Republic of the Philippines
QUEZON CITY COUNCIL
Quezon City
23rd City Council

PO23CC-193

46th Regular Session

ORDINANCE NO. SP- 3479 *, S-2026*

AN ORDINANCE ESTABLISHING THE ANNUAL COMMEMORATION OF WORKERS' MONTH EVERY MAY IN QUEZON CITY, IN RECOGNITION OF THE DIGNITY OF LABOR AND FOR THE CONTINUED PROMOTION AND PROTECTION OF THE RIGHTS, WELFARE, AND GENERAL WELL-BEING OF WORKERS

Introduced by Councilor CANDY A. MEDINA

Co-Introduced by Councilors Tany Joe "TJ" L. Calalay, Dorothy A. Delarmente, M.D., Joseph P. Juico, Charm Ferrer, CPA, MPA, JD, Nicole "Nikki" V. Crisologo, Mikey F. Belmonte, Atty. Voltaire Godofredo "Bong" Liban III, Aly Medalla, Dave C. Valmocina, Albert Alvin "Chuckie" L. Antonio III, Wencerom Benedict C. Lagumbay, Atty. Vicente Belmonte Jr., Edgar "Egay" G. Yap, Nanette Castelo Daza, Imee Rillo, Atty. Jesus Miguel Suntay, Raquel S. Malañgen, Joseph Joe Visaya, Aiko Melendez, Alfred Vargas, MPA, Karl Edgar Castelo, Shaira "Shay" L. Liban, Ram V. Medalla, Maria Eleanor "Doc Ellie" R. Juan, O.D., Emmanuel Banjo A. Pilar, Kristine Alexia Matias, RN, Victor "Vic" D. Bernardo, Vito Sotto Generoso, Erwin Rey "Cocoy" A. Medina, Jose Maria "Mari" M. Rodriguez, and Jhon Angelli "Sami" C. Neri

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WHEREAS, Section 18, Article II of the 1987 Constitution of the Republic of the Philippines declares that the State affirms labor as a primary social and economic force and mandates the protection of the rights of workers and the promotion of their welfare;

WHEREAS, Section 3, Article XIII of the same Constitution provides that the State shall afford full protection to labor, local and overseas, organized and unorganized, and shall promote full employment and equality of employment opportunities for all, thereby underscoring the central role of workers in nation-building and inclusive development;

WHEREAS, the Labor Code of the Philippines (Presidential Decree No. 442, as amended) guarantees fundamental rights of workers, including, but not limited to, self-organization, collective bargaining, security of tenure, and humane conditions of work, and affirms the State's duty to regulate labor relations in accordance with the principles of social justice;

WHEREAS, Republic Act No. 7160, otherwise known as the Local Government Code of 1991, empowers local government units to promote the general welfare, including the enhancement of economic prosperity and social justice, and to implement measures supportive of labor, employment, and livelihood within their respective jurisdictions;

WHEREAS, Quezon City, as the most populous city in the Philippines, has a substantial working-age population of 2.32 million, with 1.461 million individuals currently in the labor force (2025 PSA Labor Force Survey) whose productivity, enterprise, and labor significantly contribute to the City's economic vitality, competitiveness, and resilience;

WHEREAS, the Quezon City Government, through its Public Employment Service Office (QC-PESO), has consistently integrated the promotion of labor dignity and worker welfare into the core of its local governance, establishing a comprehensive framework for employment facilitation, skills development, and social protection;

WHEREAS, the City's proactive approach to labor dignity is evidenced by QC-PESO's robust employment machinery, which goes beyond mere job placement to ensure that residents have access to decent, gainful, and inclusive work through localized job fairs, specialized recruitment, and strategic employer partnerships;

WHEREAS, this commitment to dignity and social inclusion extends to the City's most vulnerable and informal sectors, including waste workers, persons in street dwelling situations and the likes, domestic workers and overseas migrant workers, by providing technical and vocational training, capacity-building programs, learning sessions, and access to social protection, thereby creating pathways toward formal employment, economic resilience, and social inclusion;

WHEREAS, these sustained efforts and collaborative partnerships with national agencies and civil society have laid a solid foundation for worker-centered governance, proving that the City is not only a participant in labor promotion but a leader in upholding the welfare of the working class;

WHEREAS, May 1 of every year is celebrated nationwide as Labor Day, a legally-recognized holiday under Philippine law, which commemorates the historic struggles and achievements of workers and serves as a reminder of the continuing need to uphold labor rights and dignity;

WHEREAS, the Quezon City Government recognizes that its progress and development are made possible by the collective efforts, skills, and dedication of its labor force from both formal and informal sectors;

WHEREAS, in accordance with the City's continuing commitment in observing worker's welfare, the declaration of the entire month of May as Workers' Month is a logical and meaningful extension of the national observance of Labor Day, thereby aimed in providing a sustained and institutionalized platform for education, advocacy, and delivery of programs that advance workers' rights, welfare, and empowerment;

WHEREAS, the working class remains a vital pillar in sustaining local industries, supporting household incomes, and fostering resilient communities, thereby necessitating continuous efforts to safeguard their rights, enhance their welfare, and uphold their dignity consistent with the principles of social justice and inclusive development;

WHEREAS, there is a compelling need to strengthen public awareness of labor rights and responsibilities, promote access to employment and livelihood opportunities, and ensure the delivery of responsive programs and services for workers, including those in the informal sector, marginalized groups, and overseas Filipino workers and their families;

WHEREAS, institutionalizing the observance of Workers' Month in Quezon City will not only serve as a fitting tribute to the invaluable contributions of workers but will also reinforce the Quezon City Government's commitment to labor empowerment, social protection, employment facilitation, and the decent work promotion for all.

NOW, THEREFORE,

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

SECTION 1. TITLE. – This Ordinance shall be known and cited as the "Quezon City Workers' Month Ordinance."

SECTION 2. DECLARATION OF POLICY. – It is hereby declared the policy of the Quezon City Government to uphold the constitutional mandate of protecting labor, promoting full employment, and ensuring just and humane conditions of work. Towards this end, the City recognizes the indispensable role of workers in economic development and commits to advancing their welfare, protecting their rights, and fostering opportunities for gainful and decent employment.

SECTION 3. DECLARATION OF WORKERS' MONTH. – The month of May of every year is hereby declared as "Workers' Month" in Quezon City, in recognition of the invaluable contributions of workers to society and in consonance with the observance of Labor Day every May 1.

SECTION 4. OBJECTIVES. – The observance of Workers' Month shall have the following objectives:

a. Honor and recognize the contributions of workers across all sectors, including formal, informal, and overseas workers;

b. Promote awareness of labor rights, standards, and responsibilities under existing laws and international commitments;

c. Facilitate access to employment opportunities, livelihood programs, and skills development initiatives;

d. Strengthen social protection mechanisms and support services for workers and their families;

e. Encourage tripartite collaboration among government, civil society organizations, employers, and labor groups in advancing decent work and inclusive growth.

SECTION 5. LEAD IMPLEMENTING OFFICE. – The Quezon City Public Employment Service Office (QC-PESO) shall serve as the lead implementing office for the observance of Workers' Month. It shall coordinate with relevant City departments, national government agencies, labor organizations, employers' groups, civil society organizations, and other stakeholders for the effective implementation of this Ordinance.

SECTION 6. PROGRAMS AND ACTIVITIES. – In celebration of Workers' Month, the Quezon City Government shall organize and implement programs and activities which may include, but are not limited to:

a. Job fairs, career expos, and employment facilitation services;

b. Skills training, upskilling, and livelihood workshops;

c. Labor education seminars on workers' rights, occupational safety and health, and social protection laws;

d. Recognition programs and awards for exemplary workers, civil society organizations, and responsible employers;

e. Provision of support services such as legal assistance, counseling, and reintegration programs for distressed, displaced, and returning workers; and

f. Special initiatives for vulnerable sectors, including women workers, youth, persons with disabilities, persons living with HIV, senior citizens, and workers in the informal economy.

SECTION 7. IMPLEMENTATION OF PROGRAMS AND ACTIVITIES. – The QC-PESO, as the lead implementing office, shall, without need of further issuance, prepare, adopt, and execute an annual comprehensive plan for the observance of Workers' Month, in coordination with concerned City departments, national government agencies, private sector partners, civil society organizations, and other relevant stakeholders.

For this purpose, the QC-PESO shall ensure the implementation of the following components:

a. Program Planning and Scheduling – Identify, calendarize, and finalize the specific dates, venues, and modalities for all Workers' Month activities, including but not limited to job fairs, career expos, employment facilitation services, skills trainings, seminars, and workers' recognition programs;

b. Inter-Agency and Multi-Sectoral Coordination – Establish and maintain effective coordination and partnerships with national government agencies, the private sector, labor groups, civil society organizations, and academic institutions to ensure broad participation, convergence of services, and maximization of resources;

c. Resource Utilization and Logistical Support – Ensure the efficient and judicious utilization of appropriated funds and available resources for the implementation of activities, including provision of necessary logistical support, materials, facilities, and personnel, subject to applicable budgeting, accounting, and auditing rules and regulations;

d. *Information Dissemination and Public Awareness – Cause the timely and widespread dissemination of program information, schedules, and relevant announcements through official City communication platforms and other appropriate media to maximize public awareness and participation;*

e. *Monitoring, Evaluation, and Reporting – Establish and implement a results-based monitoring and evaluation system to assess the implementation and impact of Workers' Month activities, including, but not limited to, data on beneficiaries served, employment opportunities generated, and services delivered, and submit a post-implementation report to the City Mayor and the City Council within a reasonable period after the conclusion of the observance; and*

f. *Inclusive and Sector-Specific Initiatives – Ensure that programs and services are inclusive and responsive to the needs of vulnerable and marginalized sectors, including workers in the informal economy, women, youth, persons with disabilities, and overseas Filipino workers and their families, through the provision of targeted interventions and appropriate accommodations.*

All concerned City departments and offices are hereby directed to extend full cooperation and support to QC-PESO in the implementation of this Section.

SECTION 8. PARTNERSHIPS. – The Quezon City Government is hereby authorized to enter into partnerships and collaborative arrangements with national government agencies, including but not limited to the Department of Labor and Employment (DOLE), Technical Education and Skills Development Authority (TESDA), Department of Migrant Workers (DMW) and Overseas Workers Welfare Administration (OWWA), as well as private sector partners, to enhance the delivery of programs and services under this Ordinance.

SECTION 9. APPROPRIATIONS. – The amount necessary for the initial implementation of this Ordinance is One Million Pesos (Php1,000,000.00) and shall be charged against the current appropriations of the QC-PESO and other concerned departments. Thereafter, such sums as may be necessary for its continued implementation shall be included in the annual budget of the Quezon City Government.

SECTION 10. SEPARABILITY CLAUSE. – If any provision of this Ordinance is declared unconstitutional or invalid, the remaining provisions not affected thereby shall continue to be in full force and effect.

SECTION 11. REPEALING CLAUSE. – All ordinances, resolutions, executive orders, rules and regulations, or parts thereof, which are inconsistent with any provision of this Ordinance are hereby repealed or modified accordingly.

SECTION 12. EFFECTIVITY CLAUSE. – This Ordinance shall take effect fifteen (15) days after its full publication in a newspaper of general circulation and posting in at least two (2) conspicuous places in Quezon City.

ENACTED: May 11, 2026.

CERTIFICATION

This is to certify that this Ordinance was ENACTED by the City Council on Second Reading on May 11, 2026 and was PASSED on Third/Final Reading on May 20, 2026.

BERNARD R. HERRERA
President Pro-Tempore
Acting Presiding Officer

APPROVED: JUN 08 2026

MA. JOSEFINA G. BELMONTE
City Mayor

ATTESTED:

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