



REPUBLIC OF THE PHILIPPINES
PROVINCE OF CAGAYAN
MUNICIPALITY OF STO. NINO

OFFICE OF THE SANGGUNIANG BAYAN

EXCERPT THE MINUTES OF THE 39TH REGULAR SESSION OF THE HONORABLE SANGGUNIANG BAYAN OF THE MUNICIPALITY OF STO. NINO, PROVINCE OF CAGAYAN HELD AT THE SANGGUNIANG BAYAN SESSION HALL ON JUNE 19, 2023.

PRESENT:

Hon. Andrew Vincent R. Pagurayan,	Municipal Vice- Mayor/ Presiding Officer
Hon. Marites E. Cuntapay,	SB Member,
Hon. Andres M. Daquioag Jr.,	SB Member,
Hon. Elmer M. Tejada,	SB Member,
Hon. Ismael M. Macasaddu,	SB Member,
Hon. Eden M. Aguinaldo,	SB Member,
Hon. Romeo A. Uy,	SB Member,
Hon. Edgar T. Tulali,	SB Member,
Hon. Detilinda C. Carag,	SB Member.
Hon. Erwin R. Oli,	Ex-Officio SB Member,
Hon. Michael Angelo G. Veraque,	Ex-Officio SB Member.

ABSENT:

None.

MUNICIPAL ORDINANCE NO. 04
Series 2023

“ AN ORDINANCE ENACTING THE 2023 GENDER AND DEVELOPMENT (GAD) CODE OF THE MUNICIPALITY OF SANTO NINO, CAGAYAN.”

WHEREAS, Art. II, Sec. 14 of the 1987 Philippine Constitution provides that the State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men;

WHEREAS, Art. XIII, Sec. 14 of the 1987 Philippine Constitution further provides that the State shall protect working women by providing safe and healthy working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the Nation;

WHEREAS, A GAD Code is a comprehensive piece of local legislation or ordinance to support the LGU’s efforts in promoting, protecting and fulfilling women’s human rights towards the attainment of women’s empowerment and gender equality in the locality;

WHEREAS, the Sanggunian Bayan of Santo Nino, in coordination with the Executive Department of the Municipal Government of Santo Nino, introduced a proposed Gender and Development Code of the Municipality of Pura;

NOW THEREFORE, Be it ordained by the Sangguniang Bayan of the Municipality of Santo Nino, Cagayan in Regular Session assembled that:

CHAPTER I
GENERAL PROVISIONS

Article I

TITLE, STATEMENT OF POLICY AND DEFINITION OF TERMS

SECTION 1. Title. This Ordinance shall be known as the “MUNICIPAL GAD CODE OF STO. NIÑO, CAGAYAN.”

SECTION 2. *Statement of Policy.* It is a declared policy of the Municipality of Sto. Niño, Cagayan to:

- give due recognition to the inherent equality between men and women;
- recognize equality between men and women in development
- develop women's potentials toward the improvement of the quality of their families and communities
- pursue and implement gender-responsive development policies, design gender and development support systems and implement measures to protect and promote their rights.

SECTION 3. *GAD Legal Bases and Mandate.* The enactment of this GAD Code is in consonance with the municipality's promotion of women's economic empowerment, gender equality, gender-responsive development and fulfillment of women's human rights as embodied in the Republic Act No. 9710 otherwise known as the Magna Carta of Women to wit;

1. Protection from all forms of violence, including those committed by the State. This includes the incremental increase in the recruitment and training of women in government services that cater to women victims of gender-related offenses. It also ensures mandatory training on human rights and gender sensitivity to all government personnel involved in the protection and defense of women against gender-based violence, and mandates local government units to establish a Violence Against Women Desk in every barangay to address violence against women cases;
2. Protection and security in times of disaster, calamities and other crisis situations, especially in all phases of relief, recovery, rehabilitation and construction efforts, including protection from sexual exploitation and other sexual and gender-based violence.
3. Participation and representation, including undertaking temporary special measures and affirmative actions to accelerate and ensure women's equitable participation and representation in the third level civil service, development councils and planning bodies, as well as political parties and international bodies, including the private sector.
4. Equal treatment before the law, including the State's review and when necessary amendment or repeal of existing laws that are discriminatory to women;
5. Equal access and elimination of discrimination against women in education, scholarships and training. This includes revising educational materials and curricula to remove gender stereotypes and images, and outlawing the expulsion, non-readmission, prohibiting enrollment and other related discrimination against women students and faculty due to pregnancy outside of marriage;
6. Equal participation in sports. This includes measures to ensure that gender-based discrimination in competitive and non-competitive sports is removed so that women and girls can benefit from sports development;
7. Non-discrimination in employment in the field of military, police and other similar services. This includes according the same promotional privileges and opportunities as their men counterpart, including pay increases, additional benefits, and awards, based on competency and quality of performance. The dignity of women in the military, police and other similar services shall always be respected, they shall be accorded with the same capacity as men to act in and enter into contracts, including marriage, as well as be entitled to leave benefits for women such as maternity leave, as provided for in existing laws;
8. Non-discriminatory and non-derogatory portrayal of women in media and film to raise the consciousness of the general public in recognizing the dignity of women and the role and contribution of women in family, community, and the society through the strategic use of mass media;

9. Comprehensive health services and health information and education covering all stages of a woman's life cycle, and which addresses the major causes of women's mortality and morbidity, including access to among others, maternal care, responsible, ethical, legal, safe and effective methods of family planning, and encouraging healthy lifestyle activities to prevent diseases;
10. Leave benefits of two (2) months with full pay based on gross monthly compensation, for women employees who undergo surgery caused by gynecological disorders, provided that they have rendered continuous aggregate employment service of at least six (6) months for the last twelve (12) months;
11. Equal rights in all matters relating to marriage and family relations. The State shall ensure the same rights of women and men to: enter into and leave marriages, freely choose a spouse, decide on the number and spacing of their children, enjoy personal rights including the choice of a profession, own, acquire, and administer their property, and acquire, change, or retain their nationality. It also states that the betrothal and marriage of a child shall have no legal effect. The Magna Carta of Women also guarantees the civil, political and economic rights of women in the marginalized sectors, particularly their right to:
12. Food security and resources for food production, including equal rights in the titling of the land and issuance of stewardship contracts and patents;
13. Localized, accessible, secure and affordable housing;
14. Employment, livelihood, credit, capital and technology;
15. Skills training, scholarships, especially in research and development aimed towards women friendly farm technology;
16. Representation and participation in policy-making or decision-making bodies in the regional, national, and international levels;
17. Access to information regarding policies on women, including programs, projects and funding outlays that affect them;
18. Social protection;
19. Recognition and preservation of cultural identity and integrity provided that these cultural systems and practices are not discriminatory to women;
20. Inclusion in discussions on peace and development;
21. Services and interventions for women in especially difficult circumstances or WEDC;
22. Protection of girl-children against all forms of discrimination in education, health and nutrition, and skills development; and
23. Protection of women senior citizens.

SECTION 4. *Definition of Terms.* As used in this Code, the following shall mean:

Access – in the context of the Gender Equality and Women's Empowerment Framework, access to resources and services is an objective to gender equality, while women's mobilization to achieve equality is an element of women's empowerment;

– an opportunity for a person to make use of existing political, economic and time resources or benefits;

Advocacy – a strategy concerned with increasing people sensitivity to the implications of gender inequality and demand that problems of gender discrimination be identified and overcome in policies and programs;

Battering – refers to an act of inflicting physical harm upon the woman or her child resulting to physical and psychological or emotional distress.

Benefit Dance/Disco – refers to a dance in the locality where women are being commodified for fund raising purposes;

Children – refer to those below eighteen (18) years of age or older but are incapable of taking care of themselves as defined under Republic Act No. 7610 (“Special Protection of Children against Child Abuse, Exploitation, and Discrimination”). It includes the biological children of the victim and other children under her care.

Code – the compilation or collection of statutes;

Commodification of Women – refers to a practice which puts women in a subordinate situation which results in the treatment of women as both consumers and objects. As consumers, women are allured to buy beauty products to enhance their physical attractiveness. As objects of consumption, women are reduced to a sexual commodity for manipulation and utilization for one’s sexual desire or interest usually in exchange of money or goods so that women have no control or power to reject such utilization or manipulation.

Community-based Program – refers to the program provided in a community setting developed for purposes of intervention and diversion, as well as rehabilitation of the child in conflict with the law, for reintegration into his/her family and/or community.

Crisis Intervention Center – refers to a substitute home/residential facility for victims of VAWC and others who are in extremely difficult circumstances needing temporary shelter while their eventual return to family is facilitated.

Differently-Abled Persons – refers to those suffering from restriction or different abilities, as a result of mental, physical, or sensory impairment to perform an activity in the manner or within the range considered normal for a human being.

Discrimination against Women – refers to any distinction, exclusion or restriction made on the basis of sex and gender that has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Economic abuse – refers to acts that make or attempt to make a woman financially dependent.

Gender and Development (GAD) Plan and Budget – a detailed formulation of a program of action that is incorporated in local plans, and guided by the desired outcomes and goals embodied in GAD, related laws, policies, term plans, and relevant international commitments.

Gender – refers to roles, attitude and values assigned by culture and society to women and men. These roles, attitudes and values define the behaviors of women and men and the relationship between them. They are created and maintained by social institutions such as families, governments, communities, schools, churches and media.

Gender and Development (GAD) – refers to the development perspective and process that are participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-discrimination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices; seeks to transform society’s social, economic, and political structures and questions the validity of gender roles they ascribe to women and men; contends that women are active agents of development and not just passive recipients of development assistance; and stresses the need of women to organize themselves and participate in political processes to strengthen their legal rights.

Gender Awareness – is the understanding that there are socially determined differences between men and women based on learned behavior, which affect ability to access and control resources;

Gender Equality – refers to the principle asserting the equality of men and women and their right to enjoy equal conditions realizing their full human potentials to contribute to and benefit from results of development, and with the State recognizing that all human beings are free and equal in dignity and rights.

Gender Equity – refers to the policies, instruments, programs, services, and actions that address the disadvantaged position of women in society by providing preferential treatment and affirmative action. Such temporary special measures aimed at accelerating the *de facto* equality between men and women shall not be considered discriminatory but shall in no way entail as a consequence the maintenance of unequal or separate standards. These measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

Gender Fair – people are given favorable treatment regardless of race, class, sex and cultural status. Any practice, policy or procedure should have equal treatment to an individual or group;

Gender Mainstreaming – refers to the strategy for making women's as well as men's concerns and experiences an integral dimension of the design implementation, monitoring, and evaluation of policies and programs in all political, economic, and societal spheres so that women and men benefit equally and inequality is not perpetuated. It is the process of assessing the implications for women and men of any planned action, including legislation policies or programs in all areas and at all levels.

Gender Perspective – refers to the way of viewing issues and problems that take into consideration the different realities of women's and men's lives, and recognizing that there is an unequal relationship between the two.

Gender Responsive – refers to the characteristic of policies and programs that systematically incorporate or address gender concerns that aim to reduce inequalities between men and women and that are based on a gender analysis of the situation. This may also refer to programs in which gender equality issues are fully integrated or mainstreamed in all aspects and activities; programs that include a gender equality component to redress specific inequalities that may impact on women benefiting from program implementation; or programs designed exclusively with the objective of promoting gender equality.

Gender-Sensitive – refers to the ability to recognize gender issues and to recognize women's different perceptions and interests arising from their different social position and gender roles.

Indigenous People – refers to a group of people or homogeneous, societies identified by self-ascription and ascription by others who have continuously lived as an organized community on communally bounded and defined territory, and who have under claims of ownership since time immemorial, occupied, possessed customs, tradition, and other distinctive cultural traits, or who have, through resistance to political, social, and cultural inroads of colonization, non-indigenous religions and culture, become historically differentiated from the majority of Filipinos.

They shall likewise include people who are regarded as indigenous on account of their descent from the population which inhabited the country, at the time of conquest or colonization, or at the time of inroads of non-indigenous religions and cultures, or the establishment of present state boundaries, who retain some or all of their own social, economic, cultural, and political institutions, but who may have been displaced from their traditional domains or who may have a resettled outside their ancestral domains as defined under Section 3(h), ARTICLE II of Republic Act no. 8371, otherwise known as "The Indigenous People Rights Act of 1997" (IPRA of 1997)

Law Enforcers – refers to the members of the Philippine National Police, the barangay Tanods and anybody who is tasked or deputized by an appropriate authority in enforcing national and/or local laws;

LGBTQ – is an initialism that stands for lesbian, gay, bisexual, transgender and queer.

Mainstream – in the context of GAD, an interrelated set of dominant ideas and development directions and the organizations that make decisions about resource allocation and opportunities for development;

Migrant Desk – a desk where migrants could present their issues and concerns, and seek assistance;

Micro-enterprise – any business engaged in manufacturing, trading services, and production with an asset size ranging from one (P1.00) peso to Three Million Pesos (P3,000,000.00);

Microfinance – the provision of a broad range of financial services such as deposits, loans, payment of services, money transfers, and insurance products to the poor and low-income households and their micro enterprises;

Physical Violence – refers to acts that include bodily or physical harm.

Psychological Violence – refers to acts or omissions causing or likely to cause mental or emotional suffering of the victim such as, but not limited to, intimidation, harassment, stalking, damage to property, public ridicule or humiliation, repeated verbal abuse and marital infidelity. It includes causing or allowing the victim to witness the physical, sexual or psychological abuse of a member of the family to which the victim belongs, or to witness pornography in any form or to witness abusive injury to pets or to unlawful or unwanted deprivation of the right to custody and/or visitation of common children.

Prostitution – is the sale, purchase and exchange of women and minors for sexual exploitation, cash, profit or other economic considerations by an individual, including, but not limited to, the pimp, procurer of the services, parents, owners of establishments, such as discos, bars, sauna baths, massage clinics, hotels and restaurants and any other person who use various schemes to prostitute women and minors.

Reproductive Health – as defined in the International Conference on Population and Development and World Health Organization, and affirmed in the Beijing Conference, reproductive health is a state of complete physical, mental and social well-being and not merely the absence of disease and infirmity, in all matters relating to the reproductive system and to its functions and process.

Safe Place or Shelter – refers to any home or institution maintained or managed and accredited by the Department of Social Welfare and Development (DSWD) or by any other agency or voluntary organization accredited by the DSWD for the purposes of Republic Act 9262 or any other suitable place, the resident of which is willing temporarily to receive the victim.

Senior Citizens – refer to those sixty (60) years of age and above. This term shall be used interchangeably with elderly women, older women, or women senior citizens;

Sex – means a state of being male or female; males or females collectively; sexual intercourse.

Sexual Relations – refers to a single sexual act which may or may not result in the bearing of a common child.

Sexual Violence – refers to any sexual act or attempt to obtain a sexual act by violence or coercion, as to traffic a person or acts directed against a person's sexuality, regardless of the relationship to the victim.

Solo Parent – as defined under Section 3 of RA 8972 of 2000, it refers to an individual who falls under any of the following categories:

- A woman who gives birth as a result of rape and other crimes against chastity even without a final conviction of the offender provided that the mother keeps and raises the child;
- Parent left solo or alone with the responsibility of parenthood due to death of spouse;
- Parent left solo or alone with the responsibility of parenthood while the spouse is detained or is serving sentence for a criminal conviction for at least one (1) year;
- Parent left solo or alone with the responsibility of parenthood due to physical and/or mental incapacity of spouse as certified by a public medical practitioner;
- Parent left solo or alone with the responsibility of parenthood due to legal separation or de facto separation from spouse for at least one (1) year, as long as he/she is entrusted with the custody of the children;
- Parent left solo or alone with the responsibility of parenthood due to declaration of nullity or annulment of marriage as decreed by a court or by a church as long as he/she is entrusted with the custody of the children;
- Parent left solo or alone with the responsibility of parenthood due to abandonment by spouse for at least one (1) year;

- Unmarried mother of father who has preferred to keep and rear her/his child/children instead of having others care for them or to give them up to a welfare institution;
- Any other person who solely provides parental care and support to a child or children; and
- Any family member who assumes the responsibility of head of family as a result of the death, abandonment, disappearance or prolonged absence of the parent or solo parent.

Violence Against Women and their Children – as used in the Republic Act No. 9262, refers to any act or a series of acts committed by any person against a woman who is his wife, or against a woman with whom the person has or had a sexual or dating relationship, or with whom he has a common child, or against her child whether legitimate or illegitimate, within or without the family abode, which result in or is likely to result in or is likely to result in physical, sexual, psychological harm or suffering, or economic abuse including threats of such acts, battery, assault, coercion, harassment or arbitrary deprivation of liberty.

Women Empowerment – refers to the provision, availability, and accessibility of opportunities, services, and observance of human rights which enable women to actively participate and contribute to the political, economic, social, and cultural development of the nation as well as those which shall provide them equal access to ownership, management, and control of production, and of material and informational resources and benefits in the family, community and society.

Women in Especially Difficult Circumstances (WEDC)—refer to victims and survivors of sexual and physical abuse, illegal recruitment, prostitution, trafficking, armed conflict, women in detention, victims and survivors of rape and incest, and such other related circumstances which have functionally incapacitated them.

Workplace – a place where a person works;

Women – the female part of the human race;

Women and Children’s Desk – designated desk/unit in an organization/establishment handled by a trained personnel who attends to the needs and concerns of abused women and the children.

Work, Education or Training-Related Harassment – as defined in Republic Act No. 7877, is committed by an employer, employee, manager, supervisor, agent of the employer, teacher, instructor, professor, coach, trainer, or any other person who, having authority, influence or moral ascendancy over another in a work or training or education environment, demands, requests or otherwise requires any sexual favor from the other, regardless of whether the demand, request or requirement for submission is accepted by the object of said act.

SECTION 5. ACRONYMS

5.1 CCIC	– Cagayan Crisis Intervention Center
5.2 CSO	– Civil Society Organization
5.3 GAD	– Gender and Development
5.4 GFPS	– GAD Focal Point System
5.5 LGU	– Local Government Unit
5.6 MSWDO	– Municipal Social Welfare and Development Officer
5.7 NGA	– National Government Agencies
5.8 NGO	– Non-government Organization
5.9 OFW	– Overseas Filipino Worker
5.10 PESO	– Public Employment Service Office
5.11 PMC	– Pre marriage counseling
5.13 VAWC	– Violence against Women and Children

**ARTICLE I
GENDER-BASED VIOLENCE**

SECTION 6. *Adoption of Laws* – in the effort of the Local Government Unit of Sto. Niño to eradicate gender-based violence in the municipality, the following shall be undertaken and enforced:

6.1. *Philippine Constitutional Provisions*

Article XIII Section 13 of the 1987 Philippine Constitution: “The State shall establish a special agency for disabled persons for their rehabilitation, self-development, and self-reliance, and their integration into the mainstream of society.”

Article II Section 14 of the 1987 Philippine Constitution: “The State recognizes the role of women in nation building and shall ensure the fundamental equality before the law of women and men.”

Article XIII Section 14 of the 1987 Philippine Constitution: “The State shall protect working women by providing safe and healthful working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation.”

6.2. *National Laws*

RA 6725 of 1989: An Act Strengthening the Prohibition on Discrimination Against Women with Respect to Terms and Conditions of Employment, Amending for the Purpose Article One Hundred Thirty-five of the Labor Code, as Amended

RA 7160 of 1991: An Act Providing for a Local Government Code of 1991

RA 7192 of 1992: An Act Promoting the Integration of Women as Full and Equal Partners of Men in Development and Nation Building and for Other Purposes

RA 7877 of 1995: An Act Declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment, and for Other Purposes

RA 7882 of 1995: An Act Providing Assistance to Women Engaging in Micro and Cottage Business Enterprises, and for Other Purposes

RA 8353 of 1997: An Act Expanding the Definition of Crime of Rape, Reclassifying The Same as a Crime Against Persons, Amending for the Purpose Act No. 3815, as Amended Otherwise Known as the Revised Penal Code and for Other Purposes

RA 8371 of 1997: An Act To Recognize, Protect And Promote the Rights of Indigenous Cultural Communities/Indigenous Peoples, Creating a National Commission on Indigenous Peoples, Establishing Implementing Mechanisms, Appropriating Funds Therefor, and for Other Purposes

RA 8505 of 1998: An Act Providing Assistance and Protection for Rape Victims, Establishing For The Purpose A Rape Crisis Center in Every Province and City, Authorizing the Appropriation of Funds Therefore, and for Other Purposes

RA 8972 of 2000: An Act Providing for Benefits and Privileges to Solo Parents and their Children, Appropriating Funds Therefor, and for Other Purposes

RA 9003 of 2001: An Act Providing for an Ecological Solid Waste Management Program, Creating the Necessary Institutional Mechanisms and Incentives, Declaring Certain Acts Prohibited and Providing Penalties, Appropriating Funds Therefor, and for Other Purposes

RA 9231 of 2003: An Act Providing for the Elimination of the Worst Forms of Child Labor and Affording Stronger Protection for the Working Child, Amending for this Purpose Republic Act No. 7610, As Amended, Otherwise Known as the “Special Protection of Children Against Child Abuse, Exploitation and Discrimination Act”

RA 9262 of 2004: An Act Defining Violence Against Women and their Children, Providing for Protective Measures for Victims Prescribing Penalties Therefor, and for Other Purposes

RA 9710 of 2009: An Act Providing for the Magna Carta Of Women

RA 10121 of 2010: An Act Strengthening the Philippine Disaster Risk Reduction and Management System, Providing for the National Disaster Risk Reduction and Management Framework and Institutionalizing the National Disaster Risk Reduction and Management Plan, Appropriating Funds Therefor, and for Other Purposes

RA 10354 of 2012: An Act Providing for a National Policy on Responsible Parenthood and Reproductive Health

RA 10627 of 2013: An Act Requiring All Elementary and Secondary Schools to Adopt Policies to Prevent and Address the Acts of Bullying in their Institutions

RA 10691 of 2015: An Act Defining the Role of the Department of Labor and Employment (DOLE), the Local Government Units (LGUS), and Accredited Non-Government Organizations (NGOs) in the Establishment and Operation of the Public Employment Service Office (PESO), and the Operation of Job Placement Offices in Educational Institutions (EIs), Amending for the Purpose Sections 3, 5, 6, 7 and 9 of Republic Act No. 8759, Otherwise Known as the "Public Employment Service Office Act Of 1999"

RA 10801 of 2016: An Act Governing the Operations and Administration of the Overseas Workers Welfare Administration

RA 10906 of 2016: An Act Providing Stronger Measures Against Unlawful Practices, Businesses, and Schemes of Matching and Offering Filipinos to Foreign Nationals for Purposes of Marriage or Common Law Partnership, Repealing for the Purpose Republic Act. No. 6955, also referred to as the "Anti-Mail Order Bride Law"

RA 11037 of 2018: An Act Institutionalizing a National Feeding Program for Undernourished Children in Public Day Care, Kindergarten and Elementary Schools to Combat Hunger and Under nutrition Among Filipino Children and Appropriating Funds Therefor.

RA 11210 of 2019: An Act Increasing the Maternity Leave Period to One Hundred Five (105) Days for Female Workers with an Option to Extend for an Additional Thirty (30) Days Without Pay, and Granting an Additional Fifteen (15) Days for Solo Mothers, and for Other Purposes

RA 11310 of 2019: An Act Institutionalizing the Pantawid Pamilyang Pilipino Program (4Ps)

CSC – MC No. 12, s. 2005: Use of Non-Sexist Language in All Official Documents, Communications, and Issuances

JMC 2010-02: Guidelines in the Establishment of Violence Against Women (VAW) Desk in Every Barangay

JMC 2016-01: Amendments to the PCW-DILG-DBM-NEDA JMC NO. 2013-01: Guidelines on the Localization of Magna Carta of Women

PRESIDENTIAL EO 12 s2017: Attaining and Sustaining "Zero Unmet Need For Modern Family Planning" Through The Strict Implementation Of The Responsible Parenthood And Reproductive Health Act, Providing Funds Therefor, And For Other Purposes.

SECTION 7. *Support to Survivors of Violence* – the municipality of Sto. Niño, Cagayan shall provide comprehensive support to women survivors of violence, which consists of but not limited to the following:

- a. Immediately conduct an investigation within 24 hours;
- b. Provide psychosocial/counseling services, legal and medical services, education or livelihood assistance for the offended party;
- c. Gather evidence for the arrest of offenders;
- d. Make a report of the investigation and endorse the same to the proper prosecution office within 36 hours from the time of filing;
- e. Only persons expressly authorized are allowed inside the room where investigation or medical/physical examination is being conducted. If possible, investigation officer or the examining physician must be of same sex as the offended party;
- f. Women survivors of all forms of violence shall be registered in a community-based psychological program that shall assist women in rebuilding and empowering themselves;
- g. All investigation/court trial involving rape cases and other forms of violence against women conducted in the PNP Station and Trial Court shall recognize the survivor's social support groups as expressly allowed or requested by the offended party;
- h. A temporary shelter with appropriate support services for women in crisis shall be established under the supervision;
 - i. Establish a separate counseling room for women and girl children;
 - j. Establish mechanisms to expedite medical examination procedure for rape victims by establishing partnership with the district hospital for its medico-legal accreditation;
 - k. Established a private room equipped with needed facilities for medical examination purposes;
 - l. Ensure that cases of TIP and VAWC are handled and attended to by women police officers through the establishment and maintenance of the Women and Children Protection Desk (WCPD) at the Sto. Niño Police Station which shall have a female police officer in-charge.

SECTION 8. *Strengthening VAW-C Desk in every Barangay* – The municipality of Sto. Niño shall ensure the establishment and functionality of a Violence Against Women Desk in every barangay. It shall provide the victim-survivors with the following assistance:

- 8.a Medical Assistance
- 8.b Psychosocial/counseling services
- 8.c recovery and rehabilitation programs
- 8.d referral to concerned agencies or institutions; and
- 8.e provision of shelter

SECTION 9. *Competencies of VAWC Desk Officers* – The municipality of Sto. Niño, Cagayan shall ensure that VAWC Desk Officers at the municipal and barangay level are adequately competent and educated on handling gender-based violence through regular meetings, seminars and trainings.

SECTION 10. *Crisis Intervention Center* - A crisis intervention center shall be established and maintained to serve as temporary shelter with appropriate support services for women and children in crisis under the management and supervision of the MSWDO.

SECTION 11. *Education on Laws and Policies addressing women's issues and concerns* – The Local Government Unit of Sto. Niño in coordination with concerned national agencies, all government and private offices, agencies, NGO's and establishments, private and public schools shall conduct an orientation on RA No. 9262, RA 9208, RA 7877, RA 8353, RA 8972 RA 7610 and other laws and policies on women which may be enacted from time to time.

SECTION 12. *Other Support Services Against Gender-Based Violence* – The Local Government Unit of Sto. Niño shall have the following support services against gender based violence:

- 12.1. Conduct research on the nature and causes of gender-based violence to be spearheaded by the MSWDO which aims to collect, compile and maintain a database for proper intervention and legislation;
- 12.2. Counseling and rehabilitation Programs for perpetrators of violence; and
- 12.3. Assist in organizing men against gender-based violence.

ARTICLE II HEALTH AND NUTRITION

SECTION 13. *Upgrading of Primary and Reproductive Health Care Delivery System.* Quality health care and services that are not discriminatory on account of their gender, age, sex, creed, religion and ethnicity shall be implemented.

The Municipal Government shall adopt the reproductive health (RH) care approach at all levels of health care delivery. Such approach integrates many issues not previously considered central to population, such as sexuality, reproductive tract infection, gender power relations and domestic violence, family planning, maternal and child health, men's reproductive health, adolescence health, prevention and management of abortion and its complication, prevention and management of infertility and prevention and management of cervical and breast cancer.

The Municipality shall likewise seek to reduce maternal and infant mortality rate, promote exclusive breastfeeding up to six (6) months and continuation of breastfeeding up to two (2) years, and Newborn Screening.

SECTION 14. *Increase Women's Access Throughout The Life Cycle To Appropriate, Affordable And Quality Health Care, Information And Related Services.* The Municipality shall promote the integration of health services intended to improve available quality health services. For sexually transmitted diseases, HIV- AIDS and reproductive tract infections, the Municipality shall encourage greater use of related services such as family planning, maternal and child health, education and counseling on sexual health. The health services shall include:

- a) Maternal care to include pre and post-natal services to address pregnancy and infant health and nutrition;
- b) Promotion of breastfeeding and Expanded Newborn Screening;
- c) Responsible, ethical, legal, safe and effective method for family planning;
- d) Prevention and management of reproductive and infectious including sexually transmitted diseases, HIV and AIDS;

- e) Prevention and management of reproductive tract cancers like breast and cervical cancers and other gynecological conditions and disorders;
- f) Prevention of abortion and management of pregnancy-related complications;
- g) Prevention and management of infertility and sexual dysfunction pursuant to ethical norms and medical standards;
- h) Care of the elderly women beyond their child-bearing years; and
- i) In case of violence against women and children, the Municipality shall provide the following: psychosocial, therapeutic, medical and legal interventions and assistance towards healthy recovery and empowerment.

SECTION 15. *Nutrition.* The Municipality shall:

- a) End hunger and ensure access by all people, particularly the poor in vulnerable situations, including infants, to safe nutritious and sufficient foods.
- b) End all forms of malnutrition in the form of stunting and wasting of children under five years of age and address the nutritional needs of adolescent girls, pregnant and lactating women and elder persons.
- c) Food Security (Food Always In The Home Based).

SECTION 16. *Mental Health.* The Municipal Government shall provide for the prevention, management, treatment and intervention of mental health problems.

SECTION 17. *Comprehensive Health Information And Education.* The Municipality shall undertake gender sensitive initiatives that address health issues and concerns:

- a) Promote public awareness and prevention of HIV/AIDS and management of sexually transmitted diseases and other infectious disease.
- b) Encourage healthy lifestyle activities and promote programs, projects, and strategies in the prevention of diseases such as Hypertension and Diabetes Mellitus.
- c) Conduct intensive campaign on strategies to prevent and control the spread of certain diseases such as dengue.

SECTION 18. *Adolescent And Youth Health Development.* The family and the Municipality shall collaborate in youth sexuality education and health services without prejudice to the primary right and duty of parents to educate their children.

- a) The LGU in partnership with the Department of Education (DepEd) and private schools, together with other concerned agencies and NGOs, shall conduct massive information campaign to avoid early pregnancy (teenage pregnancy).

SECTION 19. *Access To Safe Water.* All barangays shall be provided easy access to safe drinking water by installing low cost water supply like hand-pumps, gravity fed systems, rain water collection, shallow/deep artesian tube wells and construction of infrastructures for potable water system.

SECTION 20. *Access To Sanitary Toilet Facility.* Toward this end, the Municipality shall:

- a) Implement of the Community-Led Total Sanitation (CLTS)- Zero Open Defecation (ZOD)
- b) Provide support for the provision of toilet bowls and cement for constructions.

SECTION 21. *Strengthen Preventive Programs that Promote Women's Health.* In consonance with the thrust of the Department of Health (DOH), the Municipal Government through the Municipal Health Care Delivery System in the context of reproductive health, shall strengthen preventive programs that promote women's health.

SECTION 22. *Undertake Gender Sensitive Initiatives that Address Sexually Transmitted Diseases, HIV-AIDS, Sexual and Reproductive Health Issues.* The Municipal Government shall promote public awareness and prevention of HIV-AIDS and management of STD/RTIs.

SECTION 23. *Family Planning Services; Incentives for Family Planning*

- a) Establishment which is required by law to maintain a clinic or infirmary shall provide free family planning services to their employees which shall include but not be limited to the application or use of contraceptive pills and intrauterine devices.
- b) In coordination with the private sectors engaged in the promotion of family planning, the Department of Labor shall develop and prescribe incentive schemes to encourage family planning among workers in any establishment or enterprise.

SECTION 24. *Women's Right Over their Bodies.* Women's decision to prevent and control pregnancy without necessarily resulting to abortion shall be given appropriate support and guidance by health professionals, private and public physicians.

SECTION 25. *Provision of Fund for Health Services.* An appropriate amount shall be set aside in the annual budget of the Municipal Government for men, women and children's health and nutrition services.

ARTICLE III WOMEN IN GOVERNANCE

SECTION 26. *Creation of Barangay-based Organization* – Women's organization at the barangay level shall be organized and recognized by the barangay councils and/or accredited by the Sangguniang Bayan of Sto. Niño.

SECTION 27. *Creation of Sto. Niño Council of Women* – The Federation of Women Organizations composed of various accredited women organizations shall be strengthened to take an active role in governance. The MSWDO acts as adviser to the organization/federation.

SECTION 28. *Representation of Women in Local Special Bodies* – The Local Government Unit of Sto. Niño shall ensure that women are duly represented in all local special bodies as provided for in the Local Government Code and other pertinent laws at the Municipal and Barangay level.

SECTION 29. *Criteria for Hiring in Government Positions* – The LGU of Sto. Niño shall ensure that criteria for hiring, recruitment and selection appointment to government positions are transparent, relevant and not discriminatory against sex and sexual orientations.

SECTION 30. *Support for Women Capability Development* – Mechanisms to support women's capability development shall be adopted by the Municipality of Sto. Niño, which consist of but not limited to the following:

- 30.1. Encouragement of women to run for public office at all levels;
- 30.2. Provision of opportunities for women's participation in governance;
- 30.3. Conduct training. Especially leadership training for women, to be initiated and funded by the municipal government in coordination with NGOs and other stakeholders; and
- 30.4 Adoption of RA 6949 which declares March 8 of every year as a working holiday to be known as National Women's Day.

ARTICLE IV EMPLOYMENT AND ECONOMIC OPPORTUNITIES

SECTION 31. *Equal Access to Employment, Training and Promotions.* No one shall be denied employment opportunity on account of gender, age, ethnicity, creed religion, and civil status as prescribed in the Labor Code, as amended by RA 6725. Likewise, no one shall be denied of training and promotion in employment.

SECTION 32. *Wages and Benefits.* Every employer shall comply with the minimum wage as prescribed by the Regional Tripartite Wages and Productivity Board or as may be provided by existing laws and shall grant all benefits and protection to all employees such as maternity, paternity, sick and vacation leave and retirement and others provided for by law.

SECTION 33. *Facilities for Women/Right to Decent Work.* The Municipal Government of Sto. Niño, Cagayan shall ensure the safety and health of women and men employees. In appropriate cases, the Municipal Government thru the DOLE shall, by regulations, require employers to:

- a) Provide seats proper for women and permit them to use such seats when they are free from work and during working hours, provided they can perform their duties in this position without detriment to efficiency;
- b) Establish separate toilet rooms and lavatories for men and women and provide at least a dressing room for women;
- c) Establish a nursery in a workplace for the benefit of the women employees with children therein; and

d) Determine appropriate minimum age and other standards for retirement or termination in special occupations such as those of flight attendants and the like.

SECTION 34. *Leave Benefits.*

a) **Maternity/Paternity Leave Benefits.** The employer shall grant 105 days of paid maternity leave for live childbirth, regardless of the mode of delivery, and an additional 15 days if the female worker qualifies as solo parent under R.A. No. 8972; and 60 days of paid leave in case of miscarriage or emergency termination of pregnancy, or emergency termination of pregnancy regardless of frequency.

b) **Ten (10) working days leave Benefits for the Victims of VAWC and their Family.** RA 9262 Section 43 entitles the woman employee to take a paid leave of absence up to ten (10) days in addition to other paid leaves under the Labor Code and Civil Service Rules and Regulations, extendible when the necessity arises as specified in the protection order.

c) **Special Leave Benefits for Women.** Generally, availability of the said special leave benefits shall be in accordance with the attached List of Surgical Operations for Gynecological Disorders, which reflects, among others, the estimated periods of recuperation from surgery due to specific gynecological disorder.

d) **Solo Parent Leave Benefits.** The parental leave of fifteen (15) days in addition to existing leave privileges shall be granted to any solo parent employee subject to the conditions and procedures stated in RA 11210:

SECTION 35. *Non-discrimination in employment.* It shall be unlawful for any employer to discriminate against any woman employee with respect to terms and conditions of employment solely on account of her sex.

The following are acts of discrimination:

a) Payment of a lesser compensation, including wage, salary or other forms of remuneration and fringe benefits, to a female employee as against a male employee, for work of equal value; and

b) Favoring a male employee over a female employee with respect to promotion, training opportunities, study and scholarship grants solely on account of their sexes.

SECTION 36. *Stipulation Against Marriage.* It shall be unlawful for an employer to require as a condition of employment or continuation of employment that a woman employee shall not get married, or stipulate expressly or tacitly that upon getting married a woman employee shall be deemed resigned or separated, or to actually dismiss, discharge, discriminate or otherwise prejudice a woman employee merely by reason of her marriage.

SECTION 37. *Prohibited Acts.* It shall be unlawful for any employer:

a) To deny any woman employee the benefits provided for in the Labor Code or to discharge any woman employed by him for the purpose of preventing her from enjoying any of the benefits provided under this Code.

b) To discharge such woman on account of her pregnancy or while on leave or in confinement due to her pregnancy.

c) To discharge or refuse the admission of such woman upon returning her work for fear that she may again be pregnant.

SECTION 38. *Classifications of Certain Women Workers.* Any woman who is permitted or suffered to work, with or without compensation, in any night club, cocktail lounge, massage clinic, bar or similar establishment, under the effective control or supervision of the employer for a substantial period of time as determined by the DOLE, shall be considered as an employee of such establishment for purposes of labor and social legislation.

SECTION 39. *Acts Constituting Illegal Recruitment.* In the fight against illegal recruitment, the Local Government Unit of Sto. Niño, Cagayan in partnership with the POEA, other concerned government agencies, and non-government organizations advocating the rights and welfare of overseas Filipino workers, shall take a proactive stance by being primarily responsible for the dissemination of information to their constituents on all aspects of overseas employment. To carry out this task, the following shall be undertaken by the Local Government Unit of Sto. Niño, Cagayan:

Provide a venue for the POEA, other concerned government agencies and non-government organizations to conduct Pre-Employment Orientation Seminar (PEOS) to their constituents on a regular basis;

Establish overseas Filipino worker help desk or kiosk with the objective of providing current information to their constituents on all the processes aspects of overseas employment. Such desk or kiosk shall, be

linked to the database of all concerned government agencies, particularly the POEA for its updated lists of overseas job orders and licensed recruitment agencies in good standing."

SECTION 40. *Creation of Committee on Decorum and Investigation.* A Committee on Decorum and Investigation (CODI) shall be set up in all local offices, agencies, establishments or companies to act on complaints related to violence against persons. For this purpose, a grievance procedure must be installed in every agency, office or establishments pursuant to RA 7877.

SECTION 41. *Gender-Sensitive Physical Plan.* A physical plan for buildings and structures appropriate for a gender-sensitive environment shall be adopted by all offices, agencies and establishments or companies, which shall help prevent sexual harassment, sexual abuse and other forms of maltreatment in the workplaces.

SECTION 42. *PESO/Employment Assistance Program.* The Municipal Government of Sto. Niño, Cagayan, in cooperation with the DOLE, shall endeavor to assist poor students, the unemployed and underemployed in securing gainful employment.

The Municipality shall also have and establish a Public Employment Services Office (PESO) and shall be linked to the regional and/or Provincial/Field Offices of the DOLE for coordination and technical supervision pursuant to RA 10691.

The PESO shall ensure prompt, timely, and efficient delivery of employment facilitation services. Towards this end, it shall:

- a) Provide a venue where clients could avail simultaneously of various employment services, such as Labor Market Information, referrals, training and entrepreneurial, reintegration and other services;
- b) Serve as referral and information center for the DOLE and other government agencies by making available data and information on their respective programs;
- c) Provide clients with adequate information for the DOLE and other government agencies by making available data and information on their respective programs;
- d) Provide clients with adequate information on employment and the labor market situation; and
- e) Establish linkages with other PESOs for job exchange and other employment related services. The PESO shall also provide information on other DOLE programs.

ARTICLE V ENVIRONMENT AND NATURAL RESOURCES

SECTION 43 – *People Affected by Disasters, Calamities and other Crisis Situation*

Pursuant to RA 10121, the Local Government Unit of Sto. Niño shall

- a) Uphold the people's constitutional rights to life and property by addressing the root causes of vulnerabilities to disasters, strengthening the LGU's institutional capacity for disaster risk reduction and management and building resilience of local communities to disasters including climate change impacts;
- b) Adopt a disaster risk reduction and management approach that is holistic, comprehensive, integrated, and proactive in lessening the socioeconomic and environmental impacts of disasters including climate change, and promote the involvement and participation of all sectors and all stakeholders concerned, at all levels, especially the barangay;
- c) Develop, promote and implement a comprehensive Municipal Disaster Risk Reduction and Management Plan (MDRRMP) that aims to strengthen the capacity of the Municipality, together with partner stakeholders, to build disaster resilience of communities, and to institutionalize arrangements and measures for reducing disaster risks, including projected climate risks, and enhancing disaster preparedness and response capabilities at all levels;
- d) Adopt and implement a coherent, comprehensive, integrated, efficient and responsive disaster risk reduction program incorporated in the development plan at various levels of government adhering to the principles of good governance such as transparency and accountability within the context of poverty alleviation and environmental protection;
- e) Mainstream disaster risk reduction and climate change in development processes such as policy formulation, socioeconomic development planning, budgeting, and governance, particularly in the areas of environment, agriculture, water, energy, health, education, poverty reduction, land-use and urban planning, and public infrastructure and housing, among others;

- f) Institutionalize the policies, structures, coordination mechanisms and programs with continuing budget appropriation on disaster risk reduction from national down to local levels towards building a disaster-resilient nation and communities;
- g) Mainstream disaster risk reduction into the peace process and conflict resolution approaches in order to minimize loss of lives and damage to property, and ensure that communities in conflict zones can immediately go back to their normal lives during periods of intermittent conflicts;
- h) Ensure that disaster risk reduction and climate change measures are gender responsive, sensitive to indigenous knowledge systems, and respectful of human rights;
- i) Strengthen the capacity of the Municipality for disaster risk reduction and management through decentralized powers, responsibilities, and resources at the regional and local levels;
- j) Recognize and strengthen the capacities of the Municipality and communities in mitigating and preparing for, responding to, and recovering from the impact of disasters;
- k) Engage the participation of civil society organizations (CSOs), the private sector and volunteers in the government's disaster risk reduction programs towards complementation of resources and effective delivery of services to the Citizenry;
- l) Develop and strengthen the capacities of vulnerable and marginalized groups to mitigate, prepare for, respond to, and recover from the effects of disasters;
- m) Enhance and implement a program where humanitarian aid workers, communities, health professionals, government aid agencies, donors, and the media are educated and trained on how they can actively support breastfeeding before and during a disaster and/or an emergency;
- n) Provide maximum care, assistance and services to individuals and families affected by disaster, implement emergency rehabilitation projects to lessen the impact of disaster, and facilitate resumption of normal social and economic activities; and
- o) Conduct an activity in observance to Disaster Resilience Month during the month of July of every year to promote consciousness and awareness on disaster awareness campaigns in consonance with the Presidential Executive Order No. 29 s 2017.

ARTICLE VI EDUCATION

SECTION 44. *Alternative Learning System.* The Department of Education District Office, in cooperation with LGU, through Alternative Learning System (ALS) Coordinator, shall organize classes for Out of School Youth and Indigenous Peoples (IPs) in all identified schools in the Municipality to facilitate to access to education and livelihood programs. The Municipal Government shall provide appropriate support to the ALS by adding an ALS teacher and providing additional resources to fully implement the Program. The Municipal Government shall provide appropriate support to the ALS.

SECTION 45. *Equal Access to Education.* The Municipality shall ensure that there will be no gender disparity in all levels of education. Thus, PWD students shall have a special program / privileges to gain a scholarship that are only allotted to them.

SECTION 46. *Eradication of Illiteracy Among Women.* The Municipality shall ensure the implementation of Functional Literacy Program with the goal of eradicating illiteracy and /or to solve the problem of illiteracy especially of older men and women in the rural area.

SECTION 47. *Access to Vocational or Technical Skills Training, Science and Technology, and Continuing Education.* The Municipality through PESO shall conduct training for men and women and out-of- school youth in technical skills, social skills, and entrepreneurship, research and advocacy and organize community- based training programs in depressed areas. The Municipality through PESO shall have a program that will provide allowances / additional incentives for selected out of school youth from depressed areas to be determined by MSWD in coordination with the Sangguniang Barangay.

SECTION 48. *Non-discriminatory Education and Training.* The Municipality shall ensure the elimination of sexism in curricular and instructional materials in languages used and classroom strategies of teachers. The schools and other concerned agencies within the Municipality shall integrate gender sensitive issues and concerns in the curricula and shall conduct counselling and career education programs to encourage students to pursue academic and technical course.

SECTION 49. *Adequate Resources for Education Reform.* The Municipality shall ensure increased and/or provision of adequate resources for educational programs.

SECTION 50. *Lifelong Education and Training for Women.* The Municipality shall ensure the provision for continuous programs and trainings for men and women, as well as providing seminars and team building activities for teachers on awareness and understanding of GAD concepts, policies, institutional mechanism, issues and laws.

SECTION 51. *Adult Education.* Functional and practical education programs shall be set up for adult persons in all barangays in the Municipality.

SECTION 52. *Sex and Gender Education.* Sex and Gender Education shall begin during the elementary ages in the formal education system, taking into consideration the needs and level of comprehension of children by providing each school a different set of comfort room (CR) for male and female. Understanding human sexuality and gender roles are concerns not only of adults but also of other concerned institutions such as barangays, faith-based organizations, day care and health centers that have the competence to carry out such obligation.

SECTION 53. *Education for all.* Promote inclusive education that ensures girl's and boy's and women's and men's equal access to learning process, and equitable outcomes as well as access to opportunities in all spheres in life.

Promote the protection of children against all forms of gender- based violence, abuse, discrimination, and bullying in schools.

Involve all learners, teachers, and non-teaching personnel and other stakeholder in the promotion of gender equality and non-discrimination through engagement in the curriculum, learning materials, teaching methodologies, and support services that not only aim at eliminating gender stereotypes, but also transforming gender relations towards empowerment and social change.

Ensure that public and private partners are fully oriented to adopt gender- equality standards and procedures in program implementation and management, by continuously enhancing policy implementation and sustainability of results through periodic reviews, consultations with stakeholders, documentation, and promotion of good practices.

ARTICLE VII

WOMEN EMPOWERMENT AND SUSTAINABLE LOCAL ECONOMIC DEVELOPMENT

SECTION 54. *Establishment of Sustainable Local Economic Development (SLED)-Women Economic Empowerment (WEE) Committee* .A sustainable Local Economic Development (SLED)-Women Economic Empowerment (WEE) Committee shall be created by the MGFPS to ensure the provision of resources and gender-responsive services to women engaged in enterprise development. The SLED-WEE Committee shall:

- a) Create an environment that is friendly to women as micro-entrepreneurs
 - a.1) Participate in putting up of physical or hard infrastructure (port, road, water system, sewerage, etc.);
 - a.2) Promote and market women's products; establishment of mini-trading post or pasalubong center for all products;
 - a.3) Ensure the involvement of women in discussion and project implementation, monitoring and evaluation of programs, projects and activities;
 - a.4) Provide incentive schemes (streamlined business permit processing subsidies to women micro entrepreneurs etc.)and recognition award.(for example best farmer men and women, best fisherfolks men and women, outstanding men and women entrepreneur etc.);
 - a.5) Promote the maintenance of peace and order, and promote harmonious relationship and healthy competition among entrepreneurs; and
 - a.6) Ensure the conduct of gender sensitivity training for all stakeholders.
- b) Formulate and implement a SLED-WEE Economic Plan

- b.1) Consider the opportunities, trends and advantages of the locality in local economic development planning;
- b.2) Involve women in planning, implementation, monitoring and evaluation of local development plans and programs;
- b.3) Ensure gender responsive planning, implementation, monitoring, and evaluation of LGU plans and programs;
- b.4) Implement gender capacity building;
- b.5) Enhance access and control of resources by women; and
- b.6) Generate and use sex disaggregated data.
- c) Organize or Strengthen a SLED-WEE Steering Committee or a Technical Working Group
 - d) Retain and encourage existing business to grow
 - d.1) Provide technical assistance and financial advice;
 - d.2) Promote "buy local" products of women; (display booth, show room)
 - d.3) Provide sites for women micro entrepreneurs; and
 - d.4) Pass more gender responsive legislations;
 - e) Encourage new micro enterprises
 - e.1) Provide affordable financial services;
 - e.2) Provide technical advice and mentoring;
 - e.3) Support establishment of business network;
 - e.4) Training on simple accounting and bookkeeping; and
 - e.5) Financial management plan/literacy.
 - f) Cluster women's micro enterprise
 - f.1) Support clusters of women micro-enterprises and organize them to larger markets (*Organization of Micro Enterprises Association*)
 - f.2) Encourage inter-business collaboration
 - g) Target the women micro-entrepreneurs
 - g.1) Design program addressing women's needs based on gender research;
 - g.2) Conduct enterprise, skills and gender training;
 - g.3) Raise women's educational achievement;
 - g.4) Develop and encourage micro enterprise lending programs;
 - g.5) Develop mentor program and good practices;
 - g.6) Assist on the implementation of health services programs; and
 - h) Build alliance with the private sector and other Local Government Units
 - h.1) Create and utilize partnership with business service providers, capacity development providers, finance sources and market linkages both government and private to support the growth of women microenterprises;
 - h.2) Conduct area product marketing campaigns; and
 - h.3) Where feasible, enter into joint venture arrangements with the private sector.

SECTION 55. *Entrepreneurial and Livelihood Training Assistance for Women.* The Municipal Government, in partnership with the Provincial Government and national agencies such as, but not limited to DTI, TESDA, DOST, SA, SUCs and private sectors which include NGOs, POs, shall formulate plans and policies, implement programs and projects such as skills training, marketing and financial assistance. This shall include monitoring and evaluation of the same.

SECTION 56. *Socialized Lending Scheme.* No person shall be deprived of credit on account of their gender. Lending institutions shall establish a window for women entrepreneurs that would allow them access to credit without need of spouse consent.

All banks, financial/lending institutions and cooperatives should open special windows for lending to women who have no access to collateralized loan. No woman shall be deprived of credit, and a women-friendly lending scheme shall be established, constituting the following:

- a) Reasonable bank interest rates;
- b) No post-dated check;
- c) Certificate of income generating activities from the Municipal Mayor, and
- d) No need for spouse consent.

SECTION 57. *Enhanced Capital Assistance for Women.* All local government departments and agencies engaged in socio-economic programs shall enhance their capital assistance and/or subsidy to women especially on land-based projects using community bank approach where women will be economically

empowered to have access and control or resources, control of and benefit from their income and have balanced family life.

SECTION 58. *Implementation of Barangay Micro Business Enterprise Act of 2002 /Small, Micro, Medium Enterprise.*

BMBE Act of 2002. An act to promote the establishment of Barangay Micro Business Enterprises (BMBEs), providing incentives and benefits therefore, and for other purposes.

“Barangay Micro Business Enterprise” hereinafter referred to as BMBE, refers to any business entity or enterprise engaged in the production, processing, or manufacturing of products or commodities, trading and services, whose total assets including agro-processing, trading and services, whose total assets including those arising from loans but exclusive of the land on which the particular business entity’s office, plant and equipment are situated, shall not be more than Three Million Pesos (₱3,000,000.00). The above definition shall be subjected to review and upward adjustment by the AMED Council, as mandated under Republic Act No. 6977, as amended by republic Act No. 8289.

A) Registration and Operation of BMBE

a.1) **Registration and Fees.** The Municipal Treasury Office shall register the BMBEs and issue a certificate of Authority to enable the BMBE to avail of the benefits under this Act. Any such submission of complete documents. Otherwise, the BMBEs shall be deemed registered. The Municipal Government shall establish a One-Stop-Business Registration Center to efficient registration and processing of permits of the BMBEs Likewise, Municipal Government shall make a periodic evaluation of the BMBEs financial status for monitoring and reporting purposes.

The Municipal Government shall issue the Certificate of Authority promptly and free of charge. All BMBEs shall be exempted from tax for income arising from the operations of the enterprise. The LGUs are encouraged either to refine the amount of local taxes, fees, and charges.

SECTION 59. *Role of Municipal Gender and Development Focal Point System Council (MGFPSC).*

The Municipal Gender and Development Council shall serve as the coordinating and advisory body of the Municipal Government in designing programs geared towards gender and youth development, promotion and protection of human rights and ecological balance and shall be formally and regularly consulted on peace and development issues on the basis of social equity and justice.

Barangay Gender and Development Councils [BGADC] BGFPS shall be constituted and organized and/or strengthened. They shall serve as the coordinating and advisory body of the Local Chief Executives on gender issues and development initiatives.

The MGFPSC, in addition to regular functions, shall perform the following;

- a) Serve as the Lead force in all local entrepreneurship development program of the Municipality for women economic empowerment;
- b) Help establish the needed environment and opportunities conducive to the growth and development of women economic enterprises;
- c) Facilitate the implementation of all plans and programs for women economic empowerment;
- d) Formulate, disseminate and advocate policies, principles and implementing guidelines in the development of women economic enterprises;
- e) Manage all the funds intended for the development of women economic enterprises;
- f) Prepare guidelines for program implementation;
- g) Evaluate all projects proposals for funding of the Sangguniang Bayan and recommended these to the Municipal Mayor for approval;
- h) Monitor the implementation of all approved projects; and
- i) Submit accomplishment report to the Office of the Municipal Mayor copy furnish the Provincial Governor thru PGFPS.

ARTICLE VIII

PROMOTION OF JUSTICE, PEACE AND ORDER AND PUBLIC SAFETY

SECTION 60. *Continuous Review of the Gender-Responsiveness of Laws and Policies* – The Local Government Unit of Sto. Niño shall encourage the continuous review of local laws and policies to detect and eliminate all forms of discrimination based on sex and gender-based provisions.

SECTION 61. *Promotion of Legal Rights Literacy* – Information on GAD-related national and local laws and its impact on women and men, offices responsible for the administration of justice, and guidelines on how to use the justice system shall be made accessible to all.

SECTION 62. *GAD Orientations and Training for Law Enforcers* – The LGU of Sto. Niño shall strengthen its linkages with the law enforcers to ensure that gender and development orientations and trainings are regularly conducted.

SECTION 63. *Humane and Just Treatment of Female and Minor Offenders* – To promote just treatment of females apprehended for light offenses and minor offenders, they shall not be handcuffed unless the rules of engagement of the PNP provides otherwise.

SECTION 64. *Persons in Detention* – The LGU of Sto. Niño shall provide support to persons in detention and shall ensure that their rights are protected through:

- a. Speedy trial of their cases shall be ensured by all concerned.
- b. An appropriate program shall be designed to respond to their specific needs and problems as detainees.
- c. There shall be a separate structure and space for detention and rehabilitation for women and men detainees.
- d. No child shall be in detention as provided by RA 9344, which states that, he or she shall be conveyed separately to or from Court. Likewise, he or she shall await hearing of his/her case in a separate holding area.

SECTION 65. *Women and Children's Protection Desks (WCPDs)* – In the Municipal Police Office, a Women and Children's Protection Desk (WCPD) shall be established handled by women police officers, trained so that cases involving women and children shall be handled in accordance with the accepted standards of the PNP for cases of gender-based violence.

ARTICLE IX OTHER SPECIAL SECTORAL CONCERNS

SECTION 66. *Differently-abled Persons / Persons with Disabilities*

a) Creative Employment Opportunities: The Municipal Government in coordination with DSWD, PESO and other agencies shall develop creative employment opportunities for differently-abled persons recognizing their different conditions and full potentials as human beings. LGU Sto. Niño shall hire PWDs as employees based on his/her qualifications.

b) Special Education. The Department of Education in cooperation with the LGU shall provide access to basic education among children with special needs, namely, the gifted/ talented, the mentally retarded, the hearing impaired, the orthopedically handicapped, the learning disabled, and the speech defectives, the children with behaviour problems, the autistic children, and those with health problems through the formal system and other municipal government shall support the special education program by setting aside budget for this program. The LGU-Sto. Niño supports the PWDs with mental retardation thru referral to Psychologist for psychological assessment.

The Municipality shall provide transportation and meal allowance to PWDs and their parent/guardian.

c) Reporting of Cases of Harassment Committed against Persons with Disabilities: The Municipal Government through its MGDFPS Council shall require all barangays to monitor and report cases of harassment committed against persons with disabilities.

d) Magna Carta for Persons with Disabilities, as Amended by RA9442. (RA 10754 – An Act Expanding the Benefits and Privileges of Persons with Disability (PWD)).

The Municipal Government shall ensure the implementation of the Magna Carta for Persons with Disabilities (PWD) as indicated in Section 32-33, Chapter 8, of RA 10754 granting other privileges incentives for person with disabilities:(SEC. 32. Persons with disability shall be entitled to:

At least twenty percent (20%) discount and exemption from the value-added tax (VAT), if applicable, on the following sale of goods and services for the exclusive use and enjoyment or availment of the PWD:

d.1) Twenty percent (20%) from all establishments; On the fees and charges relative to the utilization of all services in hotels and similar lodging establishments; restaurants and recreation centers;

d.2) Minimum of twenty percent (20%) on admission fees; On admission fees charged by theatres, cinema houses, concert halls, circuses, carnivals and other similar places of culture, leisure and amusement;

d.3) At least twenty percent (20%) discount for the purchase of medicines; On the purchase of medicines in all drugstores;

d.4) At least twenty percent (20%) discount on medical and dental and professional fees. On medical and dental services including diagnostic and laboratory fees such as, but not limited to, x-rays, computerized tomography scans and blood tests, and professional fees of attending doctors in all government facilities, subject to the guidelines to be issued by the Department of Health (DOH), in coordination with the Philippine Health Insurance Corporation (PhilHealth);

d.5) At least twenty percent (20%) discount on a fare for domestic air, sea travel, public railways, skyway and bus fare for the exclusive enjoyment of person with disability;

- On fare for domestic air and sea travel;
- On actual fare for land transportation travel such as, but not limited to, public utility buses or jeepneys including tricycles.
- On funeral and burial services for the death of the PWD: Provided, That the beneficiary or any person who shall shoulder the funeral and burial expenses of the deceased PWD shall claim the discount under this rule for the deceased PWD upon presentation of the death certificate. Such expenses shall cover the purchase of casket or urn, embalming, hospital morgue, transport of the body to intended burial site in the place of origin, but shall exclude obituary publication and the cost of the memorial lot

d.6) Education assistance for person with disability;

Educational assistance to PWD, for them to pursue primary, secondary, tertiary, post tertiary, as well as vocational or technical education, in both public and private schools, through the provision of scholarships, grants, financial aids, subsidies and other incentives to qualified PWD, including support for books, learning materials, and uniform allowance to the extent feasible: Provided, That PWD shall meet the minimum admission requirements;

d.7) To the extent practical and feasible, the continuance of the same benefits and privileges given by the Government Service Insurance System (GSIS), Social Security System (SSS), and PAG-IBIG Fund, as the case maybe, are enjoyed by those in actual service.

d.8) To the extent possible, the government may grant special discount in special programs for persons with disability on purchase of basic commodities, subject to guidelines to be issued for the purpose by the Department of Trade and Industry (DTI) and the Department of Agriculture (DA); and

d.9) Provision of the express lanes in all commercial and government establishments; in the absence thereof, priority shall be given to them.

d.10) Provisions of assistive devices for PWDs.

The abovementioned privileges are available only to persons with disability who are Filipino citizens upon presentation of an identification card issued by the Municipal Social Welfare and Development Office signed by the Municipal Mayor and or Passport of the persons concerned as proof of this or her entitlement thereto.

SECTION 67. Senior Citizens— refers to any resident citizen of the Philippine at least sixty (60) years old.

a) **Council or Senior Citizens:** The Municipality shall support the Council for senior citizens by setting aside yearly budget for their programs and activities in order to advance the interest of this special group of persons.

b) **Support Funds for Senior Citizens:** Funds shall be allocated for livelihood assistance; routine physical check-up, social group work programs and activities in other appropriate socio-economic activities for senior citizens and assistive devices for senior citizens.

c) **Center for Senior Citizens:** The Municipality shall established a Center which shall take care and render comprehensive support services for abandoned and neglected senior citizens in cooperation with MSWD and other concerned agencies.

d) **Additional Benefits and Privileges to Senior Citizens pursuant to RA 9257.** The Municipal Government shall ensure the implementation of Section 4 of RA 9257 also known as “An Act Granting Additional Benefits and Privileges to Senior Citizens.”

d.1) The grant of twenty percent (20%) discount from all establishment relative to the utilization of services in hotels and similar lodging establishment, restaurants and recreation centers, and purchase of medicines in all establishment for the exclusive use or enjoyment of senior citizens

- d.2) A minimum of twenty percent (20%) discount on admission fees charged by theatres, cinema houses and concert halls, circuses, carnivals and other similar places of culture, leisure and amusement for the exclusive use or enjoyment of senior citizens;
- d.3) Exemption from the payment of individual income taxes: Provided, that their annual taxable income does not exceed the poverty level as determined by the National Economic and Development Authority (NEDA) for that year.
- d.4) Exemption from training fees for socio-economic programs;
- d.5) Free medical and dental service, diagnostic and laboratory fees such as, but not limited to, x-rays, computerized tomography scans and blood test, in all government facilities, subject to the guidelines to be issued by the Department of Health in coordination with the Philippine Health Insurance Corporation (PHILHEALTH);
- d.6) The grant of twenty percent (20%) discount on medical and dental services, and diagnostic and laboratory fees provided under Section 4 [e] hereof, including professional fees of attending doctors in all Private Hospitals and medical facilities, in accordance with the rules and regulations with the Philippine Health Insurance Corporation;
- d.7) The grant of twenty percent (20%) discount in fare for domestic air and sea travel for the exclusive use and enjoyment of senior citizens;
- d.8) The grant of twenty percent (20%) discount in public railways, sky ways and bus fare for the exclusive use and enjoyment of senior citizens;
- d.9) Educational assistance to senior citizens to pursue post-secondary, tertiary, post tertiary, as well as vocational or technical education in both public and private schools through provision of scholarship, grants, financial aid subsidies and other incentives to qualified senior citizens including support for book, learning materials, and uniform allowance, to the extent feasible: Provided, That senior citizens shall meet minimum admission requirement;
- d.10) To the extent practicable and feasible, the continuance of the same benefits and privileges given by the Government Service Insurance System [GSIS], Social Security System (SSS) and PAG-IBIG, as the case may be, as are enjoyed by those in actual service;
- d.11) Retirement benefits of retirees from both the government and private sector shall be regularly reviewed to ensure their continuing responsiveness and sustainability, and to the extent practicable and feasible, shall be upgraded to be at par with the current scale enjoyed by those in actual service;
- d.12) To the extent possible, the government may grant special discounts in special programs for senior citizens on purchase of basic commodities, subject to the guidelines to be issued for the purpose by the Department of Trade and Industry (DTI) and the Department of Agriculture (DA); and
- d.13) Provision of express lanes for senior citizens in all commercial and government establishments; in the absence thereof, priority shall be given to them.

SECTION 68. *Persons in Detention.* Rights of all Women and Men detainees shall be protected.

- a) Speedy trial of their cases shall be ensured by all concerned;
- b) An appropriate program shall be designed to respond to their specific needs and problems as detainees; and
- c) Separate structures and spaces for detention and rehabilitation shall be established especially for women. Likewise, no child shall be detained as provided by RA 9344 which states that he or she shall be conveyed separately to, or from Court. He or she, shall await hearing of his or her own case in separate holding area.

SECTION 69. *LGBTQ.*

- a) Respects for the rights of LGBTQ persons: Rights of all LGBTQ persons shall be respected.
- b) Employment opportunities for LGBTQ person: The Municipal Government shall provide equal opportunities for LGBTQ persons, recognizing their full potentials as human beings.

SECTION 70. *Solo Parents.*

- a) ***Support to Solo Parent:*** A solo parent, regardless of status, shall have equal access to economic and other support services, which include livelihood, provision of seed capital, job placement, value orientation, basic business skills, trainings, educational benefits for them and their children and medical assistance.
- b) ***Appropriations:*** To address the needs of Solo Parents, yearly budgets shall be set aside by the Municipal Government (Source of Fund: MGAD).
- c) ***Privileges of Solo Parent:*** In accordance with the Solo Parent Act, solo parents shall be entitled to the following services and benefits:

- c.1) Comprehensive Package of Social Development and Welfare Service as:
- i. Livelihood development services
 - ii. Counselling services
 - iii. Parent effectiveness services
 - iv. Critical incidence stress debriefing
 - v. Special project for individuals in need of protection

c.2) Flexible Work Schedule

c.3) Work Discrimination – no employer shall discriminate against any solo parent employee with respect to terms and conditions of employment on account of his or her status

c.4) Parent Leave – in addition to leave privileges under existing laws, parental leave of not more than seven (7) working days every year shall be granted to any solo parent employee who has rendered service of at least one (1) year

c.5) Educational Benefits

c.6) Housing Benefits

c.7) Medical Assistance

Pursuant to RA 8972, all solo parents shall register with Municipal Social Welfare Office for the issuance of Solo Parent ID. The Municipal Government shall ensure the full implementation of the provisions of RA 8972.

SECTION 71. Indigenous People. Pursuant to the IPRA, Indigenous People shall exercise the following rights:

- a) Ancestral domain – the rights of ownership and possession of domains shall be recognized and protected;
- b) Self-governance and empowerment – the Municipality shall guarantee the right of ICCs /IPs to freely pursue their economic, social and cultural development;
- c) Social justice and human rights. The Municipality shall extend to them the same employment rights, opportunities, basic services, educational and other rights and privileges available to every member of the society; and
- d) Cultural Integrity. The Municipality shall respect, recognize and protect the right of ICCs/ IPs to preserve and protect their culture, traditions and institutions.

SECTION 72 .Cooperative Sector

a) Support to Cooperatives:

Pursuant to the policy of the state to promote the viability and growth of cooperatives as instruments of equity, social justice and economic development (Sec. 1 of RA 6939) cooperatives who are members of the Municipal Development Council shall have equal access to economic, livelihood and other support services extended by the Municipal Government including capacity development, value orientation and the like.

b) Appropriations:

In support to the cooperatives sector, allocations for the needs of the cooperatives shall be set aside yearly by the Municipal Government from the MGAD Budget.

SECTION 73. Person in Armed Conflict Situation

- a) No person shall be deprived of basic social services in armed conflict areas.
- b) No person shall be kept by any peace and order personnel in military detachment / police checkpoint or any similar quarter for purposes of company.

SECTION 74. Workers in the Entertainment Industry

Workers in the entertainment industry as defined under this Code shall be recognized as wage earners and they shall receive at least a minimum wage provided by the Regional Wage Board and benefits under the Labor Code. They shall render services only in the place of work as specified in the business permit of the establishment concern

a) **Support Services for Workers in the Entertainment Industry.** The Municipal Government shall provide socio-economic support services for workers in the entertainment industry in its desire to concretely respond to their practical needs.

b) **Medical Routine Check-up.** Workers in the entertainment industry shall be afforded by their respective employees with medical routine check-up and medicines if needed. The Municipality shall provide programs addressing the health needs of such workers.

SECTION 75. *Membership and Participation of Special Group in Local Special Bodies*

Based on the issued DILG Memorandum Circular No. 2019-72 dated May 22, 2019, and Article 62, Rule XIII of the Implementing Rules and Regulations of the Local Government Code of 1991 (RA 7160) mandates local government units to promote the establishment and operation of People's Organizations, Non-Governmental Organizations, and their private sector, to make them active partners in the pursuit of local autonomy, and to directly involve them in the plans, programs, projects or activities of the local government unit, such as, but not limited to, membership in local special bodies (LSBs) and involvement in the delivery of basic services and facilities.

Good governance is vital in the pursuit of excellence in local public administration and development. It is equally important to develop and strengthen partnerships with CSOs in order to empower citizens to articulate their needs as they participate in the decision-making process, program planning, implementation and monitoring at the local level which can increase the responsiveness and efficiency of local governments in delivering services.

The Accreditation of CSOs is a continuous process wherein a CSO may apply and obtain accreditation at any time. The only legal effect of not applying for accreditation within the period prescribed by law, is that such organization is not entitled for a representation in a local special body.

All municipalities and all civil society organizations intending to apply for accreditation to seek representation in the local special bodies.

Definition of Terms:

10.1 Civil Society Organization (CSO) – refers to a non-state and non-profit association that works to improve society and the human condition. Basic types of CSOs include non-governmental organization, civic organization, cooperative, social movement, professional group, and business group.

10.2 Non-Governmental Organization – refers to a non-stock, non-profit organization that works with different sectors and communities, promoting their general welfare and development, provide a wide range of services of people's organization and tends to operate with full time staff. Social development organizations, foundations, and independent research institutions fall in this category.

10.3 People's Organization – refers to an association of residents in barangay, or barangays, established to promote public interest and with an identifiable leadership structure and membership. People's organization are often formed among the disadvantaged sectors of society such as the farmer-peasant, artisanal fisher folk, workers in the formal sector and migrant workers, workers in the informal sector, indigenous people and cultural communities, women, differently -abled persons, senior citizens, victims of calamities and disasters, youth and students, children and urban poor.

10.4 Indigenous People's Organization – refers to a private, non-profit, voluntary organization of members of indigenous cultural communities (ICCs) or indigenous people (IPs), which are accepted as representatives of such ICCs or IPs.

10.5 Cooperative – refers to an autonomous and duly registered association of persons with a common bond of interests who have voluntarily joined together to achieve their social, economic and cultural needs and aspirations by making equitable contributions to the capital required, patronizing their products and services and accepting a fair share of risks and benefits of the undertaking in accordance with the universally accepted cooperative principles.

10.6 Civic Organization – refers to any local service club, fraternal society or association, volunteer group, or local civic league or association not organized for profit but operated exclusively for educational or charitable purposes, including the promotion of community welfare, and the net earnings of which are devoted exclusively to charitable, educational, recreational or social welfare purposes.

10.7 Social Movement – refers to a large informal grouping of individuals or organization that aims to affect social change through sustained, organized and collective action. Some social movements are not permanent institutions but instead tend to coalesce, pursue their aims, and then dissolve. Religious movements are included in this category.

10.8 Professional Group – refers to a duly incorporated non-stock corporation of registered professionals established for the benefits and welfare of the professionals of one discipline, for the advancement of the profession itself and for the other professional ends.

10.9 Business Group – refers to a non-stock corporation composed of businesses in the same industry established to pursue the interest of the industry. Chambers of commerce and industry associations fall in this category.

10.10 Recognized Organization – refers to an organization allowed by the Sangguniang Bayan to participate in a local special body for purposes of meeting the minimum requirements for membership. An organization may only be recognized if it meets all criteria except for registration.

10.11 Registered or Accredited Organization – refers to an organization that obtains registration from the Securities and Exchange Commission, Cooperative Development Authority, Department of Labor and Employment, Department of Agriculture, Department of Agrarian Reform, National Housing Authority, Housing and Land Use Regulatory Board or any other national government agency that is empowered by law or policy to accredit or register such organizations.

10.12 Accreditation – refers to the process of granting authorization, within 60 days from the organization of the newly elected Sanggunian, to an organization for purposes of representation to a local special body. An organization may still be accredited after the prescribed 60-day period for other purposes, such as participation in local government programs

10.13 Inventory – refers to the process of gathering CSO information from, among others, CSO networks, the DILG Provincial CSO Network Map, and other National Government Agencies empowered to accredit or register. The output of this process is a Directory.

10.14 Directory – refers to a document which contains profile of CSOs in a local government.

10.15 Local Special Bodies – refer to the Local Development Council, Local Health Board and Local Peace and Order Council.

ARTICLE X

AGRICULTURE, ENVIRONMENTAL PROTECTION AND CONSERVATION

SECTION 76. *Promotion of Agriculture/Land-Based Projects.* The Municipal Government and other partner agencies and institutions shall support and engage in promoting land-based projects to ensure food security for rural women/ men utilizing science, women/men- friendly, accessible and appropriate technology.

SECTION 77. *Food Security and Sustainable Agriculture.*

a) The Municipality shall appropriate funds necessary to support the delivery of basic social services specially food security and production.

The Municipality thru the Office of Municipal Agriculture, in consonance to RA 9710 shall:

- a.1) Undertake programs and projects on food security that are gender-responsive;
 - a.2) Recognize women as farmers and fisher folk and give them equal opportunities to participate in programs and projects;
 - a.3) Ensure the active and direct participation of rural women's groups, other than Rural Improvement Clubs, in policy and program formulation, planning and designing, implementation, monitoring and evaluation of DA programs at the local levels including, but not limited to, the rice master plan;
 - a.4) Ensure that girl-children and women benefit from all DA programs;
 - a.5) Ensure food safety by strengthening food management, control and regulatory systems, including provision of necessary facilities; and
 - a.6) Promote community-based seed banking initiated and operated by women and barangay level sustainable resources management.
- b) Access to small farmer-based and controlled seeds production and distribution shall be ensured and protected.
- c) Equal rights shall be given to women to be members of farmer's organization to ensure wider access to and control of the means of production.
- d) Provide opportunities for empowering women fishers to be involved in the control and management, not only of the catch and production of aquamarine resources but also, to engage in entrepreneurial activities which will add value to production and marketing ventures.

SECTION 78. *Access to Science and Women/Men-Friendly Alternative Technology Education (Promotion of Environment Friendly Technologies).* The Municipal Government thru Office of the Municipal Agriculturist in cooperation with Office of the Provincial Agriculturist, DOST, TESDA, DTI, DOLE, and other related line agencies, shall establish a science and women/men- friendly alternative technology center for rural women/men in the Municipality.

SECTION 79. *Rights and Role of Women in Environmental Protection and Conservation.*

4.1 Promotion of Environment Technologies shall equally benefit men and women of the present and future generation wherein approaches shall have conformed with the existing laws, rules and regulations such as but not limited to:

- a) Clean Air
- b) Clean Water
- c) Protected Areas
- d) Mining Act
- e) ESWM Act

4.2 Women have shared responsibility on environmental protection and management geared towards ensuring the capacity to meet the needs of the present and future generations.

4.3 As provided in MCW Rule V, Sec. 23, Equal Rights of women to the enjoyment, use and management of land, water and other natural resources within their communities.

4.4 Equal opportunity of both men and women and children to access safe and clean water.

4.5 Equal participation in the management of protected areas in consonance with the Protected Area Management Board

4.6 Full participation of women in planning, designing, implementation, monitoring and evaluation of coastal management program

4.7 The MENRO, shall assist in the monitoring and assessment of the functionality of the issued Certificate of Occupancy and this should be in consonance with the Real Environmental Code.

**ARTICLE XI
SPECIAL EVENTS AND ACTIVITIES**

SECTION 80. *Declaration of March 8 as International Women's Day (Proclamation No. 244) and the Month of March as Women's Month (Proclamation No. 227).* As declared by the United Nations, March 8 shall be observed as Women's Day and March as Women's Month. There shall be a municipal level set of activities for women to increase their level of awareness and critical consciousness on the issues affecting them.

SECTION 81. *Women's Summit.* The Municipal Government, through the MGADC, may join in Annual Women's Summit.

SECTION 82. *International Day of Action for Women's Health.* The Municipal Government through the Municipal Health Office shall observe the celebration of the International Day of Action for Women's Health every last Tuesday of March where issues and concerns relative to the protection and promotion of women's health shall be examined, deliberated, projected and government action sought.

SECTION 83. *Women in Sports.* In consonance with the Presidential Executive Order No. 29 s. 1993 and pursuant to RA 6847, the Municipal Government through the Local Chief Executive shall ensure that municipal, and barangay constitutes a Physical Fitness and Sports Development Council which shall act as the municipal organizational network to assist in the planning information dissemination and actual implementation and monitoring of sports program. ***Local Sports Development Council need to be Reactivated. Incorporate/Pattern with Enhanced PGAD Code.***

It shall likewise:

- a) Conduct local Sports Summits involving men and women in their respective localities and areas of concerns; and
- b) Oversee and ensure the implementation of the physical fitness and sports program and activities.

No sports event or tournament will offer or award a different sports prize, with respect to its amount or value to women, men, children, youth, LGBT and PWDs winners in the same sports category: provided, that the said tournament, contest, race, match event, or game is open to both sexes: Provided, further, that the sports event or tournament is divided into male or female divisions.

SECTION 84. *National Children's Month.* Pursuant to Proclamation No. 267, dated September 30, 1993, the Municipality shall observe the month of October of every year as a National Children's Month and undertake activities / projects in the observance thereof.

SECTION 85. 18 Day Campaign on the Elimination of Violence Against Women and Children. The Municipality, in partnership with the Provincial Government, Philippine Commission on Women (PCW), Men Opposed to Violence against Women Everywhere [MOVE] and other concerned agencies / organizations, shall conduct activities in the observance of the 18-Day Campaign on the Elimination of VAWC from November 25 to December 12 of every year.

SECTION 86. PWD Month Celebration. Pursuant to Proclamation No. 361 dated June 22, 1979, declaring the third week of July as the National Disability Prevention and Rehabilitation Week, the Municipality shall celebrate the PWD Month from June 22 and culminating on the birthdate of the sublime paralytic Apolinario Mabini on July 23 each year.

CHAPTER III PROHIBITED ACTS

ARTICLE I VIOLENCE AGAINST WOMEN AND CHILDREN

SECTION 88. Immediate Action on Reports of Violence Against Women and Children – Concerned offices of the Local Government Unit, including the barangays, shall act immediately or within twenty-four hours (24) upon receipt of complaints and reports of violence against women and children. As provided for in RA 9262; RA 9208; RA 8353; RA 7610; RA 8972 and RA 7877; they shall provide the appropriate intervention to the complainants within the prescribed period. Failure to act within the prescribed period constitutes neglect in the performance of duty and shall be penalized in accordance with the provisions of identified laws, the Civil Service Code and the Local Government Code of 1991.

SECTION 89. Prohibited Fund-Raising Initiatives – Fundraising activities wherein men and women are used/substituted for door prizes, or companion packages for an award, prize or recognition to raise funds shall be strictly prohibited. Organizers and all persons responsible for the conduct of said fundraising activity shall pay a fine of Five Thousand Pesos (P5,000.00) or suffer imprisonment of 6 months or both, at the discretion of the Court.

SECTION 90. Contests which Degrade Women and Men – Beauty contests and other similar activities whose purpose and presentation tend to abuse, humiliate and treat and degrade women, men and children shall be strictly prohibited in schools, barangays and communities within the municipality's jurisdiction. Projection of women and children's strength and potentials shall be encouraged.

SECTION 91. Financial Assistance for Victims/Survivor – There shall be petty cash allowance to victim/survivor to support their transportation and meals during attendance to court hearing while their case is under litigation.

ARTICLE II VIOLATION OF GENDER RIGHTS TO PROPER HEALTH CARE

SECTION 92. Socialized Reproductive Health Services – No hospital and other health care facilities within the municipality, public or private, shall deny any person the right to avail himself/herself of appropriate health care at all times. Non compliance by any Health Facility shall be a ground for non-renewal of the business permit or administrative charges to concerned officials in case of government facilities.

ARTICLE III VIOLATIONS AGAINST JUSTICE, PEACE AND ORDER

SECTION 93. NON-DISCLOSURE OF Victims' and Offenders' Identities – The confidentiality of the real names, aliases, personal circumstances or any other information to establish the identities of offenders and victims shall be preserved and shall not be disclosed to the public to protect their privacy and integrity

unless authorized by law for a lawful purpose. Any person who violates this provision shall be penalized with fifteen (15) days imprisonment or payment of Two Thousand Five Hundred (P2,500.00) Pesos or both or at the Court's discretion. The offenders may also be persecuted for revelation of secrets under articles 229 and 230, as the case maybe, of the Revised Penal Code and other related laws.

SECTION 94. *Legal Aid Service* – Legal aid service assistance through the public attorney's office (PAO) shall be available to all women and men especially those in distress and who have no means of obtaining the services of private lawyers, (SC Order).

ARTICLE IV VIOLATIONS TO LABOR AND EMPLOYMENT LAWS

SECTION 95. *Equal Access to Job Training and Promotion* – No woman shall be deprived of job training or promotion based on gender, sexual orientation, age, ethnicity, civil status and religion. Employers who violate this provision shall be penalized with a fine of Two Thousand Five Hundred (P2,500.00) Pesos or the cancellation of their business permits, or both at the court's discretion.

SECTION 96. *Wages and Benefits* – Every employer shall comply with the minimum wage as prescribed by the provisions of Labor Code, the Regional Wage Board and the Civil Service or as may be provided by existing laws and shall grant all employee benefits without discrimination against women. Violations by employers shall be penalized as provided in the Labor Code.

SECTION 97. *Raids in entertainment Establishments* – Police brutality shall not be allowed anywhere, at any time, and in any activity such as during raids in entertainment establishments and similar places. Raids shall be conducted according to the law and in a manner that shall not degrade or humiliate others. Violators of this provision shall be subject to appropriate administrative, civil or penal sanctions.

ARTICLE V VIOLATIONS TO PERSONS IN THE SPECIAL SECTORAL CONCERNS

SECTION 98. *Equal Treatment to Persons in the Special Sector* – Any ridicule, embarrassment, insult, and harassment to persons with disabilities, elderly, solo parents, and other cultural communities, and those with sexual preferences shall be penalized under the penal provision of this code.

CHAPTER IV PROVISIONS FOR IMPLEMENTATION, MONITORING AND EVALUATION ARTICLE I THE GAD COUNCIL OF STO. NIÑO

SECTION 99. *IMPLEMENTATION*

1. Gender Integrating.

The MGFPS Office shall use the gender mainstreaming strategy to implement the Magna Carta of Women at the local level. Its services/major final outputs (MFOs) are the following:

- a) MGFPS Policy and Plan Development and Advocacy Services;
- b) Technical Assistance / Advisory; and
- c) MGFPS Performance Monitoring and Evaluation Services

2. Monitoring Progress and Implementation – The LGU shall lead in the implementation of this Code. Participation of CSOs in the implementation shall be ensured at all times. Horizontal and vertical partnerships and linkages with concerned agencies, institutions, organizations and individuals shall be established.

SECTION 100. *The GAD Focal Point System* – In order to carry out the general objectives of this Code, the Municipality of Sto. Niño shall create or strengthen their GFPS to catalyze gender mainstreaming in the locality.

SECTION 101. *Composition of the GAD Focal Point System* – the GAD Focal Point System of the Municipality shall be composed of the Executive Committee and the Technical Working Group and shall be composed of the following:

a. The GFPS Executive Committee:

Chairperson: Municipal Mayor
Vice Chairperson: Municipal Vice Mayor
Members: MPDC
SB Member/Chair: Com. On Social Welfare, Women, Children and Gender
Equality
SB Member/ Chair: Committee on Appropriation, Budget and Finance
LNB President
Municipal Treasurer
Mun. Accountant
Mun. Budget Officer

b. The Technical Working Group

Chairperson: GAD Focal Person
Members: MSWDO
MHO
Municipal Engineer
Municipal Agriculturist

SECTION 102. *The GFPS Chairperson or Head of Agency shall:*

- a. Issue policies or other directives that support GAD mainstreaming in the policies, plans, programs, projects and activities, budget, systems, and procedures of the agency, including the creation, strengthening, modification, or reconstitution of the GFPS; and
- b. Approve GAD Plan and Budget of the agency duly endorsed by the Executive Committee, with the assistance of the technical Working Group, and ensure its implementation.

SECTION 103. *Functions, Roles and Responsibilities of the Executive Committee*

- a. Formulate the Annual GAD Plan and Budget to be integrated in the Annual Investment Plan;
- b. Meet every three (3) months to monitor the implementation of the plan and responds to issues and concerns related to GAD or can hold special meeting as it deems necessary;
- c. Adopts and evaluates GAD monitoring indicators and evaluation checklist and tools to be applied to the municipal and barangay units, sectoral organizations and the community;
- d. Assess and evaluates the implementation of the GAD Plan and Budget and prepare annual report regarding the accomplishment, good practices and lessons on GAD and reports the same;
- e. Undertake consciousness-raising programs and projects through information, education and communication campaigns; and
- f. Ensures the organizing and strengthening of women organization in the municipality and their representation in the special bodies.

SECTION 104. *Duties and Function of GAD Focal Point System – Technical Working Group (GFPS-TWG)*

- a. Assist the GAD Executive Committee in the Formulation of GAD Plan and Budget;
- b. Monitor the implementation of GAD-related PPAs and suggest corrective measures to improve their implementation;
- c. Prepare and consolidate the LGU GAD Accomplishment Reports and other GAD-related reports;
- d. Act as secretariat in every meeting and activities of Executive Committee, documentation of good practices, filing of pertinent documents; and
- e. Perform other duties as prescribed by the GAD Executive Committee.

SECTION 105. *Barangay GAD Focal Point System* – Each Thirty One (31) barangay in the Municipality of Sto. Niño are encouraged to establish their own GAD Focal Point System to facilitate gender mainstreaming in their respective areas.

SECTION 106. *Functions, Roles and Responsibilities of the Barangay GAD Focal Point System* – The functions, roles and responsibilities of the Barangay GAD Focal Point System shall consider that of the municipal level as deemed appropriate.

**ARTICLE II
TRAINING ON GENDER AND DEVELOPMENT**

SECTION 3. Training/Seminar on Gender and Development – All personnel of the municipality of Sto. Niño, including the LCE, SB Members, and Municipal Department Heads involved in the protection defense of women against gender-based violence, shall regularly undergo mandatory training on the Magna Carta on Women and gender and human rights. Municipal GFPS, in partnership with the DILG, shall ensure the regular training of all government employees and elected officials starting from the barangay on all gender-related laws, gender sensitivity training, GAD Planning and Budgeting and Barangay VAW Desk.

**ARTICLE III
GAD OFFICE AND RESOURCE CENTER**

SECTION 3. GAD Office – there shall be established GAD Office which will serve as the Center of GAD actions.

**CHAPTER V
FINAL PROVISION**

Separability Clause

If any provision or part hereof is held invalid or unconstitutional, the remainder of the law or provisions not otherwise affected shall remain valid and subsisting.

Repealing Clause

Any ordinance, administrative or executive order and other issuances inconsistent with the provisions of this Act is hereby repealed, modified, or amended accordingly.

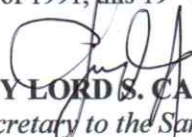
Effectivity

This Code shall take effect upon compliance of the mandatory posting and publication requirements prescribed under Republic Act. No. 7610, otherwise known as the Local Government Code of 1991.


APPROVED : June 19, 2023

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I HEREBY CERTIFY that the foregoing Ordinance has been thoroughly reviewed and duly considered by this august Body for adoption per Section 447 (a) and Sec 469 (c,2) of the Local Government Code of 1991, this 19th day of June 2023.


JAY LORDS S. CARODAN
Secretary to the Sanggunian

ATTESTED BY:


ANDREW VINCENT R. PAGURAYAN
Municipal Vice Mayor/ Presiding Officer

APPROVED BY:


ATTY. VICENTE G. PAGURAYAN
Municipal Mayor