



**MERIT SELECTION PLAN (MSP)  
OF THE  
CITY GOVERNMENT OF CAGAYAN DE ORO**

Pursuant to the provisions of Section 32, Chapter V, Title I Book V of the Administrative Code of 1987 (Executive Order No. 292), Civil Service Commission Memorandum Circular No. 3, s. 2001 and Civil Service Commission Memorandum Circular No. 14, s. 2018 (2017 Omnibus Rules on Appointments and other Human Resource Actions (Revised 2018) Resolution No. 1800692, as amended, this Merit Selection Plan (MSP), is hereby established for the guidance of the City Government of Cagayan de Oro.

**I. BASIC POLICIES**

1. Selection of employees for appointment in the government service shall be open to all qualified men and women according to the principle of merit and fitness.

There shall be equal employment opportunity for all gender identity types at all levels of position in the Local Government Unit (LGU), provided they meet the minimum requirements of the position to be filled.

**Equal Employment Opportunity for Women**

No less than the 1987 Philippine Constitution recognizes the significant role that women play in nation-building and ensures the fundamental equality before the law of men and women and all gender identity types. In addition, Republic Act No. 7192, also known as Women in Development and Nation Building Act, reiterates that the State recognizes the role of women in nation building and shall ensure the fundamental equality before the law of women and men and that the State shall provide women rights and opportunities equal to that of men.

Towards this end, there shall be no discrimination against women in all human resource actions, including the appointment of women to vacant positions in the government. A woman shall not be disqualified for appointment, promotion or other human resource actions on the sole ground that she is pregnant, married or solely on account of her gender.

Republic Act No. 9710, otherwise known as the Magna Carta of Women, provides that *"the State shall undertake temporary special measures to accelerate participation and ensure and maintain a 50-50 gender-balance in the recruitment, selection, and placement of employees if possible. This will ascertain that women are given the opportunity to become first level or second level employees, to become part of the workforce, thereby providing them decent work, which is one of their statutory rights under R.A. 9710.*



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### **Equal Employment Opportunity for Differently-Abled Individuals**

Republic Act No. 7277 or the Magna Carta for Disabled Persons provides that no disabled persons shall be denied access to opportunities for suitable employment. It further provides that no entity, whether public or private, shall discriminate against a qualified disabled person by reason of disability in regard to job application procedures, the hiring, promotion, or discharge of employees, employee compensation, job training, and other terms, conditions, and privileges of employment.

In line with this, the LGU shall ensure that qualified persons with disabilities shall not be discriminated against in the recruitment of human resource. Thus, a qualified differently-abled employee shall be subject to the same terms and conditions of employment and the same compensation, privileges, benefits, fringe benefits, incentives or allowances as a qualified able-bodied person.

### **Equal Employment Opportunity for Indigenous Peoples**

Republic Act 8731 or the Indigenous Peoples' Rights Act of 1997 provides that indigenous peoples shall be free from any form of discrimination, with respect to recruitment and conditions of employment such that they may enjoy equal opportunities for admission to employment. Thus, the LGU shall not discriminate as to the treatment of indigenous peoples in recruitment and/or employment. Once they are employed by the LGU, they shall enjoy all the salaries and other benefits as provided by law.

### **Equal Employment Opportunity for LGBTQIA\* (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual)**

Section 3 of Republic Act 9710 otherwise known as the Magna Carta of Women (MCW) cites that "All individuals are equal as human beings by virtue of the inherent dignity of each human person. No one, therefore, should suffer discrimination on the basis of ethnicity, gender, age, language, sexual orientation, race, color, religion, political, or other opinion, national, social, or geographical origin, disability, property, birth, or other status as established by human rights standards."

Hence, it is the policy of the LGU that there shall be no discrimination based on sexual orientation and gender identity.

2. The Merit Selection Plan shall cover positions in the first and second level and shall also include original appointments and other related human resource actions.

There shall be no discrimination in the selection of employees on account of age, sex, sexual orientation and gender identity, civil status, disability, religion, ethnicity, or political affiliation.

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Republic of the Philippines  
**CITY GOVERNMENT OF CAGAYAN DE ORO**  
**OFFICE OF THE CITY MAYOR**

**cagayan de Oro**  
 city of golden friendship

I hereby commit to implement and abide by the provisions of this Merit Selection Plan. It is understood that this MSP shall be the basis for expeditious approval of appointments.

**ROLANDO A. UY**  
 City Mayor *R.*

*02/13/2025*  
 \_\_\_\_\_  
 Date

I have evaluated the Merit Selection Plan of the City Government of Cagayan de Oro and found it in accordance with the provisions of the 2017 Omnibus Rules on Appointments and Other Human Resource Actions (2017 ORAOHRA), as amended.

APPROVED BY:

*Noemi R. Torres*  
**NOEMI R. TORRES**  
 Director IV

Civil Service Commission-Regional Office X

02 - 24 - 2025  
 Date



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