed due to English proficiency examination and typing test. He doubted that those applicants will be accepted for high technical jobs.

Atty. De Castro mentioned that the Section 6. Penal Clause of the ordinance is unconstitutional for the reason that in the constitution, everyone has the freedom to choose. Also, the Section 2. Minimum Requirements the applicant should have the qualifications and the 90% is too high and suggested 75-80% instead.

Mr. Gawaran and Dr. de Castro both wanted to clarify the percentage of employment of Bacooreños for technical and rank and file. According to Dr. de Castro, based on the Labor Code, rank and file employees are those who are not part of the managerial and supervisory category.

Dr. de Castro asked to work closely with City Legal and BPLO in creating the Implementing Rules and Regulations of the proposed city ordinance.

The hearing was adjourned at 3: 58 pm.

Prepared by:

  
**Armileen Legaspi-Red**  
Local Legislative Staff Asst.I

Attested by:

  
**Coun. Reynaldo Fabian**  
Presiding Officer





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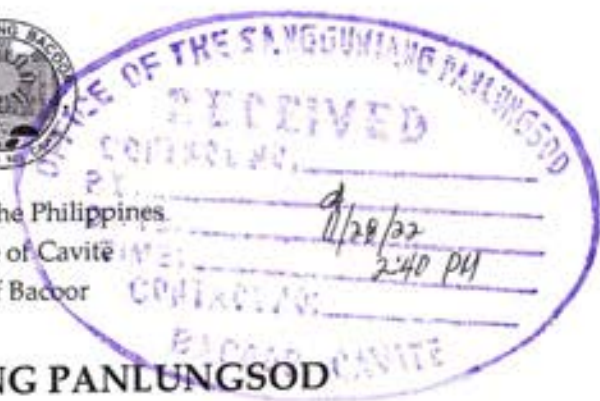
COMMITTEE/S		TITLE OF PROPOSED MEASURE	CONTROL NUMBER	
COMMITTEE ON LABOR, TRADE COMMERCE AND INDUSTRY AND COMMITTEE ON RULES AND PRIVILEGES, LAWS AND ORDINANCES		Subject: PCO-2022-021 – Proposed City Ordinance entitled: AN ORDINANCE ENCOURAGING ALL BUSINESS ESTABLISHMENTS IN THE CITY OF BACOOR TO PARTNER WITH THE PUBLIC EMPLOYMENT SERVICES OFFICE (PESO) AND POST THEIR JOB VACANCIES IN THE "JOB VACANCY REGISTRY" OF THE SAID OFFICE.	PCO-2022-021	
V E N U E	Sangguniang Panlungsod (SP) Session Hall, 2nd Flr., Bacoor Gov't Center, Bacoor City, Cavite		D A T E / T I M E	October 6, 2022/ 3:00 PM

**NOTICE OF HEARING (RECEIVING COPY)  
 NO. LTCI-006-S-2022**

NAME	DATE RECEIVED	CONTACT NUMBER	SIGNATURE
Librada Equipodo	10-03-22	415	Equipodo
CHAI GASLAN	10-03-22	317	
Anne Diller	10/3/2022	405	
Rina F. Dumali	10/23/22	204	Dumali
Eleonora V. Lajorre	10-3-22	09229081669	
Ema Moran	10-3-22	09208554291	
LYN ANORA	10-4-22		
ATTY BULLICEN	10-04-22	09209645725	
Amy Christine Charles	10-04-22	09168960809	
Wendy Sombros	10-04-2022	09422041	
Jessie S. Tamayo	10-04-2022	09218398280	
Jessie Anlober	10-04-2022	09672632869	
Analya Malaban	10-4-2022	0922197833	
Mary Pascual	10-6-22	09260364981	



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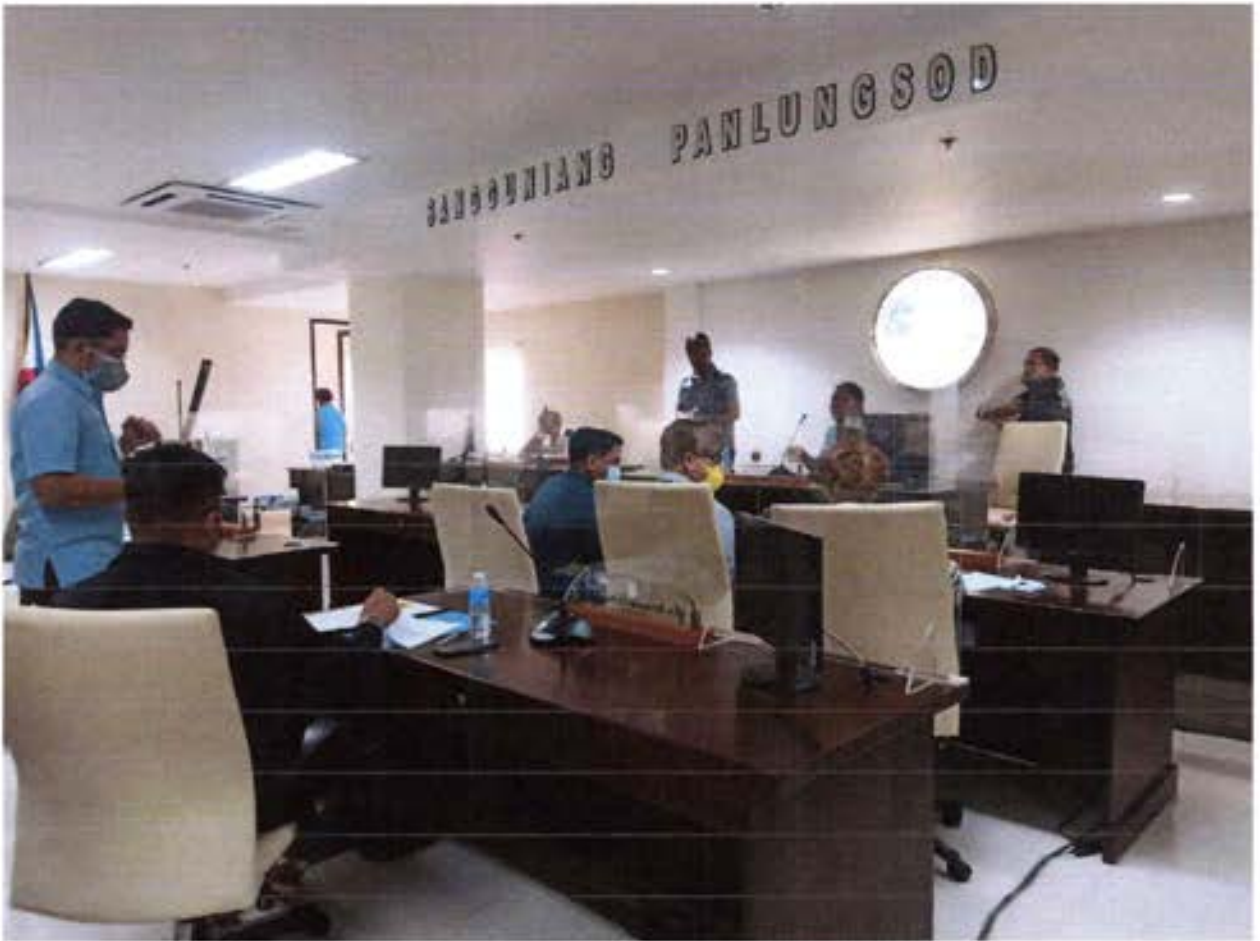
**5<sup>th</sup> SANGGUNIANG PANLUNGSOD**

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V E N U E	Sangguniang Panlungsod (SP) Conference Room, 2 <sup>nd</sup> Flr., Bacoor Gov't Center, Bacoor City, Cavite		D A T E / T I M E	October 6, 2022 3:00 PM

**ATTENDANCE OF HEARING  
 NO. LTCI-006 S-2022**

NAME	CONTACT NUMBER	SIGNATURE
Amy Cristbal	0926 896 0369	
CHRISTIAN T. LOYANAN	0985554627	
MARIUS D. SUMIRA	0918 0917638574	
JESSIE SALVADOR	09987870861	
Venus J. De Casta	09985676240	
ABRAHAM D. de CASTRO	0917 1190684	
Emelita P. Miranda	0995-247 8424	









**PROPOSED CITY ORDINANCE NO. \_\_\_\_**  
**Series of 2022**

**AN ORDINANCE ENCOURAGING ALL BUSINESS ESTABLISHMENTS IN THE CITY OF BACCOOR TO PARTNER WITH THE PUBLIC EMPLOYMENT SERVICES OFFICE (PESO) AND POST THEIR JOB VACANCIES IN THE "JOB VACANCY REGISTRY" OF THE SAID OFFICE.**

Sponsored by:

**WHEREAS**, the Sangguniang Panlungsod is empowered by law to pass measures necessary to promote the general welfare.

**WHEREAS**, privately owned businesses play a vital role in ensuring the economic growth of the City of Bacoor and should partner with the city government in mutually beneficial areas of collaboration.

**WHEREAS**, one area where the city government and private businesses operating within the City of Bacoor can collaborate on is job creation.

**WHEREAS**, the Public Employment Services Office (PESO) was created by the Sangguniang Panlungsod to serve as a conduit between the city government and the private sector in the matching of available job opportunities with the available labor resources of the City of Bacoor.

**WHEREAS**, the PESO can assist businesses with limited human resources management capabilities in searching for individuals who can work for them and in vetting the qualifications of applicants for job vacancies thereby resulting in savings that can be devoted to other economic activities.

**NOW THEREFORE**, upon motion of Hon. \_\_\_\_\_ **BE IT ORDAINED** by the 5<sup>th</sup> Sangguniang Panlungsod in regular session duly assembled **THAT**:

**Section 1. Short Title.** This Ordinance shall be referred to as the "Job Vacancies Registration Ordinance of Bacoor".

**Section 2. Voluntary Reporting of Job Vacancies.** All business establishments operating or doing business in the City of Bacoor, Cavite that is duly registered as a business with the Business Permits and Licensing Office (BPLO) as well as practices of profession with more than one employee are encouraged to report all job vacancies in the said establishments or practices of profession with the Public Employment Service Office (PESO) of the City of Bacoor.

**Section 3. Mandatory Reporting of Non-Availability of Job Vacancy.** The business establishments or practices of profession that voluntarily reported the existence of a job vacancy in their business or professional practice with the PESO in accordance with Section 2 hereof is hereby mandated to report to the said office if the vacancy has already been filled up so as not to confuse jobseekers. The said report shall be done in the most expeditious and convenient means possible within five working days after the vacancy has been filled up.

**Section 4. Definition of Terms.** As used in this Ordinance, the following terms shall be defined as follows:



4.1. **Business Establishments** — are all businesses operated as a corporation, partnership, or sole proprietorship engaged in the trade of goods or services duly registered with the BPLO of the City of Bacoor.

4.2. **Business Permits and Licensing Office (BPLO)** — a department of the local government of the City of Bacoor primarily responsible for the registration and regulation of all business enterprises within the City

4.3. **Employee** – a person who works for another in exchange for financial compensation and other benefits as mandated by law.

4.4. **Job Vacancies** – are paid positions that are either newly created, unoccupied, or about to become vacant for which an employer is taking active steps and is prepared to take further steps to find a suitable candidate from outside the business enterprise or practice of profession concerned.

4.5. **Public Employment Service Office (PESO)** – a department of the local government of the City of Bacoor created by virtue of City Ordinance No. 5-S-2016 primarily to provide job opportunities for all Bacoor City residents.

4.6. **Practice of Profession** – is an activity or undertaking rendered by a registered and licensed professional or a holder of a Special Temporary Permit as defined in the scope of practice by the Professional Regulation Commission or by the Supreme Court.

**Section 5. The Job Vacancy Registry.** The PESO is mandated to create and maintain a database listing all job vacancies reported to it by the business establishments or practices of profession covered by this Ordinance to be known as the "Job Vacancy Registry" or "JVR". The JVR shall be posted online and shall be readily accessible to any person at all times. No fee shall be charged against anyone by the PESO just to gain access to the said registry.

**Section 6. Job Matching Duty of PESO.** The PESO is hereby mandated to provide linkages between jobseekers and employers based on data found in the Job Vacancy Registry through various activities such as the holding of job fairs, directly communicating with employers, or through other legal means.

**Section 7. Implementing Rules and Regulations.** The BPLO, PESO, and the City Legal Services Office shall work together under the supervision of the City Administrator and submit to the City Mayor the proposed implementing rules and regulations of this Ordinance not later than thirty (30) working days after the date of effectivity hereof.

**Section 8. Separability Clause.** If for any reason, any provision of this Ordinance is declared void by a Court of competent jurisdiction, such judgment shall not affect or impair the remaining portions, provisions, sections, or parts hereof which shall remain or continue to be in full force and effect.

**Section 9. Repealing Clause.** All ordinances, rules and regulations or parts thereof which are in conflict or inconsistent with the provisions of this Ordinance are hereby considered repealed, amended or modified, accordingly.

**Section 10. Date of Effectivity.** This Ordinance shall take effect immediately after its publication at least once in a newspaper of general circulation in the Province of Cavite.

**UNANIMOUSLY APPROVED** by the 5<sup>th</sup> Sangguniang Panlungsod of the City of Bacoor, Cavite on \_\_\_ October 2022 during its regular session held at the City of Bacoor, Cavite.

**CERTIFICATION**

*I hereby certify that the foregoing ordinance is correct and that it was approved in accordance with law.*

Certified by:

**HON. ROWENA BAUTISTA-MENDIOLA**  
*Presiding Officer/City Vice Mayor*

Attested by:

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

Approved by:

**HON. STRIKE B. REVILLA**  
(Approved on: \_\_\_\_\_)