

Item No.: 18

Date: 21 2026 JAN



Republic of the Philippines
PROVINCE OF LEYTE
Provincial Capitol
Tacloban City

-oOo-

Province of Leyte
Legal Office
Released: Am
Time: 19m
Date: 1-7-26

Sangguniang Panlalawigan
Province of Leyte

RECEIVED

Date: JAN 08 2026
By: [Signature]

PROVINCIAL LEGAL OFFICE

Sangguniang Panlalawigan
Province of Leyte

RECEIVED

Date: JAN 08 2026
By: [Signature]

2nd INDORSEMENT
December 4, 2025

Respectfully returned to the Sangguniang Panlalawigan of Leyte, through SP Secretary, the attached Ordinance No. 227 of the Sangguniang Bayan of Matag-ob, Leyte.

Issues/concerns for review/recommendation/legal opinion is/are as follows:

- Ordinance No. 227 entitled: "Senior Citizens Employment and Participation Ordinance of Matag-ob, Leyte"

REVIEW/RECOMMENDATION/LEGAL OPINION:

This office is of the opinion that the subject Ordinance is generally in accordance to its power under Section 447(a)¹ of the Local Government Code of 1991 (R.A 7160), pursuant to RA 9994². Hence, we recommend for the declaration of its validity.

We hope to have assisted you with this request. Please note that the opinion rendered by this Office are based on the facts available and may vary or change when additional facts and documents are presented or changed. This opinion is likewise without prejudice to the opinions rendered by higher and competent authorities and/or the courts.


ATTY. JOSE RAYMUND A. ACOL
Provincial Legal Officer ✓

¹;(a) The sangguniang bayan, as the legislative body of the municipality, shall enact ordinances, approve resolutions and appropriate funds for the general welfare of the municipality and its inhabitants pursuant to Section 16 of this Code and in the proper exercise of the corporate powers of the municipality as provided for under Section 22 of this Code,

² Expanded Senior Citizen Act of 2010

Republic of the Philippines
PROVINCE OF LEYTE
Palo, Leyte
-o0o-

OFFICE OF THE SANGGUNIANG PANLALAWIGAN

1st Indorsement
03 December 2025

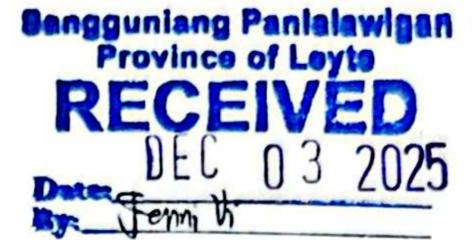
The Provincial Legal Office is respectfully requested to review and submit recommendations on the herein enclosed **Municipal Ordinance No. 227, s. 2025** of the **Municipality of Matag-ob, Leyte**, entitled: **An Ordinance encouraging the Local Government Unit of Matag-ob, Leyte to allocate employment opportunities for qualified senior citizens and encouraging private companies, establishments, and cooperatives within the municipality to hire senior citizens who are still capable of working, providing mechanisms for implementation, and for other purposes.**


FLORINDA JUL S. UYVICO
Secretary to the Sanggunian



SANGGUNIANG BAYAN

ENDORSEMENT
December 3, 2025



HONORABLE LEONARDO "SANDY" JAVIER
Vice-Governor
Presiding Officer
Sangguniang Panlalawigan of Leyte

Sir:

Respectfully forwarding to your good office the herein attached **Municipal Ordinance No. 227** series 2025, entitled "AN ORDINANCE ENCOURAGING THE LOCAL GOVERNMENT UNIT OF MATAG-OB, LEYTE TO ALLOCATE EMPLOYMENT OPPORTUNITIES FOR QUALIFIED SENIOR CITIZENS AND ENCOURAGING PRIVATE COMPANIES, ESTABLISHMENTS, AND COOPERATIVES WITHIN THE MUNICIPALITY TO HIRE SENIOR CITIZENS WHO ARE STILL CAPABLE OF WORKING, PROVIDING MECHANISMS FOR IMPLEMENTATION, AND FOR OTHER PURPOSES." of the Sangguniang Bayan of Matag-ob, Leyte for review and approval by the Sangguniang Panlalawigan:

Very truly yours,

ANA MARIA SANORIA-ECIJA
Secretary to the Sanggunian

"The Town of United and Happy People"



SANGGUNIANG BAYAN

ENDORSEMENT
December 3, 2025

Sangguniang Panlalawigan
Province of Leyte
RECEIVED
Date: DEC 03 2025
By: Jenni V

HONORABLE LEONARDO "SANDY" JAVIER
Vice-Governor
Presiding Officer
Sangguniang Panlalawigan of Leyte

Sir:

Respectfully forwarding to your good office the herein attached **Municipal Ordinance No. 227** series 2025, entitled "AN ORDINANCE ENCOURAGING THE LOCAL GOVERNMENT UNIT OF MATAG-OB, LEYTE TO ALLOCATE EMPLOYMENT OPPORTUNITIES FOR QUALIFIED SENIOR CITIZENS AND ENCOURAGING PRIVATE COMPANIES, ESTABLISHMENTS, AND COOPERATIVES WITHIN THE MUNICIPALITY TO HIRE SENIOR CITIZENS WHO ARE STILL CAPABLE OF WORKING, PROVIDING MECHANISMS FOR IMPLEMENTATION, AND FOR OTHER PURPOSES." of the Sangguniang Bayan of Matag-ob, Leyte for review and approval by the Sangguniang Panlalawigan:

Very truly yours,

ANA MARIA SANORIA-ECIJA
Secretary to the Sanggunian

"The Town of United and Happy People"

Second Floor, Legislative Building, Municipal Government Complex, Diversion Road,
Barangay San Guillermo, Matag-ob, Leyte 6532 The Philippines

www.matag-ob.gov.ph • osb@matag-ob.gov.ph • +63 908-723-5340

Municipality of Matag-ob, Leyte
OFFICE OF THE SANGGUNIANG BAYAN
CERTIFIED TRUE COPY

ANA MARIA S. ECIJA
SB SECRETARY

DATE: 12/2/2025



SANGGUNIANG BAYAN

EXCERPTS FROM THE MINUTES OF THE 20th REGULAR SESSION OF THE 12th SANGGUNIANG BAYAN OF MATAG-OB, LEYTE HELD AT THE LEGISLATIVE SESSION HALL ON NOVEMBER 10, 2025.

MUNICIPAL ORDINANCE NO. 227
 Series 2025

AN ORDINANCE ENCOURAGING THE LOCAL GOVERNMENT UNIT OF MATAG-OB, LEYTE TO ALLOCATE EMPLOYMENT OPPORTUNITIES FOR QUALIFIED SENIOR CITIZENS AND ENCOURAGING PRIVATE COMPANIES, ESTABLISHMENTS, AND COOPERATIVES WITHIN THE MUNICIPALITY TO HIRE SENIOR CITIZENS WHO ARE STILL CAPABLE OF WORKING, PROVIDING MECHANISMS FOR IMPLEMENTATION, AND FOR OTHER PURPOSES.

Author : Hon. Evangeline C. Carno
 Co-authors : Hon. Joel G. Tacoy
 : Hon. Artemio T. Almoroto
 Hon. Ana Love D. Borden
 Hon. Luz M. Boldero

WHEREAS, Article II, Section 9 of the 1987 Philippine Constitution states that the State shall promote a just and dynamic social order that will ensure prosperity and independence of the nation and free the people from poverty through policies providing adequate social services and an improved quality of life for all;

WHEREAS, Article XV, Section 4 of the Constitution likewise mandates the family to take care of its elderly members while the State may design programs of social security for them;

WHEREAS, Republic Act (RA) No. 9994, otherwise known as the "Expanded Senior Citizens Act of 2010," institutionalizes social protection measures for the elderly and recognizes their right to continue participating in nation-building;

WHEREAS, RA No. 11350 or the "National Commission of Senior Citizens Act" provides for the formulation and implementation of policies and programs to promote the rights and



LOVE
MATAG-OB

ANA MARIA S. ECILIA
 SB SECRETARY

DATE: 12/2/2025

I HEREBY CERTIFY that this is a true and accurate copy of the resolution duly adopted by the Sangguniang Bayan of Matag-ob, Leyte on November 10, 2025.

Mia S. Encienzo
MIA S. ENCIENZO
 Temporary Secretary

ATTESTED:

Artemio T. Almoroto
HON. ARTEMIO T. ALMOROTO
 Senior SB Member

Joel N. Denoy
HON. JOEL N. DENOY
 SB Member

Evangeline C. Carno
HON. EVANGELINE C. CARNO
 SB Member

Ricardo L. Giva
HON. RICARDO L. GIVA
 SB Member

Rodolfo N. Sunir
HON. RODOFEO N. SUNIR
 SB Member

Luz M. Boldero
HON. LUZ M. BOLDERO
 SB Member

Jose B. Yap
HON. JOSE B. YAP
 SB Member

Eduardo L. Toledo
HON. EDUARDO L. TOLEDO
 SB Member

Ana Love D. Borden
HON. ANA LOVE D. BORDEN
 Ex-Officio Member, SK Fed. Pres.

Joel G. Tacoy
HON. JOEL G. TACOY
 Ex-Officio Member, LNB
 President

Romeo N. Albarida
HON. ROMEO N. ALBARIDA
 Municipal Vice-Mayor
 Presiding Officer



SANGGUNIANG BAYAN

I HEREBY CERTIFY that this is a true and accurate copy of the resolution duly adopted by the Sangguniang Bayan of Matag-ob, Leyte on November 10, 2025.

M. Encienzo
MIA S. ENCIENZO
 Temporary Secretary

ATTESTED: *[Signature]*
HON. ARTEMIO T. ALMOROTO
 Senior SB Member

[Signature]
HON. JOEL N. DENOY
 SB Member

[Signature]
HON. EVANGELINE C. CARNO
 SB Member

[Signature]
HON. RICARDO L. GIVA
 SB Member

[Signature]
HON. RODOLFO N. SUNIR
 SB Member

[Signature]
HON. LUZ M. BOLDERO
 SB Member

[Signature]
HON. JOSE B. YAP
 SB Member

[Signature]
HON. EDUARDO I. TOLEDO
 SB Member

[Signature]
HON. ANA LOVE D. BORDEN
 Ex-Officio Member, SK Fed. Pres.

[Signature]
HON. JOEL G. TACOY
 Ex-Officio Member, LNB
 President

[Signature]
HON. ROMEO N. ALBARIDA
 Municipal Vice-Mayor
 Presiding Officer

welfare of senior citizens, including livelihood and employment support;

WHEREAS, many senior citizens in Matag-ob remain healthy, skilled, and capable of rendering service in government and private institutions, and they should be provided with avenues to remain active, productive, and self-reliant;

WHEREAS, the Municipality of Matag-ob, Leyte recognizes the need to adopt local measures that will encourage the continued employment of senior citizens who are still capable of working, in order to enhance their dignity and economic independence while fostering intergenerational solidarity;

NOW THEREFORE, on motion of the Honorable Evangeline C. Carno, with the unanimous accord of all other members present, Be it ordained by the Sangguniang Bayan of Matag-ob, Leyte, in session duly assembled, that:

SECTION 1. Title

This Ordinance shall be known as the **“Senior Citizens Employment and Participation Ordinance of Matag-ob, Leyte.”**

SECTION 2. Declaration of Policy

It is hereby declared the policy of the Municipality of Matag-ob, Leyte to:

- Promote the principle of **active aging** by enabling senior citizens to continue contributing productively to society;
- Ensure that **equal employment opportunities** are extended to qualified senior citizens in both government and private establishments;
- Establish mechanisms for **local hiring, referral, and matching systems** to link senior citizens with available jobs;
- Provide recognition and incentives to private establishments that employ senior citizens.

SECTION 3. Definition of Terms

For purposes of this Ordinance, the following terms are defined:

- Senior Citizen / Elderly** – refers to any resident of Matag-ob, Leyte, who is sixty (60) years old and above, as defined in RA 9994.



SANGGUNIANG BAYAN

I HEREBY CERTIFY that this is a true and accurate copy of the resolution duly adopted by the Sangguniang Bayan of Matag-ob, Leyte on November 10, 2025.

Mia S. Encienzo
MIA S. ENCIENZO
 Temporary Secretary

ATTESTED:
Artemio T. Almoroto
HON. ARTEMIO T. ALMOROTO
 Senior SB Member

Joel N. Denoy
HON. JOEL N. DENOY
 SB Member

Evangelina C. Carno
HON. EVANGELINE C. CARNO
 SB Member

Ricardo L. Giva
HON. RICARDO L. GIVA
 SB Member

Rodolfo N. Suñir
HON. RODOLFO N. SUÑIR
 SB Member

Luz M. Boldero
HON. LUZ M. BOLDERO
 SB Member

Jose B. Yap
HON. JOSE B. YAP
 SB Member

Eduardo I. Toledo
HON. EDUARDO I. TOLEDO
 SB Member

Ana Love D. Borden
HON. ANA LOVE D. BORDEN
 Ex-Officio Member, SK Fed. Pres.

Joel G. Tacoy
HON. JOEL G. TACOY
 Ex-Officio Member, LNB
 President

Romeo N. Albarida
HON. ROMEO N. ALBARIDA
 Municipal Vice-Mayor
 Presiding Officer

2. **Capable Senior Citizen** – a senior citizen who is physically and mentally fit to engage in work or livelihood activities consistent with their physical capacity, skills and experience as certified by the Municipal Health Office (MHO) and endorsed by the Office for Senior Citizens Affairs (OSCA).
3. **Employment** – refers to engagement for wage or salary, whether on a part-time, full-time, project-based, job order, or consultancy basis, either in the LGU or in private establishments.
4. **Local Government Employment** – refers to hiring of senior citizens in municipal offices and barangay-based programs, consistent with Civil Service Commission (CSC) and Department of Budget and Management (DBM) rules.
5. **Private Establishments** – includes companies, stores, institutions, cooperatives, and all business enterprises operating within the territorial jurisdiction of Matag-ob.
6. **Skills Registry** – a database maintained by OSCA and PESO containing profiles, work experiences, and skills of senior citizens seeking employment.
7. **Recognition Program** – the LGU's mechanism for acknowledging private companies and cooperatives that employ senior citizens through annual awards and commendations.

SECTION 4. Coverage

This Ordinance shall apply to:

- a. All senior citizens of Matag-ob who are registered with OSCA;
- b. All departments and projects of the LGU;
- c. All business establishments, companies, and cooperatives operating in the municipality.

SECTION 5. Employment in the Local Government Unit

- a. The Municipal Government shall allocate **allocate employment opportunities for qualified senior citizens in various offices, programs, and projects where their knowledge and experience may be utilized**.
- b. Priority areas of engagement may include but are not limited to: clerical and administrative support, barangay help desk services, mentoring, community mobilization, cultural promotion, environmental activities, and tour guiding.
- c. Hiring shall be subject to the rules and regulations of the CSC and DBM, and shall likewise require certification of physical fitness by the Municipal Health Officer to ensure that the work to be assigned is consistent with the senior citizen's physical capacity and skills. Applicants must also pass the screening process conducted by the HRMO and/or the Personnel Selection Board.





SANGGUNIANG BAYAN

I HEREBY CERTIFY that this is a true and accurate copy of the resolution duly adopted by the Sangguniang Bayan of Matag-ob, Leyte on November 10, 2025.

Mia S. Encienzo
 MIA S. ENCIENZO
 Temporary Secretary

ATTESTED:

Artemio T. Almoroto
 HON. ARTEMIO T. ALMOROTO
 Senior SB Member

Joel N. Denoy
 HON. JOEL N. DENOY
 SB Member

Evangelina C. Zarno
 HON. EVANGELINE C. ZARNO
 SB Member

Ricardo L. Giva
 HON. RICARDO L. GIVA
 SB Member

Robolfo N. Suñir
 HON. ROBOLOFO N. SUÑIR
 SB Member

Luz M. Boldero
 HON. LUZ M. BOLDERO
 SB Member

Jose B. Yap
 HON. JOSE B. YAP
 SB Member

Eduardo I. Toledo
 HON. EDUARDO I. TOLEDO
 SB Member

Ana Love D. Borden
 HON. ANA LOVE D. BORDEN
 Ex-Officio Member, SK Fed. Pres.

Joel G. Tacoy
 HON. JOEL G. TACOY
 Ex-Officio Member, LNB
 President

Romeo N. Albarida
 HON. ROMEO N. ALBARIDA
 Municipal Vice-Mayor
 Presiding Officer

SECTION 6. Private Sector Participation and Incentives

- a. Private establishments, cooperatives, and organizations operating within the Municipality are strongly encouraged to hire or engage qualified senior citizens in appropriate work arrangements, in accordance with applicable labor laws and standards.
- b. The LGU shall grant local incentives to private establishments employing senior citizens:
 - Participating establishments shall be given priority access to LGU programs such as livelihood assistance, trade fairs, business promotion events, and local procurement opportunities where applicable
 - Employers hiring senior citizens shall be recognized annually through the "Matag-ob Senior-Friendly Employer Awards."
- c. To qualify for incentives, a private establishment must:
 - Be duly registered with the LGU and have no outstanding local tax obligations;
 - Employ at least one (1) senior citizen on a part-time, contractual, or regular basis for a minimum of six (6) months.

SECTION 7. Skills Registry and Referral System

- a. The OSCA, in coordination with PESO and MSWDO, shall maintain a **Skills Registry of Senior Citizens** seeking employment.
- b. The Registry shall serve as the official reference for matching senior citizens with employment opportunities.
- c. Barangay Senior Citizens Desks shall assist in data gathering and referral.

SECTION 8. Monitoring and Evaluation

- a. The OSCA and PESO shall jointly monitor the implementation of this Ordinance and submit **annual reports** to the Office of the Mayor and the Sangguniang Bayan.
- b. The Municipal Mayor may create a **Senior Citizens Employment and Participation Committee (SCEPC)** which shall include representatives from OSCA, PESO, MSWDO, and business groups to oversee its implementation.



SANGGUNIANG BAYAN

I HEREBY CERTIFY that this is a true and accurate copy of the resolution duly adopted by the Sangguniang Bayan of Matag-ob, Leyte on November 10, 2025.

M. Encienzo
MIA S. ENCIENZO
 Temporary Secretary

ATTESTED:
[Signature]
HON. ARTEMIO T. ALMOROTO
 Senior SB Member

[Signature]
HON. JOEL N. DENOY
 SB Member

[Signature]
HON. EVANGELINE C. CARNO
 SB Member

[Signature]
HON. RICARDO L. GIVA
 SB Member

[Signature]
HON. RODOLFO N. SUÑIR
 SB Member

[Signature]
HON. LUZ M. BOLDERO
 SB Member

[Signature]
HON. JOSE B. YAP
 SB Member

[Signature]
HON. EDUARDO I. TOLEDO
 SB Member

[Signature]
HON. ANA LOVE D. BORDEN
 Ex-Officio Member, SK Fed. Pres.

[Signature]
HON. JOEL G. TACOY
 Ex-Officio Member, LNB
 President

[Signature]
HON. ROMEO N. ALBARIDA
 Municipal Vice-Mayor
 Presiding Officer

SECTION 9. Appropriations

Funds necessary for the implementation of this Ordinance shall be charged to the Office of the Mayor or any available funds, subject to usual accounting and auditing rules.

SECTION 10. Implementing Rules and Regulations (IRR)

Within sixty (60) days from effectivity, the Municipal Mayor, upon recommendation of OSCA and PESO, shall promulgate the necessary IRR for the full implementation of this Ordinance.

SECTION 11. AMENDMENTS CLAUSE.

This ordinance may be amended or modified as necessary through the appropriate legislative process.

SECTION 12. Separability Clause

If any provision of this Ordinance is declared invalid or unconstitutional, the remaining provisions shall not be affected and shall remain in full force and effect.

SECTION 13. Repealing Clause

All municipal ordinances, executive orders, and issuances inconsistent with this Ordinance are hereby repealed or modified accordingly.

SECTION 14. Effectivity

This Ordinance shall take effect **fifteen (15) days** after its posting in at least three (3) conspicuous places in the Municipality of Matag-ob, Leyte and/or publication in a local newspaper of general circulation.

ENACTED this 10th. day of November 2025 in the Municipality of Matag-ob, Leyte.

Carried Unanimously.

I HEREBY CERTIFY that this is a true and accurate copy of the ordinance duly enacted by the Sangguniang Bayan of Matag-ob, Leyte on November 10, 2025.

M. Encienzo
MIA S. ENCIENZO
 Temporary Secretary



SANGGUNIANG BAYAN

I HEREBY CERTIFY that this is a true and accurate copy of the resolution duly adopted by the Sangguniang Bayan of Matag-ob, Leyte on November 10, 2025.

Mia S. Encienzo
MIA S. ENCIENZO
 Temporary Secretary

ATTESTED:

Artemio T. Almoroto
HON. ARTEMIO T. ALMOROTO
 Senior SB Member

Joel M. Denoy
HON. JOEL M. DENOY
 SB Member

Evangelina C. Carno
HON. EVANGELINE C. CARNO
 SB Member

Ricardo L. Giva
HON. RICARDO L. GIVA
 SB Member

Rodolfo N. Sunir
HON. RODOLFO N. SUNIR
 SB Member

Luz M. Boldero
HON. LUZ M. BOLDERO
 SB Member

Jose B. Yap
HON. JOSE B. YAP
 SB Member

Eduardo I. Toledo
HON. EDUARDO I. TOLEDO
 SB Member

Ana Love D. Borden
HON. ANA LOVE D. BORDEN
 Ex-Officio Member, SK Fed. Pres.

Joel G. Tacoy
HON. JOEL G. TACOY
 Ex-Officio Member, LNB
 President

**ATTESTED AND CERTIFIED
 TO BE DULY ADOPTED:**

Romeo N. Albarida
HONORABLE ROMEO N. ALBARIDA
 Municipal Vice-Mayor
 Presiding Officer

CONFORME:

Bernardino G. Tacoy
HONORABLE BERNARDINO G. TACOY
 Municipal Mayor



SANGGUNIANG BAYAN

CERTIFICATION OF POSTING

THIS IS TO CERTIFY that copies of **Municipal Ordinance No. 227** series 2025, entitled "AN ORDINANCE ENCOURAGING THE LOCAL GOVERNMENT UNIT OF MATAG-OB, LEYTE TO ALLOCATE EMPLOYMENT OPPORTUNITIES FOR QUALIFIED SENIOR CITIZENS AND ENCOURAGING PRIVATE COMPANIES, ESTABLISHMENTS, AND COOPERATIVES WITHIN THE MUNICIPALITY TO HIRE SENIOR CITIZENS WHO ARE STILL CAPABLE OF WORKING, PROVIDING MECHANISMS FOR IMPLEMENTATION, AND FOR OTHER PURPOSES." of the Sangguniang Bayan of Matag-ob, Leyte are posted in Three (3) conspicuous places within the municipality of Matag-ob, Leyte for three consecutive weeks from November 10, 2025.

This certification is issued in compliance with Section 59 of R.A. 7160, otherwise known as the Local Government Code of 1991.

Issued this 2nd Day of December, 2025.

Very truly yours,

ANA MARIA SANORIA-ECIJA
Secretary to the Sanggunian

"The Town of United and Happy People"

Second Floor, Legislative Building, Municipal Government Complex, Diversion Road,
Barangay San Guillermo, Matag-ob, Leyte 6532 The Philippines

www.matag-ob.gov.ph • osb@matag-ob.gov.ph • +63 908-723-5340

Municipality of Matag-ob, Leyte
OFFICE OF THE SANGGUNIANG BAYAN
CERTIFIED TRUE COPY

ANA MARIA S. ECIJA
SB SECRETARY

DATE: 12/2/25