ORDINANCE NO. 18-159

AN ORDINANCE INTEGRATING MUNTINLUPA RESIDENT SENIOR CITIZENS/PERSONS WITH DISABILITY (PWD) IN THE WORK FORCE OF BUSINESS ESTABLISHMENTS/EMPLOYERS WITHIN THE JURISDICTION OF THE CITY.

WHEREAS, Article XV Section 4 of the Philippines Constitution states that it is the declared policy of the State to promote a just and dynamic social order for the improvement of the total well-being of the elderly and their full participation in society, considering that senior citizens are integral part of Philippines society;

WHEREAS, to support the fundamental law of the land, the Philippine Congress enacted Republic Act 7432, as amended, or An Act to maximize the Contribution of Senior Citizens to Nation Building, Grant Benefits and Special Privileges and for Other Purposes;

WHEREAS, Likewise, Section 5 of Republic Act 9994 or the Expanded Senior Citizen Act provides that Senior Citizens, who have the capacity and desire to work, or be re-employed, shall be provided information and matching services to enables them to be productive members of society;

WHEREAS, the Expanded Senior Citizen Act recognizes the important role of the private sector in the improvement of the welfare of senior citizens and to actively seek their partnership;

WHEREAS, to support the fundamental law of the land, the Philippine Congress enacted Republic Act No. 7277, an Act providing for the Rehabilitation, Self-Development and Self-Reliance for Disabled Person and their Integration into the mainstream of Society.
WHEREAS, support the fundamental law of the land, the Philippine Congress enacted Republic Act No. 9422, an Act amending Republic Act No. 7277, otherwise known as the “Magna Carta for disabled persons and for the other purposes”;

WHEREAS, to support the fundamental law of the land, the Philippine Congress enacted Republic Act No. 10754, an Act expanding the benefits and privileges of persons with disability (PWD).

NOW THEREFORE, BE IT ORDAINED, AS IT IS HEREBY ORDAINED, by the 8th Sangguniang Panlungsod of Muntinlupa in Session assembled that:

I. TITLE, PURPOSE, AND CONSTRUCTION

SECTION 1. Title. This ordinance shall be known as an Ordinance Integrating Resident Senior Citizens/Persons with Disabilities in the work Force of Business Establishments and Government Agencies within the Jurisdiction of the City.

SECTION 2. Purpose. This ordinance is promulgated to integrate resident Senior Citizens and Persons with Disabilities in the work force of business establishment/employees within Muntinlupa City.

SECTION 3. Construction. This ordinance shall be construed and applied in accordance with and in furtherance of the policies and objectives of the law.

II. POLICIES AND OBJECTIVES

SECTION 4. Policies and Objective. It is the declared policy of the State to give full support to the improvement of well-being and integration into mainstream society of senior citizens and persons with disability. It is the objective of this ordinance to provide senior citizens and persons with disability the opportunity to participate fully into the mainstream of society by granting them job opportunities which match their skill set and/or educational attainment.

III. DEFINITION OF TERMS

SECTION 5. Definition of Terms. For the purpose of this Ordinance, these terms are defined as follows:

1. Senior Citizen or Elderly – refers to any Filipino citizen who is a resident of the Philippines, and who is sixty (60) years old or above.

2. Persons with Disability (PWD) – refers to those who have long-term physical, mental, intellectual, or sensory impairments which in interaction with various barriers may hinder their full effective participation in society on an equal basis with others. For the purposes of this ordinance, persons with disability shall be classified by the Department of Health (DOH) through an issuance.
IV. COVERAGE, PROHIBITION, AND REQUIREMENTS

SECTION 6. Coverage. This ordinance shall cover all senior citizens and persons with disability who are residents of Muntinlupa City, and all business establishments and government agencies within the jurisdiction of the city.

SECTION 7. Prohibition. It shall be unlawful for private business establishments and government agencies to refuse employment to senior citizens and persons with disability who, having mental and/or physical fitness in accordance with the nature of work and have undergone the necessary training program suitable to the position being applied for;

SECTION 8. Requirements of Senior Citizen and Persons with Disability (PWD). Senior Citizens and persons with disability shall present the following: Senior Citizen ID/PWD ID, Barangay Clearance, and a Medical Certificate/Recommendation that he/she is mentally and/or physically fit for the assigned employed to, but not limited to, the following jobs:

V. SENIOR CITIZENS AND PWDS AS EMPLOYEES

SECTION 9. Senior Citizens and Persons with Disability (PWD) as Employees. Senior Citizens and persons with disability can be employed to, but not limited to, the following jobs:

a) Consultants – according to area of expertise

b) Educational Institutions – librarian, department office assistant, student advisor, canteen personnel, bus drivers/monitors

c) Child or Pet Care – babysitter, school guardian/service, pet sitter

d) Customer Service – consultants, representative, call center agents

e) Hospital or Medical Institutions – administrative assistant, housekeeper, maintenance, communications, biller or coder

f) Hospitality, Event Planning, and Travel – ticketing personnel, reservation personnel, security personnel, food service staff, guest services staff

g) Community Expert and Local Historian – museum curator, historian

h) Accounting – bookkeeper
VI. MONITORING AND REPORTING

SECTION 10. Incentives. The City of Muntinlupa shall provide incentives in the form of plaques of recognition to employers and establishment fully complying with these guidelines.

SECTION 11. LGU Offices. The Office of the Senior Citizens, Social Service Department, Public Employment Services Office, and Business Permits and Licensing Offices shall monitor the implementation of this ordinance in accordance with their respective office mandates. For this purpose, an Implementing Rules and Regulations (IRR) shall be formulated thirty (30) days after the approval of this ordinance.

SECTION 12. Penalty. Unjustifiable violation of this ordinance shall be meted with the following penalties:

<table>
<thead>
<tr>
<th>Penalty</th>
<th>Amount (Php)</th>
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<tbody>
<tr>
<td>FIRST OFFENSE</td>
<td>3,000.00</td>
</tr>
<tr>
<td>SECOND OFFENSE</td>
<td>4,000.00</td>
</tr>
<tr>
<td>THIRD OFFENSE</td>
<td>5,000.00</td>
</tr>
</tbody>
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VII. SEPARABILITY AND EFFECTIVITY CLAUSE

SECTION 13. Separability Clause. If, for any reasons, any part of provisions of this ordinance shall be held to be unconstitutional or invalid, other parts or provisions hereof which are not affected thereby shall continue to be in full force and effect.

SECTION 14. Effectivity Clause. This ordinance shall take effect upon its approval and following its publication in a newspaper of general discussion.

ENACTED, by the 8th Sangguniang Panlungsod of Muntinlupa this 2nd day of April, 2018.

CONCURRED:

DISTRICT I:

COUN. ATTY. PATRICIO L. BONCAYAO, JR.  
Member

COUN. BAL NIEFES  
Member

COUN. ALLAN REY A. CAMILON  
Member

COUN. STEPHANIE G. TEVES  
Member

COUN. RINGO A. TEVES  
Member
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COUN. LOUISITO A. ARCIAGA
Member

COUN. ALEXANDER B. DIAZ
Member

COUN. IVEE RHIA A. TADEFA
Member

DISTRICT II:

COUN. MA. DESIREE G. AREVALO
Member

COUN. CHRISTINE MAY A. ABAS
Member

COUN. MARISSA C. RONGAVILLA
Member

COUN. MARK LESTER M. BAES
Member

COUN. LUCIO B. CONSTANTINO
Member

COUN. RAFAEL T. SEVILLA
Member

COUN. VICTOR L. ULANDAY
Member

COUN. WALTER A. ARCILLA
Sectoral Representative
President
League of Barangay Captains

I HEREBY CERTIFY, as to the correctness of the foregoing Ordinance.

CECILIA C. LAZARTE
Secretary to the Sanggunian

ATTESTED:

CELSO C. DIKO
City Vice-Mayor/Presiding Officer

APPROVED:

ATTY. JAIME R. FRESNEDI
City Mayor

Date: 04 MAY 2018

Norie/8th SP

People Center Bldg., City Hall of Muntinlupa
National Road, Putatan, Muntinlupa City, Philippines
Website: www.muntinlupacity.gov.ph