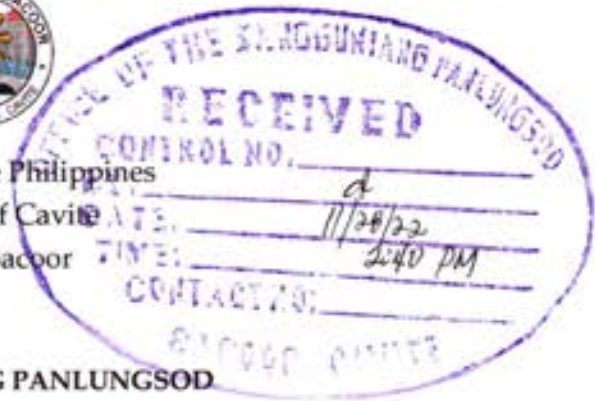




Republic of the Philippines
 Province of Cavite
 City of Bacoor



5th 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-2022-022 - AN ORDINANCE PROVIDING INCENTIVES TO BUSINESS ESTABLISHMENTS AND INSTITUTIONS THAT WILL HIRE SENIOR CITIZENS AND PERSONS WITH DISABILITIES IN THE CITY OF BACOR, CAVITE TO BE KNOWN AS "THE SENIOR CITIZENS AND PERSONS WITH DISABILITIES EMPLOYMENT INCENTIVE ORDINANCE OF BACOR" AND PROVIDING PENALTIES FOR VIOLATIONS HEREOF.	PCO-2022-022	
V E N U E	Sangguniang Panlungsod (SP) Session Hall, 2 nd 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-005-S-2022**

AN ORDINANCE PROVIDING INCENTIVES TO BUSINESS ESTABLISHMENTS AND INSTITUTIONS THAT WILL HIRE SENIOR CITIZENS AND PERSONS WITH DISABILITIES IN THE CITY OF BACOR, CAVITE TO BE KNOWN AS "THE SENIOR CITIZENS AND PERSONS WITH DISABILITIES EMPLOYMENT INCENTIVE ORDINANCE OF BACOR" AND PROVIDING PENALTIES FOR VIOLATIONS HEREOF.

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 29 September 2022, the Joint Committee held a hearing attended by the following resource persons: 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. Felicidad de Castro of the City Social Welfare and Development. All of the resource persons were duly furnished with copies of the proposed ordinance days before the hearing.



Republic of the Philippines
Province of Cavite
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5th SANGGUNIANG PANLUNGSOD

The Committee Chair noted that “senior citizens” as defined by the Republic Act No. 9994 known as the Expanded Senior Citizens Act of 2010 refer to any resident citizen of the Philippines at least sixty (60) years old.

He also explained that under Republic Act No. 7277 (known as Magna Carta for Disabled Persons), “disabled persons” as persons suffering from restriction of different abilities, as a result of a mental, physical, or sensory impairment, to perform an activity in the manner within the range considered normal for a human being.

The Committee Chair explained that the aim of the proposed city ordinance is to encourage the employment of senior citizens and persons with disabilities. Before, there were already senior citizens working on different establishments. When the pandemic struck, the vast majority of them resigned. Instead of sitting at home, many of them would like to take advantage of this opportunity to work once more. On the other hand, persons with disabilities should be given equal opportunities for employment.

The Office of the Senior Citizens Affairs (OSCA), Persons with Disability Office (PDAO) and City Social Welfare and Development (CSWD) are eager to assist the senior citizens and persons with disabilities as long as they are physically fit and mentally stable to work. On the other hand, Public Employment and Services Offices (PESO) will coordinate to PDAO with regard to the differently abled registry for job matching based on their skills and capabilities. Their abilities, as stated by Dr. de Castro, are necessary for their employment. By this PWD registry, they can easily refer them to various companies.

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 PROVIDING INCENTIVES TO BUSINESS ESTABLISHMENTS AND INSTITUTIONS THAT WILL HIRE SENIOR CITIZENS AND PERSONS WITH DISABILITIES IN THE CITY OF BACOOR, CAVITE TO BE KNOWN AS “THE SENIOR CITIZENS AND PERSONS WITH DISABILITIES EMPLOYMENT INCENTIVE ORDINANCE OF BACOOR” AND PROVIDING PENALTIES FOR VIOLATIONS HEREOF” be **APPROVED.**



Republic of the Philippines
Province of Cavite
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5th SANGGUNIANG PANLUNGSOD

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



Republic of the Philippines
Province of Cavite
City of Bacoor



5th 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-2022-022 - AN ORDINANCE PROVIDING INCENTIVES TO BUSINESS ESTABLISHMENTS AND INSTITUTIONS THAT WILL HIRE SENIOR CITIZENS AND PERSONS WITH DISABILITIES IN THE CITY OF BACOOR, CAVITE TO BE KNOWN AS "THE SENIOR CITIZENS AND PERSONS WITH DISABILITIES EMPLOYMENT INCENTIVE ORDINANCE OF BACOOR" AND PROVIDING PENALTIES FOR VIOLATIONS HEREOF.	PCO-2022-022	
V E N U E	Sangguniang Panlungsod (SP) Session Hall 2 nd 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-005-S-2022**

The committee hearing was conducted on October 6, 2022 at the Sangguniang Panlungsod 2nd Flr., Bacoor Government Center, City of Bacoor, Cavite was presided by Committee on Labor, Trade Commerce and Industry Chairman, Hon. Reynaldo M. Fabian and Committee on Rules and Privileges, Laws and Ordinances Chairman, Hon. Reynaldo Palabrica. In attendance were Atty. Marius Sumira of City Legal Services Office (CLSO), Mr. Christian Gawaran of Business Permit and Licensing Office (BPLO), Atty. Jessie Salvador of City Administration Office, Atty. Venus D. De Castro of Office of the Senior Citizens Affairs (OSCA), Dr. Abraham D. De Castro of Public Employment Service Office (PESO), Ms. Amy Cristobal of Bacoor Chamber of Commerce as the resource persons.

Atty. de Castro expressed her delight that seniors were given a chance to work again and be treated the same with regular workers. She also requested to check the RA 9994, also known as the Expanded Senior Citizens Act of 2010 with regard to the working hours applicable to senior citizens. She reiterated that establishments can provide senior citizen workers a health card that they can use during their period of employment.

Mr. Gawaran agreed with Atty. De Castro to further discuss the amount of discount to be given for this will have a huge impact on the revenue of the City. He also suggested a further discussion to identify what are the other incentives that can be given to those establishments who



Republic of the Philippines
Province of Cavite
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5th SANGGUNIANG PANLUNGSOD

will adhere to the proposed ordinance. By doing so, he believes that this will attract establishments and institutions to employ able-bodied senior citizens and able-bodied persons with disabilities.

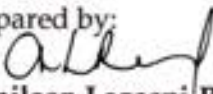
According to Atty. Salvador, the Section 3 can be applied to those establishments that has more than twenty (20) employees, still the 20% is risky to be granted and if this will apply to all types of business.

Councilor Palabrica suggested that in Section 6 Implementing Rules and Regulations, the head of Public Employment Services Office should also be involved. He also requested to be a co-author of this proposed ordinance. At the end, he mentioned that there should be a monitoring group assigned to protect their labor rights.


Upon thorough review of the above-mentioned subject matter, the committee recommended for the **approval** of the proposed city ordinance.

The hearing was adjourned at 3: 58 pm.

Prepared by:

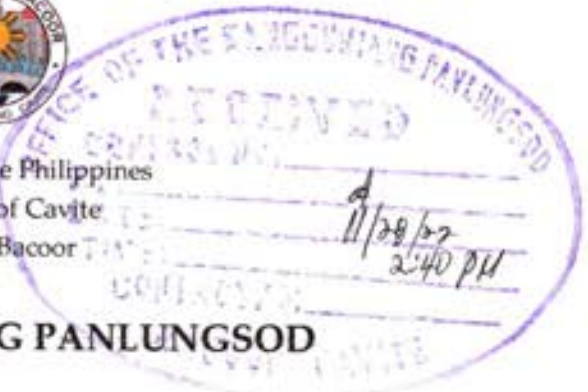

Armileen Legaspi-Red
Local Legislative Staff Asst.I

Attested by:


Coun. Reynaldo Fabian
Presiding Officer



Republic of the Philippines
 Province of Cavite
 City of Bacoor



5th 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		Subject: PCO-2022-022 – Proposed City Ordinance entitled: AN ORDINANCE PROVIDING INCENTIVES TO BUSINESS ESTABLISHMENTS AND INSTITUTIONS THAT WILL HIRE SENIOR CITIZENS AND PERSONS WITH DISABILITIES IN THE CITY OF BACoor, CAVITE TO BE KNOWN AS “THE SENIOR CITIZENS AND PERSONS WITH DISABILITIES EMPLOYMENT INCENTIVE ORDINANCE OF BACoor” AND PROVIDING PENALTIES FOR VIOLATIONS HEREOF.	PCO-2022-022	
V E N U E	Sangguniang Panlungsod (SP) Conference Room, 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
Librado Equiposto	10-03-22	415	Equiposto
CHAI GAZPAR	10-03-22	317	Gazpar
Anne Miller	10/3/2022	405	Miller
Dina F. Dimali	10/03/22	204	Dimali
Eleanor V. Laforte	10-3-22	09279081649	Laforte
Gopi Ardan	10-3-22	01740554297	Ardan
Lyn Aronza	10-4-22		Aronza
CATHY PAMJELAN	10-04-22	09269645725	Pamjelan
Amy Orsabal/Chavez	10-4-22	09265940069	Orsabal
Nerida Sombreno	10-04-2022	09950429422	Sombreno
Tecie Tamayo	10-04-2022	09218390280	Tamayo
JESIE ANELES	10-04-22	09672632869	Aneles
MHAM PASCUAL	10-6-22	0926036481	Pascual



Republic of the Philippines
 Province of Cavite
 City of Bacoor



5th 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		Subject: PCO-2022-022- Proposed City Ordinance entitled: AN ORDINANCE PROVIDING INCENTIVES TO BUSINESS ESTABLISHMENTS AND INSTITUTIONS THAT WILL HIRE SENIOR CITIZENS AND PERSONS WITH DISABILITIES IN THE CITY OF BACOR, CAVITE TO BE KNOWN AS" THE SENIOR CITIZENS AND PERSONS WITH DISABILITIES EMPLOYMENT INCENTIVE ORDINANCE OF BACOR" AND PROVIDING PENALTIES FOR VIOLATIONS HEREOF.	PCO-2022-022	
V E N U E	Sangguniang Panlungsod (SP) Conference Room, 2 nd 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-005-S-2022**

NAME	CONTACT NUMBER	SIGNATURE
Amy Cristobal	0926 896 0369	
CHRISTIAN T. CATARAN	09985554627	
MARIUS D. SUMIRA	09176388741	
JESSIE SALVADOR	09987870868	
Venus D. De Castro	09985676240	
ABRAHAM D. DE CASTRO	09171190654	
Enchita D. Miranda	0995-247-8424	





PROPOSED CITY ORDINANCE NO. __
Series of 2022

AN ORDINANCE PROVIDING INCENTIVES TO BUSINESS ESTABLISHMENTS AND INSTITUTIONS THAT WILL HIRE SENIOR CITIZENS AND PERSONS WITH DISABILITIES IN THE CITY OF BACOR, CAVITE TO BE KNOWN AS "THE SENIOR CITIZENS AND PERSONS WITH DISABILITIES EMPLOYMENT INCENTIVE ORDINANCE OF BACOR" AND PROVIDING PENALTIES FOR VIOLATIONS HEREOF.

Sponsored by:

Hon. Reynaldo M. Fabian

WHEREAS, there are about 65,000 senior citizens and 11,437 persons with disabilities residing in the City of Bacor, Cavite many of whom are still capable of employment but are languishing in their homes or places of retirement due to the neglect of the community,

WHEREAS, Republic Act No. 9994 (the "Expanded Senior Citizens Act of 2010") provides that it is the responsibility of the State to fully support the improvement of the well-being of senior citizens and their full participation in the community considering that they are an integral part of society.

WHEREAS, Section 5 of Republic Act No. 7277 (the "Magna Carta for Disabled Persons") mandates that no disabled person shall be denied access to suitable employment opportunities and that a qualified disabled employee shall be subject to the same terms and conditions of employment as well as to the same compensation, privileges, benefits, and incentives as a qualified, able-bodied person

WHEREAS, Section 11 of Republic Act No. 10160 (the "Charter of the City of Bacor") empowered the Sangguniang Panlungsod to adopt measures mutually beneficial to the elderly and to the Community, provide incentives for non-governmental agencies and entities and, subject to the availability of funds, appropriate funds to support programs and projects for the benefit of the elderly.

WHEREAS, the Public Employment Services Office (PESO) of the City of Bacor requested the Sangguniang Panlungsod to pass an ordinance encouraging business establishments to hire senior citizens and persons with disabilities.

WHEREAS, upon introspection on the said request, the Sanggunian Panlungsod decided to provide incentives to business establishments that will hire senior citizens and PWDs to ensure the effective implementation of this Ordinance and to penalize any business establishment that will violate the rights of senior citizens and PWDs to equal protection of the law in the guise of complying with this Ordinance.

NOW THEREFORE, upon motion of _____, **BE IT ORDAINED** by the 5th Sangguniang Panlungsod of the City of Bacor, Cavite **THAT**:

Section 1. Application. This Ordinance shall apply to all business establishments and institutions (such as schools and hospitals) doing business or operating within the City of Bacor, Cavite.

Section 2. Definition of Terms. The following terms as used in this Ordinance are defined as:

2.1. **Business Establishments** - any natural or juridical person not engaged in the practice of profession that is duly registered as a business with the Business Permits and Licensing Office (BPLO) of the City of Bacoor and is engaged in the trade or delivery of goods and services to any member of the public.

2.2. **Senior Citizens or Elderly** - any resident of the City of Bacoor at least sixty (60) years old who is duly registered with the Office of the Senior Citizens Affairs.

2.3. **Persons With Disability (PWD) or Disabled Persons** - any resident of the City of Bacoor duly registered with the PWD Office suffering from any condition or disease caused by a mental, physical, or sensory impairment that restricts their ability to perform an activity in the manner or within the range considered normal for a human being.

Section 3. Grant of Incentives. All business establishments that provide full employment to at least two (2) senior citizens or persons with disabilities residing in the City of Bacoor shall be entitled to a 20% discount on their annual gross receipts which shall be used as basis in the computation of their annual business tax by the City Treasurer's Office. Moreover, all business establishments who shall hire at least two (2) senior citizens or PWDs shall also be entitled to a 5% discount on all miscellaneous permit fees at the time of the renewal of their business permit each year.

Section 4. Conditions for the Grant of Incentives. The incentives mentioned above shall only be granted if the business establishment applying for the same complies with the following conditions:

4.1. It has no unpaid taxes or other accountabilities to the city government;

4.2. It is consistently complying with all city ordinances and has not filed suit against the city government or is not the subject of a legal action filed against it by the city government;

4.3. It hired senior citizens or PWDs within the taxable period covered by the application for grant of the incentives and gave them the same terms of employment and the same salaries, benefits, incentives, privileges, and allowances as their able-bodied employees as mandated by law;

4.4. It is still employing at least two senior citizens or PWDs at the time the application is approved by the City Mayor; and

4.5. The business establishment applied for the grant of the said incentive in the manner to be provided in the implementing rules and regulations of this Ordinance.

Section 5. Penalty. Any business establishment that employs a senior citizen or PWD and does not give the latter the same terms of employment and the same salaries, benefits, incentives, privileges, and allowances as its able-bodied employees as mandated by law shall be deemed to have violated this Ordinance. Consequently, the Mayor's Permit, Business Permit, and Sanitation Permit of the said establishment shall be suspended for at least thirty (30) days by the City Mayor. The said establishment shall not be allowed to operate during the said period.

Section 6. Implementing Rules and Regulations. The BPLO, City Treasurer's Office, OSCA, PWD Office, 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 7. 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 8. 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 9. 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 5th 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: _____