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- On Official Business

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- On official Business

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- On official Business

Hon. Margielou Orange D. Humilde, SKP

- On official Business

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CITY ORDINANCE 2006-09

**AN ORDINANCE ENACTING THE GENDER AND DEVELOPMENT
(GAD) CODE OF THE CITY OF ALAMINOS
AND MANDATING THE IMPLEMENTATION OF A COMPREHENSIVE
AND SUSTAINABLE GAD PROGRAM**

Be it ordained by the Sangguniang Panlungsod, that,

CHAPTER 1 – GENERAL PROVISIONS

ARTICLE 1

**TITLE, DECLARATION OF PRINCIPLES AND POLICIES AND
DEFINITIONS OF TERMS**

SECTION 1. Title. This ordinance shall be known and cited as the "Gender and Development Code of the City of Alaminos" hereinafter referred to as the GAD Code

SECTION 2. Declaration of Principles and Policies. It shall be the policy of the City of Alaminos to uphold the rights of women, believe in their worth, and protect their dignity as human beings.

Women shall be recognized as full and equal partners of men in the development of our nation, sharing equally in their responsibilities and enjoying equally in the fruits thereof.

The City of Alaminos, in its commitment to the establishment of the national and international order based on sustainable and equitable to growth undertakes to facilitate the full development of women's potentials towards the improvement of the quality of their lives, their families and that of their communities.

The City of Alaminos, fully cognizant of women's efforts towards empowerment and self-determination, shall vigorously pursue and implement gender-responsive development policies, design an integrated gender and development support systems, and implement measures to protect and promote their rights.

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TO ATTAIN THE FOREGOING POLICY

1. A reasonable amount from the official development assistance received from foreign governments and multilateral agencies and organizations shall be set aside to support programs and activities for women in accordance with the provisions of R.A. 7192, otherwise known as the Women in Development and Nation Building Act, by the City of Alaminos provided that it shall conform with the requirement and conditions set forth by the funding agencies.
2. The Local Government of the City of Alaminos shall ensure that women benefit equally and participate directly in the government programs and projects of said agencies specifically those funded under foreign development assistance to ensure in the development process pursuant to R.A. 7182.
3. All government project proposals shall ascertain the inclusion of gender responsive indicators and guidelines focusing on roots of women's oppression, pursuant to the United Nations Declarations of which the Philippine Government is a signatory.
4. All Local governments departments and agencies in the City of Alaminos shall review and revise all their regulations, circulars, issuances and procedures to remove gender biases herein and shall complete the same within two years.
5. The Gender and Development Inter-Agency Committee of the City of Alaminos shall be actively consulted in matters dealing with official development assistance of foreign aid so as to determine gender biases and implications of women.

SECTION 3. Related Principles. To facilitate the development of the full potentials of women, the following rights defined and declared under the United Nations Convention on the Elimination of All forms of Discrimination Against Women (CEDAW) are hereby declared under this ordinance.

3.1 Women have the right to the prevention of, and protection from all forms of violence and coercion against their person, their freedom, their sexuality, and their individuality.

3.2 Women have the rights to freely and duly participate, individually or collectively in the political processes of their communities and nation;

3.3 Women have the right to the means for assuring their economic welfare and security.

3.4 Women have the right to the necessary knowledge and means for the full exercise of their reproductive choice with the constitution and their beliefs and preferences:

3.5 Women have the right to choose a spouse in accordance with their values and preferences, maintain equality in marriage or its dissolution, and receive adequate support for rearing and caring of their children;

3.6 Women have the right to an adequate, relevant and gender-fair education throughout their lives, from childhood to adulthood;

3.7 Women have the right to adequate nutrition, proper health care and humans living conditions;

3.8 Women have the right to nurture their personhood, collectively and individually, to secure an image of themselves as whole and valuable beings, to build relationships based on respect, trust and mutuality,

3.9 Women have the right to equality before the law, in principle and in practice. However, it is unfortunate that as of the moment a macho image of our society still exists as it continues to view women as the "weaker sex", men are traditionally the heads of the households and in most organizations. Aside from ramp modeling and beauty contests, women today do not share the power and prestige, status and societal positions as men. They rather play supportive roles to men and tend to live to the idea that major decisions are made prerogatives. Oftentimes, women are exploited in media, commercials, impressing upon the public that without their attractive and pleasing features, products would be less appealing. But reality, women should not be viewed as second class to men but as partners of men in development.

In the light of these historical gender biases, inequalities and inequities, this piece of local legislation will provide the City of Alaminos a policy direction to formulate programs and strategies, among others, that will:

1. Mainstream gender concerns in sectoral development plans, policies and program.
2. Intensify awareness campaign on gender issues and concerns.
3. Strengthen GO-PO-NGO partnership to maximize the effectiveness of programs and services addressing Gender and Development (GAD) concerns.
4. Encourage, support and expand the participation of grassroots women in the planning, implementation, monitoring and evaluation of development programs and projects.
5. Recommend appropriate curricula academic that are gender-sensitive.
6. Provide gender-responsive relief and rehabilitation programs with special focus on women and children's needs.
7. Involve men in family planning programs. Health and child care and nutrition concerns and engage them in projects that enhance the well-being of the family
8. Set-up crisis intervention centers and shelters in the City of Alaminos for survivors of violence against women and children and other social conflicts.
9. Promote gender sensitivity in local media and advertising agencies.
10. Increase the members of women in decision and policy making posts in the locality through implementation of capability building programs.

SECTION 4. Definition of Terms. The following terms or phrases used in the Code shall mean as follows:

1. Gender - is a cultural distinguishing variable. It refers to the distinct roles; perceptions and social expectations that men and women are assigned in any society. As a result, women and men assume distinct socially and culturally defined responsibilities and tasks, perceptions and social expectations both with in the household and in the wider community.
2. Development – pertains to men and women becoming empowered to bring about positive changes in their lives: about personal growth together with public action; about both the process and the outcome of challenging poverty, oppression and discrimination and about the realization of human potential through social and economic justice and about opportunities to broaden individual's capacity to do and capacity to be. Above all, it is about the process of transforming societies.

3. Gender and Development (GAD) – denotes the development perspective, which recognizes the equal contribution of men and women in all aspects of development. Such a perspective involves the process of searching for new and innovative initiatives that help transform unequal gender relations into opportunities, which will equitably uplift both men and women.
4. Gender Equality – means that men and women have equal conditions for realizing their human rights and potential to contribute to national political, economic, social and cultural development and benefit equally from the results.
5. Gender Mainstreaming – process of integrating the gender and development perspective in the development agenda, processes, structures, policies and programs and projects to promote women's empowerment and gender equality.
6. Violence against women and their children – refers to any act or a series of acts committed by any person against a woman who is his wife, former 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, within or without the family abode, which 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.
7. Physical Violence – refers to acts that include bodily or physical harm
8. Sexual Violence – refers to an act, which is sexual in nature, committed against a woman or her child. It includes, but is not limited to:
 - a.) Rape, sexual harassment, acts of lasciviousness, treating a woman or her child as a sex object, making demeaning and sexually suggestive remarks, physically attacking the sexual parts of the victim's body, forcing her/ him to watch obscene publications and indecent shows or forcing the woman or her child to do indecent acts and/or make films thereof, forcing the wife and mistress/lover to live in the conjugal home or sleep together in the same room with the abuse;
 - b.) Acts causing or attempting to cause the victim to engage in any sexual activity by force, threat of force, physical or other harm or threat of physical or other harm or coercion;
 - c.) Prostituting the woman or her child.

C. "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 of custody and/or visitation of common children.

D. "Economic abuse" refers to acts that make to attempt to make a woman financially dependent which includes, but is not limited to the following:

1. Withdrawal of financial support or preventing the victim from engaging in any legitimate profession, occupation, business or activity, except in cases wherein the other spouse/partner objects on valid, serious and moral grounds as defined in Article 73 of the Family Code.

2. Deprivation or threat of deprivation of financial resources and the right to the use of enjoyment of the conjugal, community or property owned in common;
3. Destroying household property;
4. Controlling the victim's own money or properties or solely controlling the conjugal money or properties.
 - b. Sexual battering- this includes physical attacks on the woman's breast. Genital of forces sexual activity:
 - c. Psychological battering- this includes threats of suicide, violence against women, or her family, punching holes in the walls, threatening to take the children away, threatening deportation of wives with foreign citizenship, threatening to kidnap children or take them to a country and forcing the victim to do degrading things. It may also include controlling the victim's lawful or usual activities, the use of fowl words or statements and threats or abandonment and expulsion such as forcing the wife to leave the conjugal dwelling. This provision shall likewise apply to common law relations but does not include adulterous ones as contemplated in the Revised Penal Code.
 - d. Economic battering- this includes deprivation of women of economic resources, their generation and mobilization so as to create dependency and submissiveness to men and to any established structures of domination.
 - e. Premeditated and intentional destruction of property and pets usually the victim's favorite.
9. **Benefit Dance/ Disco**- refers to a dance in the locality where women are co modified for fund raising purposes
10. **Collateral relatives**- next of kin who are not in direct line or inheritance such as cousin
11. **Co modification of Women**- is a practice which puts women in subordinated situation, which results in the treatment of women as both consumers and objects of consumption, 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 power or control to reject such utilization or manipulation.
12. **Development**- the improvement of the quality of life of all regardless of age, sex, gender, tribe, race, creed and religion. It is characterized by sustained and equitable growth in a balanced ecology.
13. **Differently-Abled Person**- are survivors of physical impairments that have differentiated heads and potentials.
14. **Discrimination against women**- any distraction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women of their rights irrespective of their marital status.
15. **Equity** is a concept of distributive justice, which is remedial and is intended to overcome bias, favoritism and inequalities.

16. **Empowerment**- refers to a process by which women are mobilized to understand, identify and overcome gender discrimination.
17. **Feminization of Poverty**- a condition when the gap between the rich and the poor widens and grassroots women bear the brunt as in economic instability and unequal distribution of wealth. Such gap reinforces non-response to both practical and strategic needs of grassroots women.
18. **Fund Raising Initiatives**- refers to any activity, whether in whole or in part integrated in any raffle draw, benefit or disclosure, premier showing of movies, or any similar fund raising undertaking where women are used as donor prize, substitute for cash prizes won, a companion package for an award prize or recognition of any manner, activity, come-on display or exhibits which depicts a woman as central, partial or special focus in order to raise funds.
19. **Gender** refers to the differentiated social roles, behavior, capacities and intellectuals, emotional and social characteristic attributed by a given culture to women and men, in short all differences besides the strictly biological. There are two kinds of gender: masculine ascribed to the male sex and feminine ascribed to the female.
20. **Gender and Development**- shall refer to a development perspective which promotes greatest focus on people both as development agents and participant. It encourage the equal contributions of women and men in all aspects/ sectors of development. Such a perspective involves the process of searching of men and innovative initiatives which help transform unequal gender relations into opportunities which equally/ equitably both men and women. It recognizes that the unequal relation between women and men is a major different to social and economics progress. It acknowledges that the difficulties encountered by women have to be addressed to ensure their effective participation in development. It envisions a future society where women and men equally contribute to and benefit from development.
21. **Gender Equality**- is the role required by or expected of women and men as prescribed by society. As a key to development, gender equality means the equal empowerment and participation of women, men and other subgroups of society, i.e. homosexuals, in all spheres of public and private life.
22. **Gender Mainstreaming**- refers to the strategy of integrating gender and developments concerns and issues at all levels.
23. **Gender Perspective**- 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.
24. **Gender Planning**- means taking account of gender issues in planning. In development planning, it means that gender issues are recognized in the identification of problems and addresses in the development objectives.
25. **Gender sensitive/ responsive**- having an understanding of the marginalized position of women and consciously challenging the attitudes and behavior that reinforce women's subordinate status.

26. **Gender sensitization**- is an experimental and critical process of learning and unlearning of an individual female or male of the causes and effects of the culturally determined roles of women and men.
27. **Gender Sensitivity Training**- means providing people with formal learning experience in order to increase their awareness. The overall purpose of the training is to provide the knowledge and skills necessary to recognize and address gender issues in the programming process. At the center of the learning process is the conscientisation, involving the ability to recognize the underlying issues of gender inequality, which form a pervasive obstacle to program progress.
28. **Indecent shows**- are shows which include nude or other provocative gestures which further projects and exhibit men and women as sex-objects.
29. **Indigenous people**- a group of people who have continuously lives as organized community or communally bounded and define territory, and who have under claims of ownership since time immemorial occupied possessed and utilized such territories sharing common bonds of language, customs, traditions and other distinctive cultural traits, they are regarded as indigenous on account of their decent from the populations who inhabited the country at the time of conquest or colonialization and who retain some or all of their own social, economic, cultural and political institution and have been displaced from their traditional domains or who may have remitted outside their ancestral domain.
30. **Minors**- refers to persons below 18 years of age and unable to take care of themselves from abuse, neglect, cruelty, exploitation or discrimination.
31. **Land-based projects**- are projects designed systematically in order to provide women the opportunity to have full-access and control over the maximum utilization of land and other indigenous resources.
32. **Mail Order Bride**- is a practice where a woman establishes personal relationships with a male foreign national via mail or similar means upon recruitment by an agency operating for the purpose.
33. **Other places of Amusement**- include all other places of amusement not specifically enumerated or otherwise provided for in this code, included but not limited to night clubs or day clubs, cocktail lounges, super or family clubs, disco houses, minus-one or sing-along houses, bars or beerhouses gardens, fast food center showing sports competitions, replay videocassette films/movies and other places of amusement where one seeks admission to entertain by seeing or viewing or by direct participation.
34. **Places of amusement**- include theaters, cinemas, concert halls, circuses and other places of amusement when one seeks admission to entertain oneself by seeing viewing the show or performance.
35. **Pornography Scenes, Pictures, Publications**- written or graphic or other forms of communications intended to entertain lascivious feelings.

36. **Prostitution**- is the sale, purchase and exchange of women and minors for sexual exploitation for each project or other economic considerations by an individual but not limited to pimp, procurer of the service parents, owners of establishments such as hotels and restaurants and any other persons who uses various schemes to prostitute women and minors. It is the acts as defined under the Revised Penal Code of the Philippines and shall be recognized as a violation of human rights and exploitation of women have no real choices for survival.
37. **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 process. It constitutes 10 elements namely:
- a. Mental and Child Health and Nutrition
 - b. Family Planning
 - c. Prevention and Treatment of Reproductive Tract Infection (RT) including STD, HIV and AIDS
 - d. Prevention and Management of Abortion Complication
 - e. Education and Counseling on Sexuality and Sexual Health
 - f. Breast and Reproductive Tract Cancers and other Gynecological Situation
 - g. Prevention and Treatment of Infertility and Sexual Disorders
 - h. Men's Reproductive Health
 - i. Violence Against Women
 - j. Adolescent Reproductive Health

ARTICLE II GENDER AND DEVELOPMENT PROGRAM

Section 5. Integrated Gender and Development Program

5.1 The Local Government of the City of Alaminos shall ensure the integration of Gender and Development (GAD) in the local planning and budgeting system through the formulation of GAD plans as stipulated in DILG-DBM-NCRFW Joint Memorandum Circular No. 2001-01 "GUIDELINES FOR INTEGRATING GENDER AND DEVELOPMENT (GAD) IN THE LOCAL PLANNING SYSTEMS THROUGH THE FORMULATION OF GAD PLANS."

5.2 The Local Government of the City of Alaminos shall ensure that the Philippine Plan for Gender and Responsive Development (PDGD) which was adopted through Executive Order 273 is implemented for women in relation to the services stipulated in Republic Act 7160 of the Local Government Code of 1991 particularly Sections 16 and 17 and other related provisions.

5.3 The LGU of the City of Alaminos shall ensure that all barangays under its jurisdiction shall prepare a GAD plan addressing gender issues of their locality following Sections 16 and 17 of the Local Government Code of 1991 and other related provisions.

5.4 The LGU of the City of Alaminos shall integrate gender concerns in the formulation of the Comprehensive Development Plan (CDP), Comprehensive Land Use Plan (CLUP) and Annual Investment Plan (AIP).

5.5 The formulation of the GAD plan shall follow the regular planning and budget calendar and shall anchor on the existing CDP, CLUP, and AIP.

5.6 It is the responsibility of the City Planning Development Coordinator to ensure that GAD PPA's are integrated in the local planning process.

SECTION 6. Support to Gender Studies. A sufficient amount shall be allotted to gender related documentation and researchers, which shall form part of the City of Alaminos based program.

SECTION 7. Popularization of Gender-fair materials. There shall be an active promotion and publication of gender-fair materials in popular forms in the City of Alaminos

SECTION 8. Integrated Gender Sensitive and Environment- Friendly Zonification Plan. An Integrated Gender-sensitive and Environment Friendly Zonification Plan for the City of Alaminos shall be established taking into consideration among others the following:

- a. Relocation of communities shall not deprive anyone of their sources of livelihood.
- b. Allocation sites shall not contribute to an increase in anyone's burden in economic home and social production.
- c. Housing and industrial projects sites shall be those unproductive lands unsuitable for agricultural purposes.

SECTION 9. Community-Based Environment Plans and Programs. Both men and women shall participate in pollution control, zero waste technology development and management preservation of the forest, with due respect to indigenous people's right to self-determination.

SECTION 10. Gender-Sensitive Natural Resources-Based Management Program. The Local Government of the City of Alaminos shall engage itself in gender-sensitive natural resources-based management program.

SECTION 11. Role of Women in Environment Impact Assessment Project. The City of Alaminos shall promote the active role of women in environmental impact assessment project.

SECTION 12. Promotion of Alternative Technology. The City government shall actively promote alternative technology that is appropriate and safe for everybody's well being.

SECTION 13. Sufficient Budget for Basic Social Services. An amount necessary to underwrite basic social service for woman and children in extremely difficult circumstances shall be allocated from any available source of funds.

SECTION 14. Gender Sensitivity Training for the Lupong Tagapamayapa. A special paralegal training for the Luong Tagapamayapa. Shall be conducted along gender questions and related matters.

SECTION 15. Gender Sensitivity Training for Barangay Tanods. There shall be a gender sensitivity training for Barangay Tanods.

SECTION 16. Training on Non-Traditional Occupation. Women shall be given opportunity to acquire training on non-traditional occupation such as those related to science and technology.

ARTICLE III HEALTH

SECTION 17. Statement of Policy. No women shall be denied health and services such as those declared by World Health Organization as necessary to respond to basic health needs specially those that relate to maternal health care on purely financial grounds or lack of access thereto.

SECTION 18. Budget for Women's Health. A substantial portion of the health budget of the municipal budget government shall be allocated for Women's health and services.

SECTION 19. 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 all health, professionals, private and public at very minimal cost.

SECTION 20. Access to Safe Water in the municipality. The City Government shall provide easy access to safe water supply. Appropriate water system shall be installed to ease women's workload brought about by the lack of this facility.

SECTION 21. Gender Fair Health Care Delivery Service. The City health officer shall ensure that health care services are not discriminating on account of gender, age, religion or political affiliation.

SECTION 22. Reproductive Health Care- The City shall adopt the Reproductive Health Care approach at the levels of the health care delivery. Such approach shall integrate many issues not previously considered central to population such as sexuality, reproductive tract infection and gender relations and shall not be limited to family planning and child bearing.

SECTION 23. Reproductive Health Services. No hospital or medical facility operating within the territorial jurisdiction of the City of Alaminos shall deny reproductive health services to any women by reason of the latter's poverty.

SECTION 24. Information Education on Women's Health. The City Health Officer in collaboration of the City Health Board shall endeavor to improve implementation of education/information campaign on women's health. In connection with this, the City Government shall facilitate the celebration of the International Day of Action for the Women's Health every May 28 of each year where issues and concerns relative to the protection of and promotion of women's health shall be examined, deliberated, projected and government action bought.

SECTION 25. Protection Against Drug Abuse. A special task force shall be created and sustained by the City for the protection against drug abuse and proliferation of illicit drugs.

ARTICLE IV EDUCATION AND TRAINING

SECTION 26. Statement of Policy. The City Government shall endeavor to improve access of women to technology-based education and training program.

Section 27. Women Literacy and Adult Education. In cooperation with the department of Education, non-formal education classes for all shall be held in identified schools in the municipality to facilitate working persons' access to education. Anyone desiring to engage in functional and practical education shall be enlisted in the adult education program which shall be set-up in the city.

Section 28. Gender Fair Curricula. The city shall ensure that the curricula in all schools at all levels in the municipality promote complementary roles between women and men and provide gender-sensitive materials and gender sensitivity orientation to every class.



OFFICE OF THE SANGGUNIANG PANLUNGSOD

Tel. Nos. : (075) 552-7105; (075) 551-2751

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Section 29. Special Education for Different-Abled Woman. The City government shall ensure that all interested differently-abled women of the city shall have access to special education programs.

Section 30. Sex Education. Sex education for the pre-puberty ages shall be introduced in the right way. At the right place and by the right people. Understanding human sexuality is an intimate and personal matter that is a concern not only of parents but also of other Institution that have the competence to carry out such obligation of molding children in the context of Godly life and love.

Section 31. Scholarship Program. The City shall institutionalize its scholarship programs for poor but deserving students and shall not disqualify married women and mothers with infants.

ARTICLE V LABOR EMPLOYMENT AND ECONOMIC OPPORTUNITIES

Section 32. Statement of Policy. The City shall ensure that all departments and agencies shall engage in and expand their socio-economic programs to include women as beneficiaries and implement programs and projects designed to further capacitate women to empower them to access medium and large scale economic opportunities.

Section 33. Equal Access to Employment and Training Program. No one shall be denied of 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 34. Wage and Benefits. Every employee shall comply with the minimum wage as prescribed by the Regional Wage Board and shall grant all benefits to all employees such as maternity/paternity leave, sick and vacation leave, retirement termination and other benefits provided by law.

Section 35. Facilities and Support System to employees. The City Government shall ensure the safety and health of women in appropriate cases, employees may.

- a. Establish separate toilet rooms and lavatories for men and women and provide at least a dressing room for women; and
- b. Breastfeeding, child rearing and early childhood care for working parents while on their respective jobs.

Section 36. Orientation on Sexual Harassment. All local offices, school agencies and establishment or companies, government and private, operating in the City shall conduct or sponsor orientation on sexual harassment to their respective personnel.

Section 37. Organization and Functionalization of Local Councils for the Protection of Women and Children. The City shall ensure the reactivation of the Barangay Councils for the protection of women and children.

Section 38. Equal Access to Livelihood Assistance. All City departments and agencies engaged in socio-economic programs shall increase their capital assistance and or subsidy to women especially on land-based projects.

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Section 39. Access to Science and Women Friendly Farming Technology Education. The City PESO officers shall work in collaboration with other related line agencies of the City Government, and the private sector to ensure access to updated and women friendly technology to facilitate women's under participation in the economic activities of their respective barangays.

Section 40. Farmland for Women Headed Families. Portion of agricultural lands, the ownership of which is transferred to the City Government by legal flat, shall be distributed to landless and indigent families who are interested and committed to till the land, giving priority to woman-headed household.

Section 41. Employment Opportunities to Differently-Abled Woman. The City Government in partnership with appropriate national government agencies and private groups and other entities shall develop creative employment opportunities to differently-abled women recognizing their differentiated conditions and potentials as human being.

Section 42. Healthy and Gender Fair Work Environment. The City Government shall ensure that the work place, private or public, actualizes the principle of equality between women and men in all aspects of their employment. For this purpose, employers are required to provide seats proper for women and permit them to use such seats when they are free from each and during walking hours, provided they can perform their duties in this position without detriment to efficiency and provide workers with the necessary gear to guard against the detrimental effects of the nature of their function such as the special support stocking for female workers required to perform their functions in standing position.

Section 43. Benefit for Post – Partum Women. Women with children 0-6 months old shall be entitled to a 30-day leave without pay to be availed to within the first six months of child delivery, provide that this benefit is separate and distinct from any existing maternity benefits provided for by existing laws, provided further that if the employer is already providing similar benefit over and above what is existing laws, require, such benefit being provided shall be credited in compliance thereof.

Section 44. Gender-sensitive Physical Plan. A physical plan appropriate for gender-sensitive environment shall be adopted by all officers, agencies and establishment or companies, which will help prevent sexual harassment, sexual abuse and other forms of maltreatment in the work place.

Section 45. Employment assistance Program. The City Government in cooperation with the Department of Labor and employment shall endeavor to assist poor students, the unemployed and underemployed in securing gainful employment.

Section 46. Municipal Based Registration of Helpers. The City shall come up with an Annual Survey of domestic helpers in the barangays to monitor cases of sexual harassment, sexual abuse and other forms of maltreatment. Employees must provide their house helpers a recreational day-off at terms and conditions mutually agreed by both parties.

Section 47. Spousal Support. Women and their children are by law entitled to support from their spouses for this purpose. All agreements or settlements arrived at the barangay level relative to the support of the family shall be final and executor. Innovations of the agreement shall be allowed only if the same is advantageous to the children.

**ARTICLE VI
POLITICAL AND PUBLIC SPHERE OF WOMEN AND CHILDREN**

Section 48. Statement of Policy. The City shall ensure the fundamental equality before the law of men and women open as an arena for their active participatory role in the development process.

Section 49. Declaration of March 8 as Women's Day. As declared by the United Nations, March 8 shall be observed as Women's Day through an issuance of an Executive Order by the City Mayor. There shall be a municipal level set of articles, for women to increase their level of awareness and critical consciousness on the issues affecting them.

Section 50. City Self Organization of Women. The city government through the Gender and Development Inter-agency committee shall encourage and support the formation of community-based organizations, and facilitate their accreditation with the Sangguniang Bayan.

Section 51. Nation Children's Month. Pursuant to Presidential Proclamation No. 267, dated September 30, 1993, the City shall observe the month of October as National Children's Month and undertake projects in the observance thereafter

Section 52. Participation of Women in Local Governance. To widen and enhance participation of women in local government decision-making and administration, the City Government shall ensure the participation of women to the Sangguniang Bayan and all Local Special Bodies in the city. These women representative shall be elected among the accredited women's organizations in the city as a concrete manifestation of women place in local governance and in accordance to RA 7160.

Section 53. Creation of the City Gender and Development Inter-Agency Committee The City Gender and Development Inter-Agency Committee (GAD-IAC) shall serve as the Focal Point of GAD programs.

5.31 The GAD-IAC shall be composed of the following

- Chairperson - City **MAYOR**
- Co-Chairperson - SB Chairperson of the Committee on Women and Family
- Members - Vice Mayor
- Members - Members of the Committee on Women & Family
 - CSWDO Women & Children Protection Desk
 - CAO
 - DILG/CLGOO
 - CIO
 - City Budget Officer
 - CENTRO
 - ABC
 - SK Federation President
 - HRMO
 - Department of Education
 - CPDO

Women Representative from NGO's, PO's
PNP
City Community Development Officer
POPCOM
NGO-Religious Sector
CHO
Representative from Business Sector
Representative from Labor Sector
Representative from Federation of Women's
Association

53.2 The GAD-Inter-Agency committee shall be tasked with the following:

- a. Catalyze, coordinate, provide direction, monitor and serve as technical adviser on programs/projects on women/gender and development concerns within the municipality.
- b. Review the mandated tasks of the LGU as per RA 7192 and other Presidential directives on the course of action to be taken
- c. Conduct a Gender-Responsive Planning Workshop
- d. Make a Comprehensive and integrated Plan and Program for women in the municipality and ensure the implementation thereof
- e. Establish a data bank unit
- f. Facilitate a Trainers' Training on GAD
- g. Ensure that GAD Activities of the LGU are replicated at the barangay level
- h. Assess the performance of the committee and learn from the experience of others by attending Annual Focal Point Assemblies and
- i. Establish linkage with the NCRFW.

53.3 The Human Resource Management Officer of The LGU shall act as Focal Point Officer of the City and shall have the following functions:

- a. See to it that Gender and Development concerns especially for women and children are reflected in the Annual both short and long term and that are made thereto;
- b. Ensure that plans & programs of the GAD-IAC members are reflected in their performance evaluation reports, their targets and accomplishments;
- c. Ensure that GAD plans & programs of other agencies operating within the city are consolidated in the Annual Development Plan;
- d. Prepare the Annual GAD reports to submitted to the NEDA for monitoring & evaluation which could be the basis for other financial funding and support;
- e. Ensure that observance of the month of March as "Women and Children's Month be given importance and shall be celebrated to give important to motivate women of their role in nation building.

53.4 The Secretariat of the GAD-IAC shall have the following functions:

- a. Document matters taken up in the GAD-IAC during seminars, workshops and meetings; and
- b. Prepare and furnish the official minutes of meetings of the GAD-IAC signed by the Presiding Officer.

53.5 For the purpose of institutionalizing the Gender and Development Inter-Agency committee, an amount of OEN HUNDRED THOUSAND PESOS (P 100,000.000) shall be appropriated and taken from the 20 % AIP of the municipality.

- a. All formulated plans & programs on Gender Development approved by the Local Chief executive including women and children will be funded from the 20% Annual Development Fund pursuant to Section 12 Rule V of RA 7192;
- b. In cases where some critical activities cannot be funded from the regular budgets, concerned government department/agencies shall be advised to source these from supplemental budgetary requests and or seek financial assistance in both local & foreign.

Section 54. Creation of City Councils of Women. The City Local Council of Women shall be organized in the municipality, which shall be composed of accredited women's organizations existing in the municipality.

Section 55. Organization of Differently Abled Women. The city government in collaboration with City Social Welfare Development Officer shall encourage and support the organization of differently-abled women in the city to give focus on and facilitate response to their special needs.

Section 56. Organization of Elderly Women. The City Government's Office of the Senior Citizen's Affairs shall encourage and support the organization of elderly women in collaboration with the City Senior Citizen's Federation to give special focus on and facilitate response to their special needs.

Section 57. Women's Summit. The city government through the City Local Council of Women shall hold and convene a City Women's Summit at least once every year to renew women's development in all aspects of community life and make appropriate recommendations for actions thereon.

ARTICLE VII SUPPORT SERVICES

Section 58. Support Programs to Survivors of Violence. The City Government of Alaminos shall provide immediate support services to survivors of violence. Support services shall consist of the following but not limited to legal, medical, psycho-social, shelter and other forms of support services. These services shall be provided by the City Social and Development Office in coordination with other concerned agencies.

Section 59. Survivors' Support Group. There shall be an organized group to whom survivors of violence voluntarily agree to establish a professional helping process. All investigations/hearing involving rape cases and other forms of violence against women and children conducted in the police stations, prosecutors office and trial courts shall recognize and allow the survivors' support group to be present in the courtroom as observers and to provide moral support to the survivors who are subject of litigation as expressly allowed or requested by the offended party to the extent allowed by existing laws or the rules of court.

Section 60. Women's and Children's Desk (WCD's). The City shall establish and maintain the women and children's desks handled by women police officers and duly trained personnel. The City police station shall have a separate WCD room.

OFFICE OF THE SANGGUNIANG PANLUNGSOD

Tel. Nos.: (075) 552-7105; (075) 551-2751

Cont. Ord. No. 2006-09, adopted on 13 October 2006)

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Section 61. Role of Female Police Officer. Complaints of battering and other forms of abuse against women and children shall be handled by female officers in the local police who shall undergo special courses on handling cases affecting abused women, and whose character and credibility do not violate the accepted ethical standards in handling such cases.

Section 62. Crisis Intervention Center. A crisis intervention center is hereby established to serve as a temporary shelter with appropriate support services for women and children in crisis under the management and supervision of the City Social Welfare Development Office.

Section 63. Support Services for Women in the Entertainment Industry. City Government shall provide socio-economic support services for women in the entertainment industry in its desire to concretely respond to their practical needs. The CSWDO and Metro PESO shall make available alternate sources of income and livelihood to women engaged in entertainment industry or places of amusement.

Section 64. Medical Routine Check-up. Medical routine check-up and medicines if needed at socialized rates shall be afforded to women in the entertainment industry and those engaged in places of amusement by the City Health Office and the Western Pangasinan District Hospital.

Section 65. Continuing Education Against Sexual Harassment. To foster a culture against sexual harassment, all government or private agencies and offices within the jurisdiction of the City shall conduct a continuing education against sexual harassment. For this purpose the City Social Council for Women and the City Labor-Management Council shall work together to ensure that:

- 65.1 At least one (1) activity designed to equip workers and employees with the critical and practical knowledge on gender issues and concerns is conducted each year in these offices/establishments or workplace.
- 65.2 The provision of RA 7877 otherwise known as the Anti-Sexual Harassment Law and other provisions of the Labor Code affecting the women are faithfully implemented, especially the formulation of the necessary policies and procedures in resolving complaints for sexual harassment
- 65.3 Tools for Assessment and Strategies against gender bias are designated and established.

Section 66. Support and Development of Day Care Centers. The City Government of Alaminos shall ensure that day care centers are set-up in all barangays. Day care centers existing in the barangays shall be responsive to the need of the community to provide childcare assistance to parents in order that they may be able to engage in economically productive activities. For this purpose, day care centers shall give priority to children aged 3-6 years old.

Section 67. Legal Education and Counseling. The City Legal Officer shall:

- 67.1 Undertake legal education and training for community leaders, Barangay officials and members of the Lupong Tagapamayapa on legal counseling and family conflicts at the barangay level in coordination with the City Social Welfare and Development Office and concerned government organization (NGOs)
- 67.2 Undertake a special para-legal training on gender issues and related matters for members of the Lupong Tagapamayapa for all barangays in the City in partnership with the Liga Ng Mga Barangay and other non-government organizations.

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Section 68. Medico Legal Desk for Women. The City Health Officer and the Chief of the Western Pangasinan District Hospital shall create a medico legal desk for women to attend to women's special medical needs.

Section 69. Support Fund for the Senior Citizens Affairs. The City Government shall allocate funds for livelihood assistance, routine physical check-up, social group work programs and other appropriate socio-economic activities for the senior citizens.

Section 70. Support to the Persons in Detention. The rights of all detainees shall be protected as follows:

70.1 An appropriate program shall be designed to respond to their specific needs and problems as detainees;

70.2 Separate structures, space for detention and rehabilitation for women and men shall be established.

CHAPTER II PROVISION FOR IMPLEMENTATION

Section 71. The Gender and Development Inter-agency Committee. The GAD-IAC is duly created by virtue of Executive Order No.

Section 72. Creation of Gender and Development Desk. The GAD Desk shall create by virtue of this ordinance, which shall be under the Special Project Division of the City Planning and Development Office. The GAD Desk shall be responsible for the Implementing of this ordinance in close coordination with the Gender and Development Inter-Agency Committee, a consultative assembly on the City GAD Program.

Section 73. Composition of the City Gender and Development Desk. The GAD Desk shall be composed of three personnel coming from the City Planning and Development Office under the Special Project Division

GAD Desk Coordinator
GAD Monitoring Officer
Clerk

Section 74. Function of GAD Desk. The Gad Desk shall acts as the lead convenor and Secretariat to the

GAD-IAC. For this purpose, is shall:

- a. Coordinate with different NGA's, PGA's, LGU's and private sector
- b. Provide administrative and technical assistance to the GAD
- c. Mobilized various sectors for gender programs and projects
- d. Design capability building programs in relation to GAD
- e. Conduct advocacy program and training in relation to GAD
- f. Provide assistance to women and children in especially difficult circumstance
- g. Evaluate and monitor the Gad program of the municipality

Section 75. Rules and Regulations. The GAD-IAC shall promulgate the rules and regulation to carry out the provision of this ordinance. It shall be concerned periodically throughout the formulation of the Implementing Rules and Regulations (IRR). Official representatives of the various agency of the City Government and women NGO's involved in the process of drafting of this Code shall be involved in the formulation of the IRR.

A Technical Working Committee shall be performed for effective and efficient formulation of the Implementing Rules and Regulations. Such rules and regulations shall take effect upon their publication in two local newspapers of general circulation.

Section 76. Founding. For the effective implementation of this ordinance, the City Government of Alaminos shall appropriate the amount necessary from the Special Development Assistance as stipulated in RA 7182. It shall also appropriate five (5%) from its Annual Development Fund.

**CHAPTER III
FINAL PROVISION**

Section 77. Repealing Clause. All ordinances, resolution, circulars, memoranda, or rules, rules and regulation inconsistent with the provision of this Code are hereby repealed and modified and modified accordingly.

Section 78. Separability Clauses. If for any reason any portion or provision of this Code is declared unconstitutional or invalid, the other sections or provisions hereof which are not affected thereby shall continue to be in full force and effect.

Section 79. Supplementary Clause. On matters not provided for in this Code, any existing applicable laws and their corresponding Implementing Rules, Exercise Orders and relevant issuances issued the therefore shall apply in a supplemental manner.

Section 80. Effectively Clause. This code shall take effect upon compliance of the mandatory posting and publication requirement prescribed under RA 7160 otherwise known as the Local Government Code of 1991.

ADOPTED UNANIMOUSLY.....

I **HEREBY CERTIFY** to the correctness of the foregoing ordinance which consist some eighteen pages (18) including this page.

ORLANDO "ANG PANDAY" R. GO
(City Councilor)
Acting Presiding Officer

MICHAEL ROY S. BOLING
Member

RUFINA J. GABRIEL
Member

FILEMON R. BACALA, JR.
Member

CIRILO B. RADO, CPA, LL.B.
Member

CESAR C. MANZANO, RET. COL., PAF
Member

CONSTANTE R. CARASI, M.D.
Member

MARIO P. RABADON, LBP
Ex-Officio Member

ATTESTED:

VIRGILIO O. MONTEMAYOR
Secretary

NOTED:

TEOFILO G. HUMILDE, JR.
City Vice Mayor/
SP Presiding Officer

APPROVED:

HERNANI A. BRAGANZA
City Mayor