



Republic of the Philippines  
Province of Cavite  
**CITY OF BACODR**  
*Office of the Mayor*

**EXECUTIVE ORDER No. 51A-2023**  
**Series of 2023**

**AN ORDER ADOPTING THE IMPLEMENTING RULES AND  
REGULATIONS OF CITY ORDINANCE NO. 235-2022  
OTHERWISE KNOWN AS THE BACODR RESIDENTS  
EMPLOYMENT PRIORITIZATION ORDINANCE**

**WHEREAS**, Section 16 of R. A. No. 7160 provides that every local government unit shall exercise the powers expressly granted, those necessarily implied there from, 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...xxx;

**WHEREAS**, the Sangguniang Panlungsod enacted and passed City Ordinance No. 235-2022 entitled, "Bacoor Residents Employment Prioritization Ordinance," with the intent to prioritize the Bacoor City Residents for employment by business establishments operating within the city.

**WHEREAS**, the Office of the City Mayor, in coordination with the concerned departments/agencies, issued the above-mentioned Implementing Rules and Regulations that shall govern the City Ordinance No. 235-2022 otherwise known as "Bacoor Residents Employment Prioritization Ordinance";

**NOW, THEREFORE, I, STRIKE B. REVILLA**, City Mayor of Bacoor, Cavite by virtue of the powers vested in me by law, do hereby order for the adoption and implementation of the Implementing Rules and Regulations of City Ordinance No. 235-2022 herein attached.

**Section 1. Implementing Rules and Regulations (IRR).**

Attached herein is the Implementing Rules and Regulations of City Ordinance No. 235-2022 which shall form part of this Executive Order. This shall be known as the **"Implementing Rules and Regulations of Bacoor Residents Employment Prioritization Ordinance"**.

All affected offices and departments are hereby ordered to adopt the said implementing rules and regulations and be guided accordingly.

Strict compliance and observance of all city government officials and employees to this IRR is hereby ordered.

**Section 2. Repealing Clause**

All previously issued orders and directives inconsistent with any provision found herein shall be deemed repealed, revoked or amended accordingly.



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**Section 3. Separability Clause.**

In the event that any provision found herein shall be judicially or administratively declared illegal or infirm, the remaining provisions shall remain in full force and effect.

**Section 4. Effectivity Clause.**

This Executive Order shall take effect immediately upon its signing and remain in full force and effect until repealed, revoked or amended accordingly.

**SO ORDERED.**

**Issued** this 3rd day of October 2023 in the City of Bacoor, Province of Cavite.

  
**STRIKE B. REVILLA**  
City Mayor

cc:

Sangguniang Panlungsod

Public Employment Services Office (PESO)

City Administrator

And all City Government offices/departments/units concerned



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Address: Bacoor Government Center, Bacoor Blvd., Brgy. Bayanan City of Bacoor, Cavite  
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**STR1KE**  
**AS**



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**CITY OF BACOR**  
*Office of the Mayor*

**IMPLEMENTING RULES AND REGULATIONS**  
*Pursuant to City Ordinance No. 235-2022, Series of 2022*

**"BACOR RESIDENTS EMPLOYMENT PRIORITIZATION ORDINANCE"**

**RULE I**  
**General Provisions**

**SECTION 1. Title** – These Rules shall be known and cited as the Implementing Rules and Regulations (IRR) of City Ordinance No. 235-2022, Series of 2022, An Ordinance Amending City Ordinance No. 2013-035 and Incentivizing Business Establishments Operating Within the City of Bacoor, Cavite that will Prioritize the Employment of City Residents to be known as the "Bacoor Residents Employment Prioritization Ordinance".

**SECTION 2. Purpose** – These Rules and Regulations are promulgated to prescribe the procedures and guidelines for the implementation of Bacoor City Ordinance No. 235-2022, Series of 2022 in order to achieve its objectives and facilitate compliance therewith.

**SECTION 3. Construction** – These Rules and Regulations shall be construed and applied in accordance with and in furtherance of the policies and objectives of the Ordinance. Any item not specified in the provisions will be construed in accordance with the prefatory clauses of the Ordinance.

**SECTION 4. Scope** – The Ordinance shall cover all business establishments, corporations, partnerships, or sole proprietorships duly registered as a business enterprise with the Business Permits and Licensing Office (BPLO) of the City of Bacoor, Cavite.

**SECTION 5. Implementing Agencies** – The lead implementing agencies, whose mandate shall commence upon the effectivity of the Ordinance, are the Public Employment Services office (PESO) and the BPLO. These agencies shall, upon its request, be assisted by the Office of the City Accountant, Office of the City Treasurer, Office of the City Administrator and the Office of the City Legal Service for policy formulation or recommendation in relation to the implementation of this IRR.

**RULE II**  
**Policies and Objectives**

**SECTION 6. Declaration of Policy** – It is the declared policy of the City Government of Bacoor to ensure and support the promotion of full employment among its residents.

**SECTION 7. Objectives** – Consistent with this policy, it is the objective of the Ordinance to achieve the following:

7.1 Alleviate the economic suffering caused by the COVID-19 Pandemic to business establishments and Bacooreños in general;

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7.2 Maximize the Bacooreño workforce in the city through the job matching facility of the Public Employment Services Office of the City of Bacoor;

7.3 Reduce the unemployment rate which can result to the reduction of the poverty rate in the City of Bacoor; and

7.4 Incentivize those business establishments that will help the City Government achieve these above-enumerated objectives.

**RULE III**  
**Definition of Terms**

**SECTION 8. Definition of Terms** – For purposes of these Implementing Rules and Regulations, these terms are defined as follows:

**8.1 Business Establishments** – Corporations, partnerships, or sole proprietorships duly registered as a business enterprise with the Business Permits and Licensing Office (BPLO) of the City of Bacoor, Cavite;

**8.2 Casual Employees** – those engaged to perform activities which are NOT usually necessary or desirable in the usual business or trade of the employer;

**8.3 Contractual Employees** – those whose employment are fixed for a specific project or undertaking the completion or termination of which has been determined at the time of the engagement of the employee or where the work or service to be performed is seasonal in nature and the employment is for the duration of the season;

**8.4 Regular Employees** – those whose employment were engaged to perform activities which are usually necessary or desirable in the usual business or trade of the employer;

**8.5 Resident Job Applicant** – Individuals, residing in the City of Bacoor, interested to apply for a job vacancy or employment in a business establishment; and

**8.6 Resident Employees** – Resident Job Applicants successfully hired by Business Establishments whether as Casual, Contractual or Regular employees.

**RULE IV**  
**Incentives and Conditions**

**SECTION 9. Conditions** – To qualify for the incentives, the business establishments must comply with the following conditions:

9.1 It has no unpaid taxes or other accountabilities to the City Government;







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9.2 It is compliant with existing City Ordinances and is not involved in any previous or pending suit against the City Government; and

9.3 At least ninety percent (90%) of all rank-and-file employees occupying regular, contractual, or casual positions of any company or business establishment operating within the City of Bacoor shall be residents of the City of Bacoor, Cavite.

**SECTION 10. Exemption** – Establishments with a total work force of not more than five (5) employees or employments in positions that are managerial or highly technical in nature wherein no resident job applicant is qualified to fill up are exempted from compliance with the Ordinance.

**SECTION 11. Incentive to Employers** – To encourage the active participation of the private sector in promoting the welfare of and to ensure gainful employment for qualified Bacooreños, adequate incentives shall be provided to business establishment owners which employ these qualified Bacooreños. All business establishments that will comply with this Ordinance shall be entitled to the following incentives:

11.1 Business establishments that employ the required number of Resident Job Applicants who meet the required skills or qualifications, as regular, contractual or casual employees, shall be entitled to an additional deduction from their gross income equivalent to twenty percent (20%) of the total amount paid as salaries and wages to the Resident Employee: **Provided, however,** That such entities present proof as certified by the Public Employment Services Office that the Resident Employee are under their employ: **Provided, further,** That the Resident Employee is accredited with the Public Employment Services Office and the City Health Office of Bacoor or City Social Welfare and Development Office of Bacoor as to his/her ability, skills and qualifications;

11.2. Business establishments that employ the required number of Resident Job Applicant who meet the required skills or qualifications, as regular, contractual or casual employees, shall be entitled to a "preferred lane" in the renewal of business permits and other requirements to be accomplished before the Business Permits and Licensing Department;

11.3. Business establishments that employ the required number of Resident Job Applicant who meet the required skills or qualifications, as regular, contractual or casual employees, shall be entitled to recognition as "Strike sa Serbisyo partners" by the Public Employment Services Office in appreciation of their efforts to support the City of Bacoor's goals; and

11.4. Business establishments that employ the required number of Resident Job Applicant who meet the required skills or qualifications, as regular, contractual or casual employees, shall be entitled to a promotion in the City Government of Bacoor's social media platforms, through the City







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Information Office, as recognition of its active participation in the City of Bacoor's programs.

**SECTION 12. Application for the Incentive** – All qualified business establishments may submit its Notarized Application for Incentive indicating it has complied with the conditions before the BPLO together with the proof of compliance issued by the PESO.

**SECTION 13. Period of Review and Approval** – The BPLO has three (3) working days to review the Application for Incentive of the Business Establishment and to coordinate with PESO whether to grant the incentive.

The grant of incentive shall be communicated by BPLO not only to PESO but also with the City Information Office in order for the process of the incentive to be initiated by the said offices.

**SECTION 14. Management Prerogative** – The Ordinance shall not operate as an infringement of the business establishment owners' management prerogative duly recognized under the Labor Code.

**RULE V**  
**Sanctions**

**SECTION 15. Who are liable** – All business establishments who shall be found to have committed a falsification or misrepresentation in the Notarized Application for Incentive shall be held liable in accordance with the prevailing criminal, civil and/or administrative laws.

In the same way, any employee of the city government or private person found to be acting in connivance, assisting or aiding a business establishment owner or employee to commit falsification or misrepresentation in the Notarized Application for Incentive shall likewise be held liable administratively, criminally or civilly before the proper court or quasi-judicial agency.

**RULE VI**  
**Final Provisions**

**SECTION 16. Separability Clause** – If for any reason or reasons, any provision in this IRR is declared invalid or unconstitutional by a court of competent jurisdiction, the remaining parts thereof not affected shall continue to be in force and effect.

**SECTION 17. Repealing Clause** – All existing Executive Orders, Memoranda, Circulars, Rules and Regulations inconsistent with the provisions of these Implementing Rules and Regulations are hereby repealed or amended accordingly.

**SECTION 18. Effectivity Clause** – This IRR shall take effect immediately upon its approval.

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