



Republic of the Philippines
QUEZON CITY COUNCIL

Quezon City
23rd City Council

PO23CC-065

25th Regular Session

ORDINANCE NO. SP- **3469**, S-2025

AN ORDINANCE INSTITUTIONALIZING THE “KASAMA KA SA KYUSI (KSKS)” PROGRAM FOR THE INCLUSIVE WORKFORCE PARTICIPATION OF PEOPLE WITH DISABILITIES DULY REGISTERED UNDER THE QUEZON CITY PERSONS WITH DISABILITY AFFAIRS OFFICE (QC-PDAO) BY PROVIDING NECESSARY TRAINING AND APPROPRIATION THEREFOR

Introduced by Councilors EMMANUEL BANJO A. PILAR, EDGAR “Egay” G. YAP, ALY MEDALLA, NICOLE “Nikki” V. CRISOLOGO, ERWIN REY “Cocoy” A. MEDINA, VICTOR “Vic” D. BERNARDO, JOSEPH JOE VISAYA, GELEEN “Dok G” LUMBAD, AIKO MELENDEZ, VITO SOTTO GENEROSO and ATTY. VICENTE BELMONTE JR.

Co-Introduced by Councilors Tany Joe “TJ” L. Calalay, Bernard R. Herrera, Dorothy A. Delarmente, M.D., Joseph P. Juico, Charm Ferrer, CPA, MPA, JD, Mikey F. Belmonte, Candy A. Medina, Atty. Voltaire Godofredo “Bong” Liban III, Dave C. Valmocina, Ranulfo “Tatay Rannie” Z. Ludovica, Atty. Christoffer Allan “Tope” Liquigan, Albert Alvin “Chuckie” L. Antonio III, Wencerom Benedict C. Lagumbay, Don S. De Leon, Luigi D. Pumaren, Nanette Castelo Daza, Imee Rillo, Atty. Jesus Miguel Suntay, Raquel S. Malañgen, Alfred Vargas, MPA, Karl Edgar Castelo, Shaira “Shay” L. Liban, Emmanuel Banjo A. Pilar, Kristine Alexia Matias, RN, Jose Maria “Mari” M. Rodriguez and Jhon Angelli “Sami” C. Neri

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

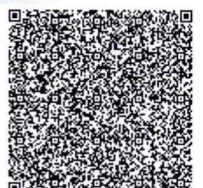
WHEREAS, the Quezon City Government recognizes the rights of people with disabilities to equal opportunities and full participation in society, in employment and other livelihood sustaining programs, as enshrined in Republic Act No. 7277, as amended, otherwise known as the Magna Carta for Disabled Persons;

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WHEREAS, in times of economic crises, it is the duty of the local government units to formulate programs that will generate programs benefiting lives of its constituents, particularly for people with disabilities, to cope with the effects of unemployment and job displacement;

WHEREAS, the Quezon City Government is committed to promoting inclusive enjoyment of benefits for diversified programs and empowering people with disabilities to achieve economic independence;

WHEREAS, Republic Act No. 10070 mandates the organization and establishment of Persons with Disability Affairs Office (PDAO) in every province, city, and municipality to ensure the implementation of work or service engagement-related programs and benefits, among others, by local government units for people with disabilities;

WHEREAS, the “Kasama Ka sa Kyusi” Program aims to provide workforce participation opportunities to earn a living for people with disabilities duly registered under the Quezon City - Persons with Disability Affairs Office (QC-PDAO), thereby fostering their integration into the workforce and promoting their self-reliance;

WHEREAS, the provision of necessary training and skills development programs is essential to equip people with disabilities with the necessary qualifications for work or participation or service engagement programs;

WHEREAS, the institutionalization of the “Kasama Ka sa Kyusi” Program will ensure its continuity and sustainability, allowing for a more systematic and effective approach to the workforce participation of people with disabilities.

NOW, THEREFORE,

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

SECTION 1. TITLE. – This Ordinance shall be known as the “Kasama Ka sa Kyusi (KKSK): Disability-Inclusive Workforce Participation Program Ordinance.”

SECTION 2. DECLARATION OF POLICY. – It is hereby declared the policy of the Quezon City Government to institutionalize the “Kasama Ka sa Kyusi” Program, which shall promote the inclusive workforce participation of people with disabilities duly registered under the Quezon City - Persons with Disability Affairs Office (QC-PDAO), through the provision of different available modes of providing workforce participation exposure in different departments and offices within the Quezon City Government, necessary training and skills development programs, and to allocate sufficient funds for its effective implementation.

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SECTION 3. DEFINITION OF TERMS. – For purposes of this Ordinance, the following terms shall be defined as follows:

- a. **People with Disabilities (PWDs)** – refer to those individuals with impairment or disabilities as defined under Republic Act No. 7277 and its Implementing Rules and Regulations, as amended by Republic Act No. 10524, and duly registered under the QC-PDAO;
- b. **Kasama Ka sa Kyusi Program** – refers to the Quezon City Government program that provides different modes of engaging PWDs through the likes of contract of service, program benefits or contract arrangements;
- c. **Reasonable Accommodation** – refers to modifications and adjustments to the workplace requirements made to ensure that PWDs can exercise their rights and participate fully in society;
- d. **Economic Crisis** – refers to any natural or human-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 the disturbance of economic activities, temporary or permanent business closure, work displacement, work unavailability, or work stoppage;
- e. **Disability Awareness and Sensitivity Training** – refers to a training that educates employers and colleagues about different types of disabilities and their impact and promotes respectful and inclusive attitudes and behaviors in the workplace;
- f. **Basic Filipino Sign Language Training** – refers to a training that provides employees with fundamental skills in Filipino Sign Language to facilitate communication and inclusion of deaf or hard-of-hearing individuals in the workplace;
- g. **Accessibility Training** – refers to a training that educates individuals on how to create and maintain accessible physical and digital environments, ensuring that workplaces, tools and information are usable by PWDs;

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- h. **Vocational Training** – refers to a training that provides specific skills and knowledge required for particular occupations or trades, equipping PWDs for gainful work participation in those areas;
- i. **Computer Literacy Training** – refers to a training that develops fundamental skills in using computers and relevant software, crucial for accessing information, communication, and various job opportunities in today’s digital world;
- j. **Job Readiness Training** – refers to a training that equips individuals with the essential skills and knowledge needed to secure and maintain work, such as resume writing, interview skills, workplace etiquette, and problem solving;
- k. **Entrepreneurship Training** – refers to a training that provides individuals with the knowledge and skills to start and manage their own businesses, offering an alternative pathway to economic empowerment; and
- l. **Job Coaching and Mentoring** – refers to a training that provides individualized, on-the-job support and guidance to help PWDs learn job tasks, navigate workplace culture, and develop their careers. Mentoring offers longer-term support and career development advice.

SECTION 4. TRAINING AND SKILLS DEVELOPMENT. – The QC-PDAO, in coordination with relevant offices and departments within the Quezon City Government, shall provide necessary training and skills development programs to PWDs to enhance their abilities necessary to be engaged in any contract of service, work arrangement or program benefits by the City. Such programs may include, but are not limited to:

- a. Disability Awareness and Sensitivity Training;
- b. Basic Filipino Sign Language Training;
- c. Accessibility Training;
- d. Vocational Training;
- e. Computer Literacy Training;
- f. Job Readiness Training;
- g. Entrepreneurship Training; and
- h. Job coaching and mentoring.

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SECTION 5. DISABILITY-INCLUSIVE WORKFORCE PARTICIPATION PROGRAM. – *The Quezon City Government, through the QC-PDAO, shall identify and provide exposure opportunities for PWDs to be engaged in different modes of contract of service, work arrangement or program benefits in various departments, offices, and agencies of the Quezon City Government depending on their administrative and operational requirement as identified by their respective heads, as well as encourage the same in the private sector through partnerships and incentivization, and subject to existing labor laws and issuances: provided, that for private employment, QC-PDAO shall endorse the same to the Public Employment Service Office of Quezon City for processing.*

For the purpose of this Ordinance, the QC-PDAO, in coordination with other relevant offices, shall facilitate, free of charge, the processing of basic requirements for workforce engagement of all applicants under this Ordinance.

SECTION 6. NON-DISCRIMINATION AND DISABILITY-INCLUSIVE WORKPLACE POLICY. – *PWDs qualified under the program shall be given the same respect and dignity and shall not be discriminated on any ground especially based on their disability in available Quezon City Government employment.*

The QC-PDAO shall ensure the faithful implementation of this provision and shall provide for the process of handling cases falling under this provision in relation to applicable laws.

SECTION 7. COMPENSATION. – *Beneficiaries under this Ordinance shall be given a compensation equivalent to the mandated minimum wage in the National Capital Region and in accordance with existing laws and issuances.*

SECTION 8. QUALIFICATIONS AND REQUIREMENTS. – *To qualify for the program, the program beneficiary must be:*

- a. a bona fide resident of Quezon City with valid QCitizen ID under People with Disabilities Sector;*
- b. at least 18 years of age;*
- c. fit to work as certified by the Quezon City Health Department; and*
- d. other documents that may be required depending on the nature of work and disability of the program beneficiary.*

SECTION 9. REQUISITION AND TASKING. – *Any department/agency/office that seeks to participate in this Ordinance shall submit its request and the same must contain the list of work that would be performed by the program beneficiary, subject to the approval of the Technical Working Group herein established.*

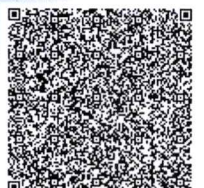
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SECTION 10. NO EMPLOYER-EMPLOYEE RELATIONSHIP. – This Ordinance shall not, in any way, establish an employer-employee relationship between the Quezon City Government and the program beneficiary engaged pursuant to this Ordinance. Further, it must be understood that the workforce participation under this Ordinance refers to arrangements that constitutes contract of service, contract arrangement or program benefits; provided, further, that, in cases of PWDs engaged in private sector, the employer-employee relationship shall still be determined under applicable laws.

SECTION 11. MONITORING AND EVALUATION. – There shall be created a Technical Working Group which shall be composed of the following:

- Head: Office of the City Mayor;
- Sub-head: Persons with Disability Affairs Office;
- Members:
- a. Public Employment Service Office (PESO);
 - b. Quezon City Health Department (QCHD);
 - c. Human Resource Management Department (HRMD); and
 - d. Business Permits and Licensing Department (BPLD).

SECTION 12. APPROPRIATION. – The Quezon City Government shall allocate sufficient funds for the implementation of the “Kasama Ka sa Kyusi” Program and shall be included in the annual budget of the City Government thereafter.

For purposes of this provision, an initial amount of Twenty-Three Million Sixty-Five Thousand Eight Hundred Pesos (Php23,065,800.00) shall be appropriated for two hundred (200) program beneficiaries for a two (2) four-month contract the manner of deployment of which shall be provided in the Implementing Rules and Regulations of this Ordinance.

SECTION 13. IMPLEMENTING RULES AND REGULATIONS (IRR). – The QC-PDAO, in coordination with PESO, HRMD, BPLD and QCHD, shall formulate the IRR for the effective implementation of this Ordinance within sixty (60) days from its effectivity.

SECTION 14. SEPARABILITY CLAUSE. – If any provision of this Ordinance is declared invalid or unconstitutional, the remaining provisions shall continue to be in full force and effect.

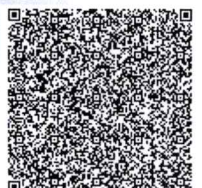
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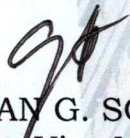
SECTION 15. REPEALING CLAUSE. – All ordinances, resolutions, executive orders, and other issuances or parts thereof, which are inconsistent with the provisions of this Ordinance, are hereby repealed or modified accordingly.

SECTION 16. EFFECTIVITY CLAUSE. – This Ordinance shall take effect within fifteen (15) days after its publication in a newspaper of general circulation within the City and after posting of copies in conspicuous locations within the Quezon City Hall for a period of three (3) consecutive weeks, whichever occurs later.


ENACTED: November 19, 2025.

CERTIFICATION

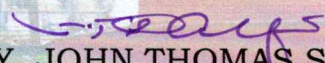
This is to certify that this Ordinance was ENACTED by the City Council on Second Reading on November 19, 2025 and was PASSED on Third/Final Reading on November 26, 2025.


GIAN G. SOTTO
City Vice Mayor
Presiding Officer

APPROVED: DEC 23 2025


MA. JOSEFINA G. BELMONTE
City Mayor

ATTESTED:


ATTY. JOHN THOMAS S. ALFEROS, III
City Government Department Head III
(Secretary to the Sanggunian)

