



Republic of the Philippines
QUEZON CITY COUNCIL
Quezon City
22nd City Council

PO22CC-092

12th Regular Session

ORDINANCE NO. SP- 3153, S-2022

AN ORDINANCE INSTITUTIONALIZING THE QUEZON CITY EMERGENCY EMPLOYMENT PROGRAM (QCEEP), PROVIDING FUNDS THEREFOR AND FOR OTHER PURPOSES.

Introduced by Councilor JOSEPH P. JUICO.

Co-Introduced by Councilors Tany Joe "TJ" L. Calalay, Dorothy A. Delarmente, M.D., Nikki V. Crisolago, Charm M. Ferrer, Fernando Miguel "Mikey" F. Belmonte, Candy A. Medina, Aly Medalla, Dave C. Valmocina, Tatay Rannie Z. Ludovica, Godofredo T. Liban II, Kate Galang-Coseteng, Geleen "Dok G" G. Lumbad, Albert Alvin "Chuckie" L. Antonio III, Don S. De Leon, Wencerom Benedict C. Lagumbay, Atty. Anton L. Reyes, Edgar "Egay" G. Yap, Imee A. Rillo, Raquel S. Malañgen, Irene R. Belmonte, Nanette Castelo-Daza, Marra C. Suntay, Joseph Joe Visaya, Alfred Vargas, MPA, Ram V. Medalla, Shaira "Shay" L. Liban, Aiko S. Melendez, Mutya Castelo, Maria Eleanor "Doc Ellie" R. Juan, O.D., Kristine Alexia R. Matias, Eric Z. Medina, Emmanuel Banjo A. Pilar, Vito Sotto Generoso, Victor "Vic" Bernardo, Alfredo "Freddy" Roxas and Noe Dela Fuente.

WHEREAS, Section 18, Article II and Section 3, Article XII of the 1987 Constitution recognize and affirm the role of labor as primary social economic force whose rights, dignity and welfare should be protected and promoted;

WHEREAS, pursuant to Republic Act No. 10121, otherwise known as the Philippine Disaster Risk Reduction and Management Act of 2010, the State guarantees the protection of labor, promotion of full employment and equality of employment opportunities for all. It is the policy of the State to uphold the people's constitutional rights to life and property and to provide maximum care, assistance, and services to individuals and families affected by disaster; implement emergency rehabilitation projects to lessen the impact of disaster and facilitate the resumption of normal and social activities;

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WHEREAS, based on Section 16 or the General Welfare Clause of Republic Act No. 7160, otherwise known as the Local Government Code of 1991, local government units should promote full employment among their residents;

WHEREAS, Section 77 of the said Local Government Code of 1991 provides that the Local Chief Executive may employ emergency or casual employees or laborers paid on a daily wage or piecework basis and hired through job orders for local projects authorized by the Sanggunian concerned, without need of approval or attestation by the Civil Service Commission with period of employment of emergency or casual laborers shall not exceed six (6) months;

WHEREAS, local employment generation, through the timely provision of temporary employment, is acknowledged as a valuable contribution to the city's poverty alleviation and economic development strategies;

WHEREAS, in times of economic crisis, it is the duty of the local government to formulate programs that will generate temporary employment for out-of-work individuals to cope with the effects of unemployment and job displacement;

WHEREAS, the Emergency Employment Program (EEP) is a calamity quick-response measure envisioned to address and mitigate the adverse effects of natural and man-made calamities on the lives of the constituents of the city, particularly the working people;

WHEREAS, during the Quezon City's COVID pandemic response, additional manpower requirement was needed to augment and address the needs of its citizens in delivering basic services;

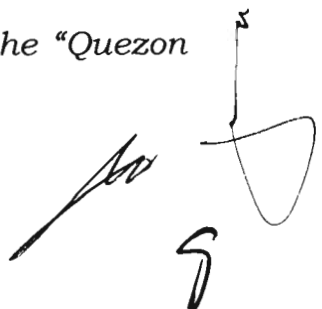
WHEREAS, the City recognizes the importance of manpower in times of emergencies to continuously work on the existing and future programs and projects.

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF QUEZON CITY IN REGULAR SESSION ASSEMBLED:

SECTION 1. TITLE. - This Ordinance shall be known as the "Quezon City Emergency Employment Program or the "QC-EEP".

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SECTION 2. DECLARATION OF POLICY. - The City shall promote equal employment opportunities for all its working-class constituents, uphold their rights, dignity, welfare, and social-being especially in times of economic crisis.

SECTION 3. DEFINITION OF TERMS. - For purposes of this Ordinance, the following terms shall be construed and interpreted as follows:

- a. Displaced Workers - Refers to any worker who lost their jobs for reasons beyond their control in relation to an economic crisis, such as business closure, layoffs, downsizing, retrenchment and the like.*
- b. Economic Crisis - Any natural or man-made event, including but not limited to economic downturn, calamity, disaster, pandemic, epidemic, act of God, civil disorder, war or other occurrence that results in disturbance of economic activities, temporary or permanent business closure, work displacement, work unavailability, or work stoppage.*
- c. Formal Workers - Those who have an employer-employee relationship, whether permanent or contractual, prior to their displacement. This includes contractual employees, agency-hired personnel, and other analogous employment circumstances.*
- d. Informal Workers - Those who are classified as independent contractors or workers with no employer-employee relationship, seasonal workers, ambulant vendors, PUV/B drivers, tricycle/pedicab drivers, mangangalahig, and other analogous employment.*
- e. Man-made Calamities - Hazards or threats having an element of human intent, negligence or error, or involving a failure of man-made system.*
- f. Natural Calamities - Catastrophic events with atmospheric, geological, and hydrological origins (e.g., earthquakes, floods, typhoons, landslides) that can cause fatalities, property damage, and social environmental disruption.*
- g. Out-of-work Individuals - Refers to individuals of working age currently not employed but are able to work temporarily. This includes displaced workers, regardless of age, sex or gender, seeking temporary employment.*

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- h. *PESO - Refers to the Public Employment Services Department, a non-fee multidimensional employment service facility or entity established in all Local Government Units (LGUs) pursuant to Republic Act No. 8759 or the PESO Act of 1999, as amended by Republic Act No. 10691.*
- i. *Professionals - Refers to workers who are proficient and qualified in their field of work or profession.*
- j. *Skilled Workers - Refers to any worker who has special skill, training or knowledge which they can apply to their work.*

SECTION 4. GENERAL OBJECTIVES. - The Ordinance aims to establish the following objectives:

- 1. *To provide emergency employment in times of economic crisis, natural or man-made disasters, calamities, epidemic and pandemic for out-of-work individuals, especially displaced workers, whether domestic or overseas, professionals and workers belonging to the formal and informal sector.*
- 2. *To help in the poverty alleviation efforts of the City by engaging them to work on existing programs and projects.*
- 3. *To augment the manpower requirements of the city's programs and projects.*
- 4. *To augment the manpower requirement in times of man-made or natural calamities, disasters or pandemic response.*

SECTION 5. TYPES OF EMERGENCY EMPLOYMENT. - Emergency Employment may be classified into the following categories:

- a. **Cash for Work.** - *A short-term intervention to provide emergency employment to out-of-work individuals both from the formal and informal sectors by participating in or undertaking preparedness, mitigation, relief, rehabilitation or risk reduction projects and activities in their communities or in evacuation centers. The duration shall not be more than ten (10) days.*

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- b. **Kalingang Manggagawa.** - An intervention to provide emergency employment to out-of-work individuals including professionals and skilled workers to augment the human resource requirements of the city's programs and projects. The duration shall be for one (1) to four (4) months, subject to renegotiation/ extension depending on the exigency of the work as stated in Section 16 of this Ordinance.

SECTION 6. COMPENSATION. - Except for professionals and skilled workers, beneficiaries shall be given a salary equivalent to the mandated minimum wage in the National Capital Region.

Compensation for professionals and highly-skilled workers shall be subject to negotiation and paid according to the salary grade of the government for his/ her profession and acquired skills.

SECTION 7. QUALIFICATIONS AND REQUIREMENTS. - To qualify for the program, the beneficiary must be:

- a. a bona fide resident of Quezon City;
- b. Must be a distressed worker, employee or professional;
- c. at least 18 years of age;
- d. unless required for the type of work, able to read and write; and
- e. for Professionals: education and skills required for the employment sought.

SECTION 8. PROMOTION OF INCLUSIVENESS AND DIVERSITY. - The Quezon City Emergency Employment Program shall be inclusive and diverse. It shall not discriminate in enlisting women, members of the LGBTQIA+ Community, People with Disabilities and Senior Citizens.

SECTION 9. MENU OF WORK. - The request for emergency employment of the concerned department/ agency/ office/ task force shall contain the list of work that would be performed by the beneficiaries, subject to the approval of the City Administrator/ Office of the City Mayor.

SECTION 10. NO EMPLOYER-EMPLOYEE RELATIONSHIP. - It is important to note that there exists no employee-employer relationship between the QC government and the emergency employee. It must also be understood that this emergency employment shall be for the duration of the period agreed upon only.

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SECTION 11. ORIENTATION. - Upon admission to the program, all qualified beneficiaries shall undergo an orientation on the program, health and safety protocols, payment of salaries, nature of work and duties and responsibilities while employed under the program. Failure of the beneficiary to attend the orientation shall delay the commencement of his/ her emergency employment.

SECTION 12. IMPLEMENTING OFFICE. - The Public Employment Service Department (PESO), in coordination with the requesting department/agency/office/task force, shall be responsible in implementing the provisions of this ordinance and its implementing guidelines.

SECTION 13. FUNDING. - The budget necessary for the purpose is hereby allocated annually and shall be sourced out of the funds of the Quezon City Public Employment Service Department (PESO). For 2023, the initial budget of Twenty-One Million Pesos (Php21,000,000.00) of the PESO shall be utilized for the implementation of this ordinance.

SECTION 14. AUTHORITY OF THE CITY MAYOR. - Where necessary, the City Mayor has the authority to extend or shorten the engagement or period of emergency employment of individuals employed under the program. The individual whose employment has been extended or terminated shall be informed in writing by the Head of the department through which he/she was emergency employed at least one (1) week prior to his/her extension or termination.

The City Mayor is also given the authority to utilize the Quezon City Disaster and Risk Reduction Fund, or any available funds, if necessary and in compliance with the guidelines related thereto, for emergency employment when declared under the State of Calamity.

SECTION 15. IMPLEMENTING GUIDELINES. - The PESO shall formulate and draft the implementing guidelines of this ordinance within six (6) months from the date of its passage.

SECTION 16. SEPARABILITY CLAUSE. - If any provision of this Ordinance shall be held unconstitutional or invalid, the other provisions not otherwise affected shall remain in full force and effect.

SECTION 17. REPEALING CLAUSE. - All ordinances, resolutions, executive orders, memorandum circulars, administrative orders and other issuances or part thereof which are inconsistent with or contrary to the provisions of this Ordinance are hereby amended or repealed accordingly.

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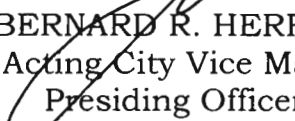
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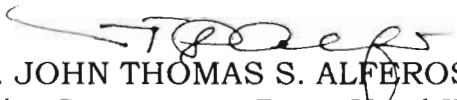
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SECTION 18. EFFECTIVITY CLAUSE. - This Ordinance shall take effect immediately upon its approval.


ENACTED: October 17, 2022.


BERNARD R. HERRERA
Acting City Vice Mayor
Presiding Officer

ATTESTED:


Atty. JOHN THOMAS S. ALFEROS III
City Government Dept. Head III

APPROVED: DEC 02 2022


GIAN G. SOTTO
Acting City Mayor

CERTIFICATION

This is to certify that this Ordinance was APPROVED by the City Council on Second Reading on October 17, 2022 and was PASSED on Third/Final Reading on November 14, 2022.


Atty. JOHN THOMAS S. ALFEROS III
City Government Dept. Head III
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