



Republic of the Philippines  
**QUEZON CITY COUNCIL**  
Quezon City  
22<sup>nd</sup> City Council

PR22CC-374

28<sup>th</sup> Regular Session

RESOLUTION NO. SP- 9228, S-2023

A RESOLUTION RECOGNIZING THE CARAVAN FOOD GROUP, INCORPORATED (CFG) FOR THEIR EFFORTS IN PROMOTING EMPLOYMENT OPPORTUNITIES AND FOSTERING MORE INCLUSIVE AND ACCESSIBLE WORK ENVIRONMENTS FOR PERSONS WITH DISABILITIES (PWDs).

*Introduced by Councilor EDGAR "Egay" G. YAP.*

*Co-Introduced by Councilors Bernard R. Herrera, Tany Joe "TJ" L. Calalay, Dorothy A. Delarmente, M.D., Joseph P. Juico, Nikki V. Crisologo, 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, 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 Julian Marcus D. Trono.*

*WHEREAS, the United Nations affirms the principle of universal respect for, and observance of, human rights and the fundamental freedoms for all without discrimination;*

*WHEREAS, Republic Act No. 7277, otherwise known as the Magna Carta for Disabled Persons of 1992, provides for the rehabilitation, self-development, and self-reliance of disabled persons and their integration into the mainstream society;*

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*[Signature]*

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WHEREAS, Republic Act No. 10524, otherwise known as "An Act Expanding the Positions Reserved for Persons with Disability", amending for the purpose Republic Act No. 7277, which aims to provide equal work opportunities to Persons with Disabilities (PWDs), while at the same time incentivizing the private sector for its participation, provides that at least one percent (1%) of all positions in all government agencies, offices, or corporations be reserved for PWDs. For this purpose, private corporations with more than 100 employees are encouraged to reserve at least 1% of all positions for PWDs;

WHEREAS, Quezon City Ordinance No. SP-2557, Series of 2016 mandates the Quezon City Government to set aside at least 1% of its general fund and appropriate the same amount for worthy programs, projects, and activities for PWDs beginning the year 2017;

WHEREAS, Quezon City Resolution No. 7380, Series of 2018, encourages the Quezon City Government to implement the provisions of Republic Act No. 10524, requiring at least 1% of all regular and non-regular positions in all government agencies, offices, or corporations to be filled-in with PWD-workers;

WHEREAS, it is a declared policy of Quezon City to recognize the right of PWDs to work in an equal basis with others, to participate fully into the mainstream society, and to provide PWDs equal opportunity for employment and equal remuneration for work of equal value. Toward this end, the Quezon City Government shall facilitate access of PWDs to labor market information, capacity building programs, and wage employment;

WHEREAS, Caravan Food Group Incorporated (CFG), the firm behind "Elait!" and "Overdoughs", is led by CEO Francis Reyes who employs PWDs, particularly from the deaf and special needs community. They also hire persons with autism and/or with Down Syndrome for part-time branch assignment;

WHEREAS, employment is often critical to the well-being and independence of PWDs. Due to their needs, disabled workers commonly face obstacles to finding and maintaining a job in traditional work settings. CFG, however, maintains its commitment to diversity and inclusivity by giving its deaf-partners secure employment and training opportunities, all while serving its loyal consumers with delicious, high-quality food;

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WHEREAS, through the "The Good Cookie Project" under Overdoughs, the company is able to make a contribution toward the education of students attending the College of St. Benilde's School of Deaf Education and Applied Studies (SDEAS) as a direct result of the sales of the cookies that they make;

WHEREAS, a public seminar, through the "The Good Sign" under Overdoughs, is being held twice a month to raise deaf awareness, to teach basic sign language, and to create a better understanding of the deaf culture, working towards breaking the social stigma and bridging the gap between the deaf and hearing community;

WHEREAS, our laws provide two (2) financial incentives to companies that employ PWDs, such as: 1) additional deduction from their gross income of the amount equivalent to twenty-five percent (25%) of the total amount paid to the PWDs as salaries or wages; and 2) additional deduction from their net income an amount equivalent to fifty percent (50%) of the direct costs of the improvements or modifications for reasonable accommodation to PWDs. However, CFGI's genuine commitment in promoting inclusivity and advancing the plight of PWDs, through accessible employment opportunities, is undeniable as the company did not once avail of the foregoing incentives;

WHEREAS, CFGI has stores in Quezon City with their two (2) brands: Elait! and Overdoughs, three (3) of each are located in Eastwood Mall, Robinson's Galleria, and SM Fairview, respectively. To date, the company employs thirty-five (35) PWD-employees out of a total of sixty-one (61) employees. In short, the company's manpower is composed of 57.38% PWD-employees;

WHEREAS, CFGI has displayed faithful compliance with labor laws, social legislation, and the mandated occupational safety and health standards for employees;

WHEREAS, CFGI gives paramount concern to PWD-employees' training and development in a non-discriminatory manner. In fact, it is a standard practice of CFGI to promote from within, with team leaders receiving the same training as any other employee and eventually being considered for promotion to the role of supervisor.

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NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF QUEZON CITY IN REGULAR SESSION ASSEMBLED, to recognize, as it does hereby recognize, the Caravan Food Group, Incorporated (CFG I) for their efforts in promoting employment opportunities and fostering a more inclusive and accessible work environments for Persons with Disabilities (PWDs).

ADOPTED: March 27, 2023.

  
GIAN G. SOTTO  
City Vice Mayor  
Presiding Officer

ATTESTED:

  
ATTY. JOHN THOMAS S. ALFEROS, III  
City Government Department Head III  
(City Council Secretary)

CERTIFICATION

This is to certify that this Resolution was APPROVED by the City Council on Second Reading on March 27, 2023 and was CONFIRMED on April 3, 2023.

  
ATTY. JOHN THOMAS S. ALFEROS, III  
City Government Department Head III  
(City Council Secretary)



