



Republic of the Philippines
Province of Cavite
CITY OF BACOR
Office of the City Mayor
TRANSMITTAL



SEAL OF
GOOD
GOVERNANCE
AWARDEE
8 years
in a row!

14 OCTOBER 2025



Hon. FRANCISCO GABRIEL D. REMULLA
Provincial Governor
Province of Cavite
Cavite Provincial Capitol Building
Trece Martires, Cavite



OFFICE OF THE
PROVINCIAL GOVERNOR
11

Dear Gov. Remulla,

Good day!

In compliance with Art. 59(b)(1), Rule XII of Administrative Order No. 270, Series of 1992, this is to respectfully submit the attached Executive Order issued by the undersigned for your review and appropriate action.

RECEIVED
PATRICIA P. REGALADO
10/17/25

EO NO.	DATE	TITLE
MSBR-121-2025	October 14, 2025	AN ORDER ADOPTING THE IMPLEMENTING RULES AND REGULATIONS OF CITY ORDINANCE NO. 427-2025, OTHERWISE KNOWN AS THE "KASAMBAHAY WELFARE PROMOTION ORDINANCE OF THE CITY OF BACOR"

Thank you.

Very truly yours,

Hon. STRIKE B. REVILLA
City Mayor



Address: Bacoor Government Center, Bacoor Blvd.
Brgy. Bayarian, City of Bacoor, Cavite
Trunkline: 434 1111
Website: www.bacoor.gov.ph



0272



Republic of the Philippines
Province of Cavite

CITY OF BACOOR
Office of the City Mayor



BAGONG PILIPINAS

AWARDEE
8 years
in a row!

EXECUTIVE ORDER No. MSBR-121-2025
Series of 2025



**AN ORDER ADOPTING THE IMPLEMENTING RULES AND
REGULATIONS OF CITY ORDINANCE NO. 427-2025, OTHERWISE
KNOWN AS THE "KASAMBAHAY WELFARE PROMOTION
ORDINANCE OF THE CITY OF BACOOR"**

WHEREAS, Section 16 of R.A. No. 7160 provides that 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 including the promotion of safety of its constituents and provision of adequate transportation facilities;

WHEREAS, the Sangguniang Panlungsod enacted and passed City Ordinance No. 427-2025, entitled "*Kasambahay Welfare Promotion Ordinance of the City of Bacoor*," which aims to protect and support domestic workers in the city through setting up a registration system, providing assistance to abused workers, raising awareness about their rights, and promoting collaboration between government offices and various stakeholders;

WHEREAS, the City Government of Bacoor recognizes the need to issue the Implementing Rules and Regulations pertinent to the above-mentioned Ordinance;

WHEREAS, the Office of the City Mayor of Bacoor, in coordination with the concerned city government offices, issued the above-mentioned Implementing Rules and Regulations that shall govern City Ordinance No. 427-2025;

NOW, THEREFORE, I, STRIKE B. REVILLA, City Mayor of Bacoor, Cavite, by virtue of the powers vested in me by law, do hereby order the adoption of the Implementing Rules and Regulations of City Ordinance No. 427-2025, herein attached.

Section 1. Implementing Rules and Regulations (IRR). Attached herein are the Implementing Rules and Regulations of City Ordinance No. 427-2025, which shall form part of this Executive Order. This shall be known as the "Implementing Rules and Regulations of the Kasambahay Welfare Promotion Ordinance of the City of Bacoor". All affected offices and departments are hereby ordered to adopt the said implementing rules and regulations and be guided accordingly. Strict compliance and observance by all city government officials and employees with these Implementing Rules and Regulations 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.

E.O. No. MSBR-121-2025
Page 1 of 2

Address: Bacoor Government Center, Bacoor Blvd.,
Brgy. Bayanan, City of Bacoor, Cavite
Trunkline: 434-1111



0273

01/15/2025



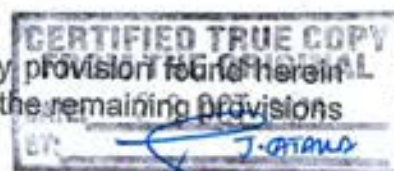
Republic of the Philippines
Province of Cavite

CITY OF BACOR
Office of the City Mayor



Senior
Good
Governance
AWARDEE
*8 years
in a row!*

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.

DONE this 14th day of October 2025 in the City of Bacoor, Province of Cavite.


STRIKE B. REVILLA
City Mayor



Republic of the Philippines
Province of Cavite
CITY OF BACOR
Office of the City Mayor



8th Year
AWARDEE
8 years
row!



**IMPLEMENTING RULES AND REGULATIONS OF
CITY ORDINANCE NO. 427-2025 SERIES OF 2025**

**"AN ORDINANCE ESTABLISHING A REGISTRY OF DOMESTIC
WORKERS OR KASAMBAHAY, DESIGNATING A
KASAMBAHAY DESK IN ALL BARANGAYS WITHIN THE CITY
OF BACOR, CAVITE, AND PRESCRIBING PENALTIES FOR
VIOLATIONS HEREOF"**

**RULE I
GENERAL PROVISIONS**

SECTION 1. Title. These Rules shall be known and cited as the *"Implementing Rules and Regulations of the Kasambahay Welfare Promotion Ordinance of the City of Bacoor."*

SECTION 2. Purpose. These Implementing Rules and Regulations (IRR) are promulgated to prescribe the procedures and guidelines for the implementation of Bacoor City Ordinance No. 427-2025 (the "Ordinance"), the *"Kasambahay Welfare Promotion Ordinance of the City of Bacoor,"* which aims to protect and support domestic workers (Kasambahay) in the city through setting up a registration system, providing assistance to abused workers, raising awareness about their rights, and promoting collaboration between government offices and organizations.

SECTION 3. Scope and Application. The Ordinance and this IRR shall govern the City Government of Bacoor's implementation of the provisions of Republic Act No. 10361, including but not limited to the registration of Domestic Helpers or Kasambahay, institutionalization of a Kasambahay Desk in all Barangays within the City of Bacoor, the establishment of a Kasambahay Masterlist and the various assistance that may be extended to the Kasambahay by the City of Bacoor intended to promote the welfare of domestic helpers.

SECTION 4. Implementing Offices. The following offices: Public Employment Service Office, Business Permit and Licensing Department, City Social Welfare and Development Office, E-Governance Department, and the City Information and Community Relations Department, under the direct supervision and control of the Office of the City Mayor and the City Administrator, shall have the primary responsibility for implementing the Ordinance and this IRR. Other offices, departments, or units of the City Government of Bacoor may be called upon to provide necessary assistance to ensure the successful implementation of programs for Kasambahay welfare.





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



SECTION 5. Rules of Construction. In construing the provisions of this IRR, the following rules of construction shall be observed unless inconsistent with the manifest intent of the provision, or when applied, they would lead to absurd or highly improbable results.

1. **General rule.** — All words and phrases shall be construed and understood according to the standard and approved usage of the language, but technical words and phrases and such others that may have acquired a peculiar, appropriate meaning in the Ordinance shall be construed and understood according to such technical, peculiar, or appropriate meaning.
2. **Gender and number.** — Every word in this IRR importing the masculine gender shall extend to both females and males. Every word importing the singular number shall extend and apply to several persons or things, and every word importing the plural number shall also extend and apply to one person or thing.
3. **Computation of time.** — The time within which an act is to be done as *provided* in this IRR or in any rule or regulation issued pursuant to the provisions thereof, when expressed in days, shall be computed by excluding the first day and including the last day, except if the last day falls on a Sunday or a holiday, in which case the same shall be excluded from the computation, and the next business day shall be considered the last day.
4. **References.** — All references to Chapter, Articles, and Sections are to the Chapter, Articles, and Sections in this IRR or the Ordinance, unless otherwise specified.
5. **Conflicting provisions of the section.** — If the provisions of different sections conflict with or contravene each other, the provisions of each section shall prevail as to all specific matters and questions involved therein.

RULE II
DECLARATION OF POLICY AND DEFINITIONS

SECTION 6. Declaration of Policy. The City Government of Bacoor expressly declares that:

1. It affirms labor as a primary social force and is committed to respecting, promoting, protecting, and realizing the fundamental principles and rights at work, including, but not limited to, abolition of child labor, elimination of all forms of forced labor, discrimination





Republic of the Philippines
Province of Cavite
CITY OF BACOR
Office of the City Mayor



in employment and occupation, and trafficking in persons, especially women and children;

2. It adheres to internationally accepted working conditions for workers in general and establishes labor standards for domestic workers in particular towards decent employment and income, enhanced coverage of social protection, respect for human rights, and strengthened social dialogue.
3. It recognizes the need to protect the rights of domestic workers against abuse, harassment, violence, economic exploitation, and performance of work that is hazardous to their physical and mental health;
4. It likewise protects the welfare of the employers from possible abuses and violence of Kasambahays, through the proper selection and registration of Kasambahays;
5. It promotes gender-sensitive measures in the formulation and implementation of policies and programs affecting local domestic work to protect the domestic workers and recognize their special needs, ensuring safe and healthful working conditions.
6. It complies with the mandate of national agencies, including the establishment of a registration system for all domestic workers within the jurisdiction of the City of Bacoor.

SECTION 7. Definition of Terms. The following words and phrases, as used in the Ordinance and this IRR, shall be defined as:

1. **Abuse** shall refer to any act or a series of acts committed by an employer or any member of his/her household against any Kasambahay that results in or is likely to result in physical, sexual, or psychological harm or economic abuse, including threats of such acts, battery, assault, coercion, harassment, or arbitrary deprivation of liberty. It includes, but is not limited to, the following acts:
 - a. **Physical violence** refers to acts that include bodily or physical harm;
 - b. **Sexual violence** refers to an act that is sexual in nature, committed against a Kasambahay. It includes, but is not limited to:
 - i. Rape, sexual harassment, acts of lasciviousness, treating the Kasambahay as a sex object, making demeaning and sexually suggestive remarks, physically attacking the sexual parts of the Kasambahay's body, forcing him/her to watch obscene





Republic of the Philippines
Province of Cavite

CITY OF BACOOR
Office of the City Mayor



Special
Good
G...
AWARDEE
years
in a row!

publications and indecent shows, and forcing him/her to do indecent acts and/or make films thereof.

- ii. Acts causing or attempting to cause the Kasambahay to engage in any sexual activity, including prostitution, by force, threat of force, physical or other harm, or threat of physical or other harm or coercion.
 - c. **Psychological violence** refers to acts or omissions causing or likely to cause mental or emotional suffering to the Kasambahay, such as, but not limited to, intimidation, threats, harassment, stalking, damage to property, public ridicule or humiliation, and repeated verbal abuse;
 - d. **Economic abuse** refers to the withholding of the Kasambahay's wage or a part of it, or any act that induces the Kasambahay to give up any part of the wage by force, stealth, intimidation, threat, or by any other unlawful means whatsoever; and
 - e. Any other act that limits the Kasambahay's exercise of his/her rights as provided for by law or by the ordinance, or these Rules.
2. **Domestic work** refers to work performed in or for a household or households.
 3. **Domestic worker, domestic helper, or "Kasambahay"** refers to any person engaged in domestic work within an employment relationship, such as, but not limited to, the following: general household, nursemaid or "yaya", cook, gardener, or laundry person, but shall exclude any person who performs domestic work only occasionally or sporadically and not on an occupational basis. The term shall not include children who are under the foster family arrangement and are provided access to education and given an allowance incidental to education, i.e., "baon," transportation, school projects, and school activities.
 4. **Employer** refers to any person who engages and controls the services of a domestic worker and is a party to the employment contract.
 5. **Household** refers to the immediate members of the family or the occupants of the house who are directly provided services by the domestic worker.
 6. **Private Employment Agency (PEA)** refers to any individual, legitimate partnership, corporation, or entity licensed to engage in the recruitment and placement of domestic workers for local employment.

RULE III
IMPLEMENTING PROVISIONS

The Implementing Rules and Regulation of City Ordinance No. 427-2025 Series of 2025
Page 4 of 13



Address: Bacoor Government Center, Bacoor Blvd.,
Brgy. Bayanan, City of Bacoor, Cavite
Trunkline 434-1111



0273



Republic of the Philippines
Province of Cavite

CITY OF BACOR
Office of the City Mayor



SECTION 8. Registration of Kasambahay. Every employer shall register a Kasambahay under his/her employment in the barangay where his/her residence is located. Private employment agencies, whether conducting their business within the City or elsewhere, are likewise mandated to register in the respective Barangay of the City all Kasambahays, or Domestic Workers, deployed in the City of Bacoor by the said business entity. The Punong Barangay shall be responsible for the Registry of Kasambahay within his/her jurisdiction.

SECTION 9. Objectives of Registration. The registration of Kasambahay aims to:

- a. Establish a reliable database to strengthen the monitoring and enforcement of labor standards for Kasambahay
- b. Assures Kasambahay's access to benefits, livelihood, and support services;
- c. Provide security to employers through verification of kasambahay identity, skills, and background;
- d. Provide a formal record that may serve as a reference in the event of employment-related complaints or grievances;
- e. Generate accurate data which may be the basis for the formulation of local or national responsive policies or programs for Kasambahay and their employers.

SECTION 10. Start-up Registration. The PESO, with the assistance of the E-Governance Department/MIS Office of the City Government of Bacoor, shall coordinate with the Barangays in the City of Bacoor in the conduct of a common registration system of all Kasambahay employed in households located within the City.

The start-up registration shall be organized by the PESO, which may be held in the City Hall or in such other places as may be designated by the PESO.

SECTION 11. Institutionalization of a Kasambahay Desk in the Barangays. Within thirty (30) calendar days from the date of effectivity of the IRR of this Ordinance, the Punong Barangay of each barangay within the City of Bacoor shall establish a Kasambahay Registration Desk and designate a Barangay employee as Kasambahay Desk Officer in the Barangay Hall to accommodate continuous registration by the employers, among others.

SECTION 12. Roles of the Barangay. To effectively implement the ordinance and this IRR, the Sangguniang Barangay and the Punong Barangay shall:

- a. Ensure that the modified Kasambahay Registration Flow Chart is properly posted in a conspicuous manner near the Kasambahay Desk as mandated by DILG Memorandum Circular No. 2017-33.





- b. Enact an ordinance to strengthen the implementation of the Kasambahay Law in the barangay.
- c. Identify an area within the Barangay Hall intended for the setting up of a Kasambahay Desk.
- d. Designate a Kasambahay Desk Officer, through an Executive Order, who shall manage the Kasambahay Desk in the barangay.
- e. The Kasambahay Desk Officer shall print and make available to the public copies of mandated Kasambahay forms prescribed by the Department of Labor and Employment (DOLE).
- f. Maintain and submit to the City PESO the updated monthly Kasambahay Masterlist.
- g. Continuously conduct advocacy campaigns and information dissemination to raise awareness of the Kasambahay Law in the barangay.
- h. Conduct quarterly meetings for kasambahays and their employers for updates, education on rights and responsibilities, and welfare monitoring.
- i. Coordinate with the City PESO for assistance relevant to the implementation of the Kasambahay Law.

SECTION 13. Barangay Kasambahay Form. The Barangays shall at all times maintain the following forms relevant to the registration of Kasambahay:

- a. Kasambahay Registration Form - KR Form 1
- b. Kontrata sa Paglilingkod sa Tahanan – Form BK-1
- c. Pay Slip – Form BK-2
- d. Certificate of Employment – Form BK-3

SECTION 14. Procedure for Barangay Kasambahay Registration.

- a. The Kasambahay shall file the registration with the barangay hall where the household is located, using the prescribed registration form.
- b. Submit the following documentary requirements:
 - i. Accomplished Kasambahay Registration Form
 - ii. Valid identification of the Kasambahay (or any available proof of identity)
 - iii. Copy of the Kasambahay's employment contract, if available; and





Republic of the Philippines
Province of Cavite

CITY OF BACOR
Office of the City Mayor



- iv. Other documents as may be reasonably required by the Barangay or PESO for verification purposes.
- c. The Kasambahay desk officer shall verify the completeness and authenticity of the submitted documents. In case of doubt, the desk officer may coordinate with the PESO or other competent agencies for confirmation.
- d. Once verified, the Kasambahay's information shall be recorded in the official Barangay Kasambahay Masterlist.
- e. Barangay shall issue a Certificate of Kasambahay Registration or equivalent document to the employer and the Kasambahay as proof of compliance.
- f. The Barangay shall update the masterlist and transmit a copy of the same to the PESO as prescribed herein.

SECTION 15. Assistance for Registration with National Agencies. The common registration organized by PESO shall include a partnership with SSS, PhilHealth, and Pag-IBIG for assistance in mandatory registration with the national government agencies for social and employee welfare services.

SECTION 16. Data for Registration. The following data from the Kasambahay shall be collected during the registration:

- a. Personal Information
- b. Family Information
- c. Educational Information
- d. Work/Salary Information
- e. Salary rate
- f. Employer's Information

SECTION 17. Kasambahay Masterlist; Submission. The PESO shall submit a report to the City Mayor every 10th of the month and to the following Field Offices: CILGOO of the City, DOLE, Pag-IBIG, SSS, and PhilHealth for monitoring and data analysis not later than the fifteenth (15th) day of every month following the effectivity of these Rules. In addition, the consolidated monthly report shall be emailed by the PESO to the DOLE-Bureau of Workers with Special Concerns (BWSC) through bwsc@dole.gov.ph. The Punong Barangay shall maintain and update the master list of Kasambahay or Domestic Workers, within his/her jurisdiction, every month. The barangay—through the Kasambahay Desks, after updating the registry of Kasambahay or Domestic Workers—shall submit the registry and monthly reports to the PESO on data collected regarding the registration of the Kasambahay, or Domestic Workers.

To ensure the Barangay's commitment, the Punong Barangay is mandated to submit the updated registry to PESO no later than the first seven (7) days of every month.





Republic of the Philippines
Province of Cavite
CITY OF BACOR
Office of the City Mayor



Thereafter, the PESO shall consolidate all of the registries of Domestic Workers submitted by the Barangays within the City of Bacoor.

SECTION 18. Reporting of Kasambahay Masterlist. The PESO shall submit a report to the City Mayor every 10th of the month and to the following Field Offices: CILGOO of the City, DOLE, Pag-IBIG, SSS, and PhilHealth for monitoring and data analysis not later than the fifteenth (15th) day of every month following the effectivity of these Rules. In addition, the consolidated monthly report shall be emailed by the PESO to the DOLE-Bureau of Workers with Special Concerns (BWSC) through bwsc@dole.gov.ph.

SECTION 19. Kasambahay Identification Card. All Kasambahays, or Domestic Workers, included in the barangay registry and duly transmitted to PESO by the Barangay shall be issued an Identification Card, known as the Kasambahay ID. This Identification Card shall serve as proof of registration and can be used and presented by the registered Kasambahays, or Domestic Workers, to avail of the benefits granted under the Ordinance and this IRR.

The PESO shall transmit the master list of registered Kasambahay to the E-Governance Department or the Management Information System Office, which shall design and produce the said Kasambahay ID. The PESO may coordinate with barangays to schedule photograph capturing sessions conducted by the E-Governance Department to finalize the identification cards.

SECTION 20. Social Protection Coverage. In line with RA No. 10361, otherwise known as the *Kasambahay Law* and the pertinent directives or orders of the Department of Labor and Employment, the mandatory contributions to the SSS, Philhealth, and Pag-IBIG shall be collected and remitted in accordance with existing DOLE issuances.

SECTION 21. Disclosure of Information. The processing of personal information under the Ordinance and this IRR, both in the Barangay and the PESO, shall be collected, stored, and disclosed only in accordance with the requirements of Republic Act No. 10173 (Data Privacy Act of 2012) and other laws allowing disclosure of information to the public and adherence to the principles of transparency, legitimate purpose, and proportionality.

The Kasambahay masterlist should be submitted by the Barangay only to the PESO or the DILG, as the case may be. No unauthorized individual, group, or agency should be granted access to the masterlist.

SECTION 22. Declaration of Kasambahay Day. It is hereby declared that every second Sunday of December of every year following the effectivity date of the Ordinance and this IRR shall be known as "Kasambahay Day" in the City of Bacoor.





Republic of the Philippines
Province of Cavite
CITY OF BACOR
Office of the City Mayor



SECTION 23. Seminars. The PESO, in coordination with DOLE or the barangays, may organize annual seminars for the Kasambahay and their employers. This seminar shall cover Kasambahay rights regarding minimum wage and other benefits, employer responsibilities, and relevant anti-abuse laws.

SECTION 24. Grievance Mechanism. The Barangay shall maintain a 24/7 hotline on which a Kasambahay may lodge his/her complaint relating to his/her job. The Barangay shall provide immediate assistance upon receipt of the complaints. Kasambahay complaints may also be filed with the City PESO, which may provide the necessary mediation services or referral to the proper government agency, if necessary.

The same hotline may likewise be used by the employer in cases of complaints against abuse or violence committed by a Kasambahay against the person or property of the employer.

SECTION 25. Rescue of Abused Kasambahay; Victimized Employer. Any abused Kasambahay or Domestic Worker who is subjected to abuse shall be immediately rescued by the City Social Welfare and Development Office in coordination with the concerned barangay officials and the proper law enforcement personnel.

Any employer who suffers abuse, fraud, or other wrongful acts committed by the Kasambahay against his or her person, his or her family, or property may report the matter to the nearest barangay or police station for immediate action. If the barangay to which the report is made does not have jurisdiction over the residence where the Kasambahay is employed, it shall promptly report the matter to the barangay having proper jurisdiction.

SECTION 26. Parties Who Can Report the Abuse. The following may report any act of abuse committed against a Kasambahay:

- a. Offended Kasambahay;
- b. Parents or guardians of the offended Kasambahay;
- c. Ascendants, descendants, or collateral relatives within the fourth civil degree of consanguinity or affinity;
- d. Social workers from the CSWDO or the DSWD Field Office;
- e. Police officers from the Women and Children Protection Desk;
- f. Barangay Officials;
- g. Lawyer, counselor, therapist, or healthcare provider of the offended Kasambahay; or





Republic of the Philippines
Province of Cavite

CITY OF BACOR
Office of the City Mayor

**CERTIFIED TRUE COPY
FROM THE ORIGINAL**

DATE: **23 OCT 2025**

BY: *[Signature]*

REARDEE
years
2025

At all times, the CSWDO shall adopt a gender-responsive, right-based, and culture-sensitive approach to service delivery to facilitate the recovery, rehabilitation, and reintegration of the Kasambahay into mainstream society. The CSWDO shall also ensure that the necessary after-care services are made available at least for the next six (6) months for the reintegrated Kasambahay.

The Public Employment Service Office (PESO) shall serve as a support agency for providing alternative employment opportunities to Kasambahay requesting placement, or by further linking them to formal job opportunities.

SECTION 30. Reporting of Private Employment Agencies. The Business Permit and Licensing Department (BPLD) shall require all Private Employment Agencies (PEAs) within the City of Bacoor to submit a list of employees recruited as Kasambahays and deployed to households located within the City of Bacoor not later than the last working day of every month following the effectivity date of the ordinance and this IRR. Should there be no recruitment or deployment of Kasambahays, a Sworn Affidavit shall be submitted to the BPLD instead. Failure of any PEA to submit the list, or the Sworn Affidavit, with the BPLD, shall be considered a violation of this City Ordinance.

The BPLD shall transmit this list submitted by the PEA to the PESO not later than the first seven (7) days of every month.

A valid business permit issued to a Private Employment Agency engaged in the recruitment of Kasambahay shall be furnished to the barangays and the PESO as proof of its authority to operate within the City of Bacoor.

SECTION 31. Participation of the Homeowners Association. The Homeowners Associations in the City of Bacoor shall conduct their own Kasambahay Registration within the Association. The list of domestic workers or employees shall be submitted by the authorized HOA officer to the Barangay Secretary of the Barangay where the subdivision is located. At its option, the Homeowners Association may conduct the Kasambahay Registration monthly for updating, or any new Kasambahay or their employer may be directed to the Barangay for personal registration.

The PESO shall coordinate and inform Homeowners Associations regarding its option to conduct their own Kasambahay Registration and their corresponding obligation to transmit or submit it to the Barangay Secretary.

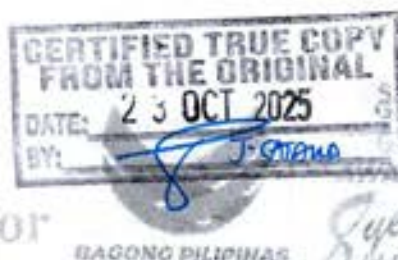
SECTION 32. Role of the City Information and Community Relations Department. The City Information and Community Relations Department (CICRD) shall conduct advocacy campaigns or continuous information dissemination within the City to strengthen the implementation of the Kasambahay Law, the ordinance, and this IRR.





Republic of the Philippines
Province of Cavite

CITY OF BACOOR
Office of the City Mayor



SECTION 33. Benefits for the Registered Kasambahay or Domestic Workers.
The CSWD, subject to consultation and approval of the City Mayor and in coordination with other departments within the City Government of Bacoor, may provide the following benefits to the Kasambahay or Domestic Workers in possession of a validly issued Kasambahay ID:

- Libreng sine* that may be availed once a month;
- Scholarship to DepEd's Alternative Learning System education or night school, only if available;
- Partnership with TESDA for skills training and improvement;
- Other forms of assistance or benefits from programs and projects of the City Government of Bacoor, as may be determined by the City Mayor; and
- Other programs and projects in partnership with private organizations or institutions.

SECTION 34. Penalty. The following penalties shall be imposed:

- Private Recruitment Agencies, conducting their business within the City or elsewhere, that fail to register in the Barangay the Kasambahay or Domestic Workers deployed in the City, or fail to report to the BPLD, shall be liable for a fine in the amount of FIVE THOUSAND PESOS (PHP 5,000.00) for every Kasambahay or Domestic Worker that was unregistered, or for every unsubmitted report or Sworn Affidavit to the BPLD.
- Any person or persons who shall violate any other provision of these Rules Ordinance shall be liable for fines in this schedule:

	FINE
First Offense	P3,000.00
Second Offense	P4,000.00
Third Offense	P5,000.00

- Any individual or entity who shall unlawfully reproduce a Kasambahay ID shall be liable for a fine of FIVE THOUSAND PESOS (PHP5,000.00) and imprisonment not less than six (6) months but not more than one (1) year, at the discretion of the Court.

If the offender is a juridical entity, the persons liable shall be its owner, officers, or manager. Any suit or action for violation of the ordinance or these Rules shall not suspend or prevent the commencement of other criminal, civil, or administrative suit or action before a proper tribunal or quasi-judicial agency.





Republic of the Philippines
Province of Cavite

CITY OF BACOR
Office of the City Mayor



RULE IV FINAL PROVISIONS

SECTION 35. Budget Appropriations. Costs for the implementation of the Ordinance and these Rules shall be shouldered by the respective offices herein identified. The Barangay Councils of the respective barangays in the City of Bacoor shall include in their appropriations the necessary budget to implement the Kasambahay Law, the Ordinance, and other rules, regulations, and issuances related to Batas Kasambahay.

SECTION 36. Changes or Modifications of the Implementing Rules and Regulations. To appropriately administer the efficient and effective implementation of City Ordinance No. 427-2025, Series of 2025, the Office of the City Mayor, after consultation with the concerned offices, may recommend to the Sangguniang Panlungsod amendments to the said Ordinance and, consequently, this IRR.

SECTION 37. Separability Clause. If, for any reason, any section or provision of this IRR is declared unconstitutional or invalid, the remaining sections or provisions not affected thereby shall continue to be in full force and effect.

SECTION 38. Repealing Clause. All local rules or regulations that are inconsistent or contrary to the provisions of this IRR are hereby repealed, amended, or modified accordingly.

SECTION 39. Effectivity. This IRR shall take effect immediately upon approval.

