



Republic of the Philippines
PROVINCE OF NEGROS OCCIDENTAL
Old Capitol Building, Bacolod City
Tel. No. 707-8075 (Admin) * 435-7698 (Board Member) * 709-0121 (Legislative Division)
OFFICE OF THE SANGGUNIANG PANLALAWIGAN

EXCERPT FROM THE MINUTES OF THE REGULAR SESSION OF THE SANGGUNIANG PANLALAWIGAN OF NEGROS OCCIDENTAL HELD IN THE CITY OF BACOLOD, NEGROS OCCIDENTAL ON THE 27TH DAY OF MAY 2025.

Present:

Hon. Rommel T. Debulgado	Acting Vice Governor
Hon. Araceli T. Somosa	Member - 1 st District
Hon. Sixto Teofilo Roxas V. Guanzon, Jr.	Member - 2 nd District
Hon. Samson C. Mirhan	Member - 2 nd District
Hon. Andrew Gerard L. Montelibano	Member - 3 rd District
Hon. Jose Benito A. Alonso	Member - 4 th District
Hon. Rita Angela S. Gatuslao	Member - 5 th District
Hon. Anthony Dennis J. Occeño	Member - 5 th District
Hon. Jeffrey T. Tubola	Member - 6 th District
Hon. Mayvelyn L. Madrid	Member - SK
Hon. Richard Julius L. Sablan	Member - ABC

Absent:

Hon. Jeffrey P. Ferrer	(On Leave)	Vice Governor
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On Official Business:

Hon. Andrew Martin Y. Torres	Member - 4 th District
Hon. Valentino Miguel J. Alonso	Member - 6 th District
Hon. Julius Martin D. Asistio	Member-PCL

On Acting Capacity as Governor:

Hon. Manuel Frederick O. Ko	Member - 3 rd District
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RESOLUTION NO. 0595

Series of 2025

RESOLUTION REITERATING RESOLUTION NO. 0661 SERIES OF 2019 OTHERWISE KNOWN AS "RESOLUTION ENCOURAGING ALL LOCAL GOVERNMENT UNITS IN NEGROS OCCIDENTAL TO ENACT PROFORMA ORDINANCE" PROVIDING MECHANISM TO INTEGRATE QUALIFIED AND FIT TO WORK PERSON WITH DISABILITY (PWD) IN THE MAINSTREAM OF SOCIETY" IN THEIR OWN RESPECTIVE LOCALITY

WHEREAS, Resolution No. 0661 series of 2019 was formulated to comply with the provision of Republic Act No. 7277 otherwise known as "AN ACT PROVIDING FOR THE REHABILITATION, SELF-DEVELOPMENT AND SELF-RELIANCE OF PERSONS WITH DISABILITIES AND THEIR INTEGRATION INTO THE MAINSTREAM OF SOCIETY AND FOR OTHER PURPOSES" was enacted for the purpose of recognizing the vital role of Persons with Disabilities (PWDs) in nation building;

WHEREAS, Republic Act No. 10070 otherwise known as "AN ACT ESTABLISHING AN INSTITUTIONAL MECHANISM TO ENSURE THE IMPLEMENTATION OF PROGRAMS AND SERVICES FOR PWDs IN EVERY PROVINCE, CITY, AND MUNICIPALITY";

WHEREAS, by virtue of the aforementioned legal framework, the Persons with Disabilities Association in the entire Province of Negros Occidental have been identified, organized, and recognized by the Provincial Government thereby registering more than Five Thousand Five Hundred (5,500) members who are enthusiastic and participative Persons with Disability (PWD) in the community;



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WHEREAS, Resolution No. 0661, Series of 2019 duly passed and approved by the Sangguniang Panlalawigan in its regular session on August 6, 2019 forming an integral part of this Resolution to wit:

RESOLUTION NO. 0661, Series 2019

RESOLUTION ENCOURAGING ALL LOCAL GOVERNMENT UNITS IN NEGROS OCCIDENTAL TO ENACT ORDINANCE "PROVIDING MECHANISM TO INTEGRATE QUALIFIED AND FIT TO WORK PERSON WITH DISABILITY (PWD) IN THE MAINSTREAM OF SOCIETY " IN THEIR OWN RESPECTIVE LOCALITY

Whereas, Resolution No. 2019- 0580 was passed and approved on July 9, 2019 otherwise known as "RESOLUTION ENCOURAGING ALL LOCAL GOVERNMENT UNITS OF NEGROS OCCIDENTAL TO FORMULATE ORDINANCES PROVIDING MAGNA CARTA FOR WOMEN'S SECTOR, TRICYCLE DRIVERS AND OPERATORS, QUALIFIED SENIOR CITIZENS, EMPOWERMENT AND REAFFIRMATION OF PATERNAL TALENTS AND ABILITIES (ERPAT), SOLO PARENTS, AND PERSONS WITH DISABILITY (PWD) IN THEIR RESPECTIVE LOCALITIES";

Whereas, the Social Development Ordinances will further strengthen and improve the lives of different sectoral organization in the Local Government Units in Negros Occidental.

Whereas, after consultation with different Local Government Units in the Province of Negros Occidental it is the sentiments that ordinances be enacted by their own respective locality in order to recognize, strengthen, and enhance participation of different sectoral organization for community building.

Whereas, as a result of consultation conducted by the Committee on Rules, Laws, and Ordinances headed by the Chairman, Hon. Sixto Teofilo Roxas V. Guanzon, Jr. from July 18, 2019 to July 29, 2019 have proven that the Local Government Units are craving for the enactment of an ordinance after proper guidance and availability of a model template for them to prepare ordinance according to their to their needs

Whereas, presented hereto is a proforma ordinance enacted and approved by the City of Cadiz and concurred by Sangguniang Panlalawigan Resolution No. _____ serving as a model for formulation of ordinance.

Section I. Title

AN ORDINANCE PROVIDING MECHANISM TO INTEGRATE QUALIFIED AND FIT TO WORK PERSON WITH DISABILITY (PWD) IN THE MAINSTREAM OF SOCIETY

Section II. Definition of Terms

- a. PDAO/PWD Federation Inc. – Person with Disability Affairs Office/PWD Federation Inc.
- b. PWD – Person with Disabilities
- c. DPO – Disabled Person Organization
- d. Focal Person – is a PWD member designated by the Local Executive which exercises operational and administrative authority including formulation, monitoring and implementation of plans and projects of DPO.
- e. Republic Act No. 7277 – as amended by Republic Act No. 9442 "Magna Carta for Person with Disability"
- f. Sheltered Employment - Productive work for PWD through workshop providing special skills, income producing projects or homework skills with a view of giving them the opportunity to earn a living thus enabling them to acquire a working capacity require in a working industry.
- g. Rehabilitation – is an integrated approach to physical, social, cultural, spiritual, educational and vocational measures that create conditions for the individual to attain the highest possible level of functional ability.
- h. Social Barriers – refer to the characteristics of institutions, whether legal, economic, cultural, recreational or other, any human group, community, or society which limit the fullest possible participation of persons with disabilities in the life of the group.
- i. Persons with Disabilities – are those suffering from restriction or different abilities, as a result of mental, physical or sensory impairment, to perform an activity in the manner or within the range considered normal for a human being.
- j. Impairment – is any loss, diminution or aberration of psychological, physiological, or anatomical structure or functions.
- k. Disability – shall mean (1) a physical or mental impairment that substantially limits one or more psychological, physiological or anatomical function or an individual or activities of such individual; (2) a record of such an impairment; of (3) being regarded as having such an impairment.
- l. Handicap - refers to a disadvantage for a given individual, resulting from an impairment or a disability, that limits or prevents the function or activity, that is considered normal given the age and sex of the individual.
- m. Age of Majority – 18 years old and above.
- n. Integration- is making a PWD a part of the mainstream of employment community, it is synonymous with a placement agency or entity in outsourcing manpower requirements of an enterprise.
- o. SEBI - Sheltered Employment Board of Integrators



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p. Sheltered Employment Board of Integrators – is the highest policy making body organized for the purpose of identification, organization, and facilitation for skills training of PWD for integration in workplaces in the community or society, be it public or private.

q. SEIA – Sheltered Employment Implementing Arm

r. Sheltered Employment Implementing Arm – a Triangular Organizational Structure composing of Department of Social Welfare and Development (DSWD) at the top with Public Employment Services Office (PESO) and PWD Affairs Office (PDAO) as member coordinating with one another.

Section III. Declaration of Policy

It is hereby declared that the City/Municipality of their own locality is committed and supportive of Person With Disabilities desire to become productive and useful in the community thereby it aims to organize, recognize, provide funding support and integrate qualified and fit to work PWDs for suitable employment in the City/ Municipal Government and in open market employment within the territorial jurisdiction of their own locality.

For equal opportunity, Section 5 of Republic Act No. 7277 provided that no person with disabilities shall be denied access to opportunities for suitable employment. A qualified disabled employee shall be subject to the same terms and conditions of employment and the same compensation, privileges, benefits, fringe benefits, incentives or allowances as a qualified able bodied person.

Moreover, Five percent (5%) of all casual emergency and contractual positions in the Departments of Social Welfare and Development; Health; Education, Culture and Sports; and other government agencies, offices or corporations engaged in social development shall be reserved for disabled persons.

Above all removing all barriers in employment, social, education, health, and other programs of the Local Government Unit must be removed for the benefits of PWD who are qualified and fit to work either in public or private employment.

The absence of a well directed program to alleviate the plight of the PWD is a compelling reason for this ordinance serving as an answer to the long overdue action to be undertaken by the City/Municipality as a matter of a magnanimous decision for the unfortunate Person with Disability (PWD) in the society.

Section IV. Application and Coverage

This ordinance shall cover qualified and fit to work PWD who are 18 years old and above with qualifications set forth by the Sheltered Employment Board of Integrators (SEBI) for employment integration in the City/Municipality of their own locality.

Section V. Construction of Ordinance

In the absence of a specific provision in this ordinance it shall be liberally construed in favor of Sheltered Employment Board of Integrators (SEBI) after confirmation by the City/Municipal Mayor.

Section VI. The Sheltered Employment Board of Integrators (SEBI)

Section VI.a. Creation and Composition

There shall be created the policy making body to formulate, plans and rules governing the integration for employment of PWD in the community.

It shall be composed of the following;

1. Chairman- which shall be headed by the City/ Municipal Mayor;
2. Vice Chairman- by the Chairman and Vice Chairman of the Committee on Persons with Disability Affairs, Sangguniang Panlungsod/Sangguniang Bayan
3. Overall Coordinating Chairman of the Implementing Arm (SEIA) - Department of Social Welfare and Development;
4. Members;
 - a. Public Employment Services Office (PESO)(2)
 - b. PDAO Focal Person the President of PWD Federation Inc.(2)
 - c. President, Business Sector (3)
 - d. Two(2) Corporate Business Representative
 - e. TESDA Representative
 - f. Department of Education (DepEd)
 - g. Tourism(1)
 - h. Consultant(1)

5. Secretariat; From the SWD (Social Welfare and Development) Office which will be designated by the SWD Officer.



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Section VI.c Term of Office

The Term of Office of the Sheltered Employment Board of Integrators (SEBI) shall be coterminous with the Office of the City/Municipal Mayor upon assumption of office by the City/Municipal Mayor and after issuance of an Executive Order until June 30 noontime, after serving for three years after.

Section VI.d. Functions and Responsibilities

The Sheltered Employment Board of Integrators (SEBI) shall be primarily responsible for setting directions, policies, guidelines, rules, resolutions and other undertakings or conveyances to ensure that qualified and fit to work PWDs are employed in open market, either public or private employment.

It shall also carry a regulatory power and authority necessary for the right direction for the attainment of the objective for the benefits of the PWD to become useful, productive and self reliant in the society.

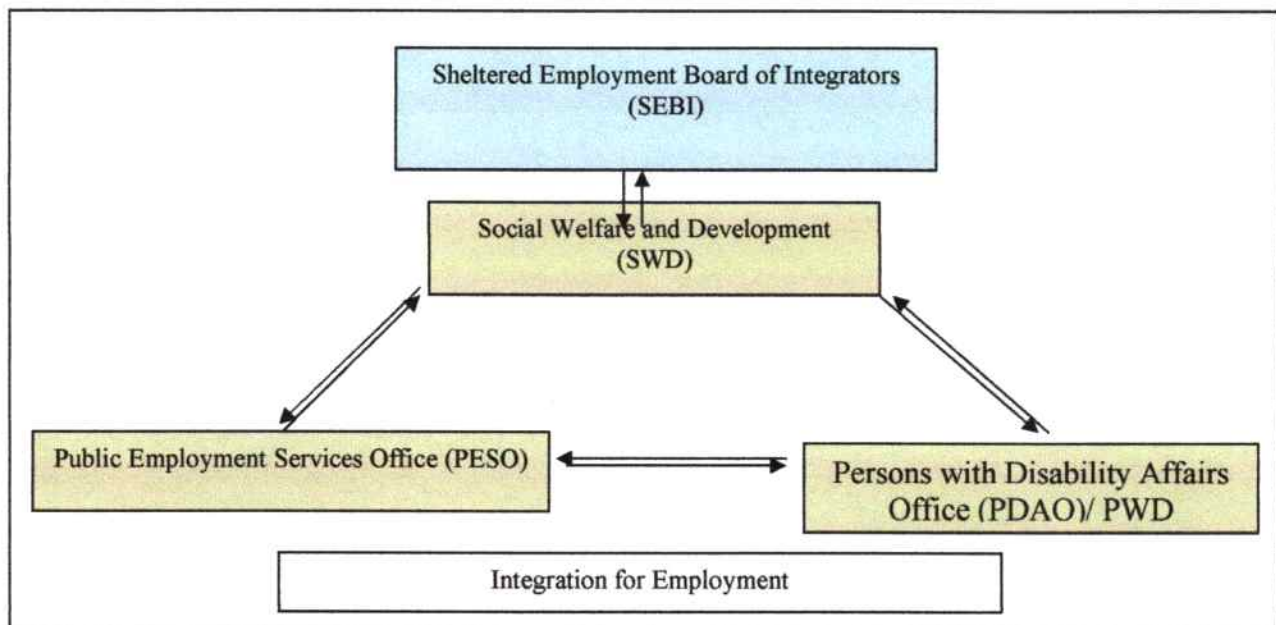
It shall also entasked to exercise other authorities and functions to coordinate with other institution or agencies internal or external for accessibility to modern technology, information, linkages with other government and non government organizations and likewise shall extend coordination for the formulation of agendum for legislative action by the Sangguniang Panlungsod/Sangguniang Bayan.

Lastly, it shall perform other duties and functions as may be required and shall convene at least once in a month.

Section VII. The Sheltered Employment Implementing Arm (SEIA)

Following the Triangulated scheme of managerial organization whereby the SEBI serves as the highest policy making body and the implementers are the PESO and the PWD Federation Inc. or the PDAO with the Social Welfare and Development Officer at the topmost of the latter serving as the overall Coordinator, shall form a Triangular operational existence as stated hereunder.

Figure 1. The Triangulated Organizational Structure



Section VII.a. The Social Welfare Development Officer

The Sheltered Employment Implementing Arm (SEIA) as in this case the SWD, shall be primarily responsible for receiving, interpreting and carrying implementation of directive orders from the SEBI

It shall also exert operation, coordination as to implementation of plans, policies, rules, directives with SEBI and other agencies or institution internally and externally

It shall submit reportorial accomplishments and evaluations of development progress to SEBI on a regular basis every month.

It shall also submit for review and finalization of the SEBI for evaluation for the drafting of measures for legislative action by the Sangguniang Panlungsod/Sangguniang Bayan.

It shall be responsible for issuing a down line directives to PDAO/PWD Federation Inc. all matters taken up for implementation by the SEBI.



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It shall be responsible for maintaining an up line communication with the SEBI thus serving at the middle tier level.

It shall perform other duties and functions as may be required.

Sections VII.a.1 Creation and Composition

There shall be created Sheltered Employment Implementing Arm with the SWD officer serving as the overall coordinator and shall direct to the down line operational structure such as; PESO and PDAO/PWD Federation Inc. all communications from the up line structure which is the SEBI.

Section VII.b. Appointment

By this ordinance, the City/Municipal Mayor is authorized to issue an Executive Order designating SWD Officer as the lead agency and as overall Coordinator to implement Section V of Republic Act 7277 with PESO Officer as the parallel implementor together with PDAO.

Section VII.c. Term of Office

The term of office shall likewise be coterminous with the City/Municipal Mayor for Three (3) years starting July 1 on the first (1st) year until June 30 on the Third (3rd) year.

Section VII.d. Functions and Responsibilities

The PESO shall be primarily responsible for implementing this ordinance that qualified and fit to work or well-trained and educated PWD are absorbed in public or private employment for manpower requirement of the business sector via outsourcing from PDAO / PWD Federation Inc. of their own locality the qualified and fit to work for employment PWD of their own locality.

While the PDAO/PWD Federation Inc. office thru the Focal Person and President, respectively, shall be primarily responsible for maintaining updated profile of ready to work qualified PWD for integration through the PESO and shall be responsible for preparing a ladderized scheme of training program for skills development on a regular periodic schedule based from the manpower requirements as maybe determined by the PESO after sourcing from the business sectors or the Local Government Unit.

Both the PESO and PDAO shall perform their functions as maybe required for the development of the Sheltered Employment Program for the qualified PWD synonymously akin to the placement agency for this matter.

Section VII.e. PESO and PDAO Responsibility

Both offices shall be held accountable and responsible to the City/Municipal Mayor but shall exercise with prudence and sound judgment that the policy set forth are well implemented with complete cooperation and coordination with the SWD as the overall Coordinator of the SEIA. They shall be required to submit a monthly development report containing progress, assessment, evaluation and recommendation for further streamlining of systems procedure, and as inputs for the SEBI to transmit to THE SANGGUNIANG PANLUNGSOD/ SANGGUNIANG BAYAN for legislation measures to be enacted or approved.

The City/Municipal Mayor shall exercise authority from time to time if deemed necessary to reorganize the composition of PESO in charge and PDAO in charge as implementing arm of SEBI under the Coordination of the SWD Office.

Section VIII. The Sheltered Vocational Rehabilitation Program

Prior to integration for employment, both in public and private, the SEBI shall formulate directives and plans for implementation by the PDAO/PWD Federation Inc. through the Focal Person and President for a ladderized Rehabilitation Training Program for skills development that will prepare them for employment. Vocational skills or educational training as to clerical organization, classification, and sorting out are example of skills training that requires a very simple tasking. Other skills development shall also be included for internalization in the training design of the PDAO/PWD Federation Inc. which shall be absorbed from their corresponding budget allocation for Maintenance and Operating Expenses (MOE). Commonly seen in the open market are employments in massage parlors, beauty salon, barber shop, or even recreational centers or even restaurants. It must also carry an expanded skills program with adequate market to absorb them.

After completion of the training program it is well understood that PDAO office shall prepare the endorsement to the Chairman to the Sheltered Employment Board of Integrators (SEBI) for the latter to direct the SWD with the Public Employment Services Office (PESO) to implement and shall render immediate report. Both the PDAO and PESO shall extend coordination and cooperation for the highest attainment of fulfilling the aspiration set forth under Republic Act 7277 as amended by R.A. 9442 in general and this ordinance in particular.



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Section IX. The Mechanics of Integration and Incentives

Section IX.a. Inter-office Coordination

The PDAO/PWD Federation Inc. trains to prepare PWD for manpower outsourcing opportunity in public or private employment, endorses and recommends to the SEBI via the SWD as the overall Coordinator, to the Chairman of SEBI for which the latter shall direct the PESO to absorb the recommendees considered for employment in both in public and private offices.

Section IX.b. Mandatory Manpower Reservation and Absorption for PWD

By this ordinance, all private business sectors including the consignor or recruitment agencies, employing more than Ten (10) casual, emergency, seasonal or contractual employees are hereby required to absorb or employ at least One (1) qualified and fit to work PWD for every ten(10) numbers of employees either casual, job order, contractual under their employ.

Section IX.c Incentives and Privileges of Compliant Enterprise

Subsequently, private business sectors absorbing PWD for employment in reference to Section V "Equal Opportunity for Employment" are also entitled under Section VIII "Incentive for Employers" which tantamount to 25% additional deduction from their gross income of the total amount paid as salaries and wages to PWD employees. Subject to pertinent rules and regulations by the concerned department.

Additionally, employers absorbing PWDs are qualified to be nominated in the search for outstanding enterprise every year under the Social and Economic category of the Awarding Ceremony. and may enjoy the lifetime benefits of patronized PWD repeat business via Declaratory Resolution as store of their choice

Section X. Mandatory Provision and Exemptions

Section X.a Pre Requisite for Business Permit.

All private business enterprises are required to comply this ordinance as a mandatory obligation prior to the granting of a business permit, both renewal and new application.

Section X.b. Issuance of Certificate of Compliance

By this Ordinance, the SWD Officer of their own locality is hereby authorized to sign a Certificate of Compliance of the applicant for new and renewal of business permit after thoroughly conducting an evaluation and assessment and require the applicant to sign the Deed of Undertakings and other documents that maybe necessary for the implementation of this ordinance.

Section X.c. Issuance of Certificate of Exemptions

Exemptions maybe granted to those employing less than ten casual, job, order, contract or permanent personnel which will be duly Certified by the SWD.

Section XI. Transitory Provision

This ordinance shall be implemented by _____.

Section XII. Funding Requirements

The Office of the City/Municipality Mayor shall appropriate fund amounting to _____Pesos (Php _____) every year to cover selected expenses of SEBI and SEIA while the training program shall be absorbed from the Maintenance and Operating Expenses (MOE) of PDAO.

Section XIII. Repealing / Separability Clause

All ordinances, issuance, directives, orders, resolutions, not consistent in this ordinance are hereby repealed or superseded. If any provision of this ordinance is inconsistent with National Law and declared inoperative the rest of the provision shall remain in full force and in effect.

Section XIV. Effectivity Clause

Subject to the provision of the Local Government Code of 1991 this ordinance shall take effect accordingly.



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WHEREAS, PWDs are striving for aptitude on skills training, Information Technology, and other life skills training development to prepare themselves to be qualified and fit for integration in the mainstream of society to make their lives useful and productive.

WHEREAS, the Committee on Laws, finding all the necessary documents to be in order, deemed it best to approve the same;

NOW THEREFORE, on motion of Hon. Sixto Teofilo Roxas V. Guanzon, Jr., unanimously seconded by all the members present,

THE SANGGUNIANG PANLALAWIGAN RESOLVED, as it hereby resolves, to reiterate Resolution No. 0661 series of 2019 otherwise known as "RESOLUTION ENCOURAGING ALL LOCAL GOVERNMENT UNITS IN NEGROS OCCIDENTAL TO ENACT PROFORMA ORDINANCE "PROVIDING MECHANISM TO INTEGRATE QUALIFIED AND FIT TO WORK PERSON WITH DISABILITY (PWD) IN THE MAINSTREAM OF SOCIETY" IN THEIR OWN RESPECTIVE LOCALITY.

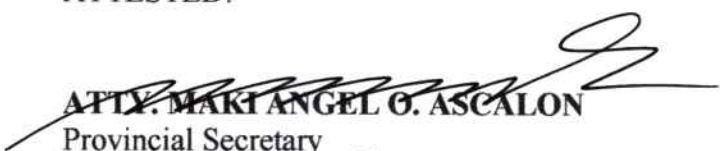
ADOPTED UNANIMOUSLY.

This resolution shall take effect immediately upon approval.

CERTIFIED CORRECT:


HON. ROMMEL T. DEBULGADO
Acting Vice Governor

ATTESTED:


ATTY. MARIANGEL G. ASCALON
Provincial Secretary