



Republic of the Philippines
Province of Ilocos Norte
MUNICIPALITY OF NUEVA ERA

OFFICE OF THE SANGGUNIANG BAYAN

EXCERPT FROM THE MINUTES OF THE REGULAR SESSION OF THE SANGGUNIANG BAYAN OF NUEVA ERA, ILOCOS NORTE, HELD AT THE SESSION HALL ON OCTOBER 21, 2019 AT 9:00 O'CLOCK IN THE MORNING, MONDAY.

PRESENT:

HON. CAROLINE A. GARVIDA	Vice Mayor & Presiding Officer
HON. CATHERINE A. NAIRA	Sangguniang Bayan Member
HON. OSIAS O. BUENO	"
HON. JERRY D. ALEJANDRO	"
HON. BENABEL A. LALUGAN	"
HON. ROGER O. ARZADON	"
HON. AGRIFINA T. DUMLAO	"
HON. PETRONIO H. RIQUELMAN JR.	"
HON. EDWIN B. YAGIN	"
HON. AUSTINE MARK A. VALERA	Pederasyon ng Sangguniang Kabataan Pres.
HON. FRANCISCO T. RAMBAUD	Liga ng mga Barangay President

ABSENT: NONE

MUNICIPAL ORDINANCE NO. 2019-26

**AN ORDINANCE REVISING THE GENDER AND DEVELOPMENT CODE OF THE
MUNICIPALITY OF NUEVA ERA, ILOCOS NORTE.**

BE IT ORDAINED by the Sangguniang Bayan of the Municipality of Nueva Era, Ilocos Norte by virtue of the powers vested in law, in session duly assembled that:

**BOOK 1 –GENERAL PROVISIONS
CHAPTER 1 – BASIC PRINCIPLES**

Article 1

Title and Declaration of Policy and Principles

SECTION 1. Title. This ordinance shall be known as the “**Revised Gender and Development Code of Nueva Era, Ilocos Norte.**”

SECTION 2. Declaration of Policy and Principles of the Local Government Unit of Nueva Era – it shall be the policy of the Municipality of Nueva Era to ensure both women/girls and men/boys benefit equally and participate directly in the development programs and projects of its various offices and ensure the full participation and involvement of both men and women in the development process pursuant to RA 7192. It shall also uphold the rights of women/girls and the belief in their worth and dignity as human beings in accordance with the fundamental freedom guaranteed under the Constitution and Provisions of the Universal Declaration of Human Rights, Convention in the Elimination of all Forms of Discrimination against Women and other international human rights instruments of which the Philippines is a party.

Women shall be recognized as full and equal partners of men in development and nation building and men shall equally with all forms of productive and reproductive activities.

The Local Government Unit of Nueva Era shall actively contribute to the establishment of a national and international economic order based on sustained, equitable growth and balanced ecology. Any development effort it undertakes should realize the improvement of the equality of lives, their families and communities.

Towards this end, the Local Government Unit shall pursue and implement vigorously gender responsive development policies, design and integrate specific gender support systems, take into consideration women's and girls' right to economic survival, political participation, self determination and personal empowerment, adopt and implement measures to protect and promote their rights; ensure the widest participation of women in the Local Government Units (LGUs), Non-government organizations (NGOs), and People's Organizations (POs), and the private/business sector in all phases of development programcycle.

To attain the foregoing policy:

1. All Government Department Agencies, Offices and Instrumentalities in the municipality shall ensure that women and girls benefit equally and participate directly in development programs and projects of said departments and agencies especially those funded participation and involvement of women in development process, pursuant to RA 7192 or the Women in Development and Nation Building Act.
2. All government project proposals shall ascertain the inclusion of gender responsive indicators and guidelines pursuant to the United Nations Declarations and Conventions of Women of which the Philippine government is a signatory.
3. The Local Government Unit of Nueva Era, its department, agencies, offices and instrumentalities upon effectivity of this code shall review and revise all their regulations, circulars, and issuance and shall complete the same within five years.

RELATED PRINCIPLES

SECTION 3. Rights of Women Defined. Women's right is the rights of women that are defined and declared by the United Nations under the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) which are hereby adopted as follows:

- a. Women have the right to the prevention and protection from all forms of violence and coercion against their sexuality and their individuality.
- b. Women have the right to freely and fully participate individually or collectively in the political processes of their communities and nations.
- c. Women have the right to the means for assuring their economic welfare and security.
- d. Women have the right to the necessary knowledge and means for the full exercise of their reproductive choice in accordance to the Constitution and their beliefs and preferences.
- e. Women have the right to choose a spouse in accordance with their valued and preferences, maintain equally in marriage or its dissolution, and obtain adequate support for rearing and caring for their children.
- f. Women have the right to an adequate, relevant and gender-fair education throughout their lives from childhood to adulthood.
- g. Women have the right to adequate nutrition and proper health care.
- h. Women have the right to humane living condition.
- i. Women have the right to nurture their personhood, collectively and individually, to secure an image of themselves as whole and valuable human beings, to build relationship based on respect, trust and mutuality;
- j. Women have the right to equality the law in principle, as well as in practice.
- k. Women have the right in creating awareness and initiate programs/activities including community-based specific interventions on dangers of risky sexual behavior, protective measures, prevention of mother-to-child HIV transmission and community based care and support for people infected and affected by acquired immune deficiency syndrome (AIDS).
- l. Women have the right to intensify information education campaign (IEC) activities and programs involve women's group networks in mass media to increase outreach programs for men and women on various issues relating to their health which include the importance of family planning and child spacing, taboos and harmful traditional practices that impact negatively on health of women and girls.

SECTION 4. Gender, Development, Discrimination, Commodification, VAWC Defined.

Gender – is a socially constructed difference between men and women for all sexual orientation and gender identities, created artificially, partly through socialization and partly through positive and negative discrimination in the various institutions and structures or society.



Development – is the improvement of the equality of life regardless of age, sex, gender, tribe, race, creed and religion. It is characterized by an enrichment of Filipino indigenous resources, sustainable utilization of the natural resources of the country and freedom from dependency. It is therefore sustainable, equitable and gender-responsive.

Discrimination against women – any distinction exclusion or restriction made on the basis of sex has purpose or effect of impairing or nullifying the recognition, enjoyment or exercise by women of their rights irrespective on their marital status.

Commodification of Women- is a practice that puts women in subordinate situation that results in the treatment of women as both consumers and objects. As consumers, women are enticed to buy beauty products to enhance their physical attractiveness. As objects of consumption, women are reduced to a 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.

Violence Against Women (VAWC)- refers to any act or 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 sexual or dating relationship, or with whom he/she has a common child or against her child whether legitimate or illegitimate.

CHAPTER II – DEVELOPMENT CONCERNS

ARTICLE I Violence Against Women

SECTION 1. Violence Against Women. Any act of gender- based violence that results in, or is likely to result, in physical, sexual, economical or psychological harm or suffering to women, including threats of such act, coercion or arbitrary deprivation of liberty, whether occurring in public or private life as defined in the UN declaration on the elimination of Violence Against Women.

SECTION 2. Violence against women shall include but not limited to:

- a. Physical, sexual and psychological violence occurring in the family regardless of relationships, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation.
- b. Physical, sexual and psychological violence occurring within the general community including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution.
- c. Violations of the human rights of women in situation of armed conflict; in particular, in murder, physical and psychological torture, systematic rape, sexual slavery and forced pregnancy.
- d. Forced sterilization and forced abortion, social stigmatization, coercive/force used of contraceptives, pre-natal sex selection, female expressed approval of the concerned person.
- e. To buy or sell women or any of her body parts for profit.
- f. Sexual harassment and assault of women in detention

SECTION 3. Sexual Abuse. Sexual abuse shall include but not limited to the following:

- a. When a man inserts or attempts to insert his penis into the mouth, genital or anus of a woman under any of the following:
 1. Through force, threat or intimidation;
 2. By means of abuse of authority or relationship;
 3. When the offended party is deprived of reason or is otherwise unconscious;
 4. When the offended party is below twelve years old, even though none of the above circumstances is present.


- b. When a person who inserts parts of his/her body other than the sexual organ, or who introduces any object or instrument into the genital or anus of a woman under any of the situations stated in paragraph 1.
- c. When a person subjects another subjects another to have sexual intercourse with an animal under any circumstances stated in paragraph 1 or through any abnormal, unusual or ignominious sexual act
- d. Sexual abuse intimidate relations consisting of any form of forced sexual act by a partner to the other within intimate relations as defined in the Anti-rape law of 2001, such as those between women relations, married or unmarried, legally separated or separated in fact.
- e. Incestuous abuse committed by any person who has authority over a person by virtue of consanguinity and/or affinity as those perpetrated by father, mother, grandparent, brother, sister, whether whole or half blood; an uncle, an aunt , nephew or niece, or cousin to the 4th degree.

SECTION 4. Partner/Wife Abuse and Battering. Battering is any single or sporadic act of violence that shall include the repeated and habitual cyclic patterns as means of intimidation and imposition of batterer's will and control over the survivors live. It constitutes the following kinds of behavior but not limited to:

- a. **Physical abuse and battering-** this includes any form of inflicting wounds, pain, etc. on any part of the woman's body or the threat of physical violence.
- b. **Sexual abuse and assault** – this includes physical attacks on the women's breast/genitals or forced sexual activity, accompanied by either physical violence or the threat of physical violence.
- c. **Psychological abuse** – this includes threat of suicide, violence against the women or her family, punching, breaking or defacing or otherwise destroying the house or any part thereof; or her family or of personal belongings of a women, threatening to take the children away, threatening deportation of wives with foreign citizenship, threatening to kidnap children or take them to a foreign country and forcing the victim to do degrading things; controlling the victims lawful or usual activities, the use of foul and insulting words or statement and threats and abandonment and expulsion such as forcing the wives to leave the conjugal dwelling. This provision shall apply to any form of intimate relations such as common-law relations, those between and among members of the same household; and include men's control over women's resources (e.g. income, property, etc.)
- d. **Economic abuse** – this include deprivation of women on economic resources, their generation and mobilization so as to create dependency and submissiveness to men and to any established structures of domination such as controlling over women's hard- earned money and use them of his vices, etc.

SECTION 5. Trafficking in Women. A covert or overt recruitment of women into the sex trade industry. It includes new forms of sexual exploitation such as sex tourism, the illegal recruitment for domestic labor to work in developed countries and foreign nationals, promoting or initiating a system in which women become movable properties and objects of exchange.

Trafficking in women shall include the following but is not limited to any person or association, cult religion or organization or similar entities to commit the following:

- a. Establish or carry on a business for the purpose of matching women for marriage to foreigners either on a mail-order bride basis or through personal introduction or cyberspace.
 - b. Advertise, publish, print or distribute or cause the advertisement, publication, printing or distribution of any brochure, flyer or propaganda material or calculated to promote the above-mentioned prohibited acts for profit or advantage.
 - c. Solicit, enlist or attach/induce any woman to join any club, association or organization whose objective is to match women for marriage to foreigners either on a mail-order basis or through personal introduction or cyberspace or any which facilitate the act of solicitation.
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- d. Use the postal service, cyberspace or satellite TV to promote the above-mentioned prohibited acts;
- e. To buy or sell women, or any of her body parts for profit; or to use her body by any pretext, to be used for experiments, research or the like without her consent;
- f. Act as procurer of a prostituted woman;
- g. Threaten or use violence and force a woman to become mail-order bride;
- h. Lease or sub-lease, use or allow to be used any house, building or establishment for the purpose of trafficking in persons; and
- i. Organize, produce or distribute pornographic materials that promote traffic in persons.

SECTION 6. Mail-Order Bride. It is a practice where a woman establishes personal relation with male foreign national via mail, electronic or similar means upon recruitment by an individual or agency for the purpose of exploiting women in guise off marriage.

SECTION 7. Sexual Harrassment. It is a form of misconduct involving an act of series of unwelcome sexual advances, requests for sexual favors, or other verbal or physical behavior of a sexual nature, made directly or indirectly.

Sexual harassment shall be unlawful in the employment, education or training environment as prescribed in RA7877.

SECTION 8. Other Forms of Sexual Harassment. Other than the definition provided by RA 7877, the following constitute sexual harassment some of which covered by the Revised Penal Code under Acts of Lasciviousness:

- a. Persistent telling of offensive jokes such as green jokes or other analogous statements to someone who finds then offensive or humiliating;
- b. Taunting a person with constant talk about sex and sexual innuendoes;
Displaying offensive or lewd pictures and publications in the workplace;
- c. Interrogating someone about sexual activities or private life during interviews for employment, scholarship grant or any lawful activity applied for;
- d. Making offensive hand or body gestures at someone;
- e. Repeatedly asking for dates despite verbal rejection;
- f. Touching, pinching or brushing up against someone's body unnecessarily or deliberately;
- g. Kissing or embracing someone against her will;
- h. Requesting sexual favors in exchange for good grade, obtaining a good job or promotion, etc.
- i. Cursing, whistling or calling a woman in public with words having dirty connotation or implications which tend to ridicule, humiliate or embarrass the woman such as "puta," "peste" "pokpok";
- j. Any other unnecessary acts during physical examinations;
- k. Requiring women to wear suggestive or provocative attire during interviews such as job hiring, promotion, admission; and
- l. Any expression of gender bias a person with the intention to embarrass, humiliate, stigmatize.

SECTION 9. Pedophilia. It is a form of sexual perversion where children are the preferred victims of intercourse.

SECTION 10. Commercial Exploitation of Women/men and Girls/boys. It shall be unlawful for any person to sell or market women's/men and girl's/boys bodies in various forms of packaging. These include but not limited to the following:

- a. Prostitution which is selling a woman's/men's/girl/boy's body mainly sex;
- b. Printing, publication, display and distribution of pornographic scenes on movies/TV shows, trailera, posters, billboards and other materials and literature that treat women/men and girls/boys as sexual objects either in nude or provocative gestures and/or

- c. Pornographic and indecent shows depicting women/men and girls/boys as sexual objects either in nude or provocative gestures and/or
- d. Live shows women or girls-children are influenced or forced to dance or do naked shows in public or private places for various purposes.

SECTION 11. Non-Discrimination of gays, lesbians, bisexual and Transgender. It shall be a violation of human rights to discriminate against any person on the basis of his/her sexual preference or orientation for employment, participation in the locality development programs and projects and/or other family or community activities. Every person's right to his/her sexual preference shall be respected and protected.

Article II

Support mechanism to Empower Women and Promote and Respect /Women's Rights

SECTION 12. Comprehensive Support to Women-Survivor of Violence. The Local Government Unit of Nueva Era shall provide comprehensive support to women-survivors that consists of but not limited to the following:

- a. Immediately conduct an investigation within 24 hours;
- b. Provide for counseling and medical services for the offended party;
- c. Gather evidence for the arrest and prosecution of the offenders;
- d. Make a report of his/her investigation and on the basis of the offended party's testimony and additional evidence. If any, endorse the same to the proper prosecution office within thirty-six (36) hours from time of filing, regardless of his/her evaluation of the case.
- e. The investigation officer or the examining physician, if possible, of the same sex as the offended party, shall ensure that only persons expressly authorized by the latter allowed inside the room where the investigation or medical or physical examination is being conducted;
- f. Women victims-survivors of all forms of violence shall be registered in a community-based psychological program that shall assist the women in holistically re-building and empowering themselves;
- g. All investigations/hearing involving rape cases and other forms of violence against women conducted in the police stations, prosecution's office and the trial courts shall recognize the survivor's social support group as expressly allowed or requested by the offended party;
- h. A temporary shelter with appropriate support services for women crises shall be appropriately constructed under the management and supervision of the Municipal Social Welfare and Development Office; and
- i. Free legal services to women and victim-survivors.

SECTION 13. Psychosocial program. It is an intervention using integration and wholistic approach to conditions of women considering their differentiated needs within a social context.

SECTION 14. Support Services for Women in the Entertainment Industry. Women in the entertainment industry are those women employed in establishments identified as places of amusements and shall include, but not limited to night clubs or day clubs, cocktail lounges, supper or family clubs, karaoke and videoke bars, beer houses/gardens, fast food centers, resorts which show TV/Cable programs, films, amusement where one seeks admission to entertain himself.

The Local Government Unit of Nueva Era shall provide socio-economic support for women in the entertainment industry.

SECTION 16. Regular Medical Routine Check-up. Women in the entertainment industry shall be required to undergo medical routine check-up and be prescribed medicines if needed.



Article III **Political and Public Sphere Participation of Women**

SECTION 17. Women's Participation and Representation in the Municipal Development Council. The Municipal and Barangay Development Councils shall ensure that at least one third (1/3) of its members are composed of women in recognition of their considerable leadership and involvement in various development efforts and initiatives. These women shall come from accredited organizations with considerable accomplishments and programs geared towards people-centered genuine development.

SECTION 18. Promoting Gender Balance at all levels in the Local Government Positions. The Local Government Unit of Nueva Era shall promote gender balance or equal proportion of qualified women and men for opportunity to assure key positions at all levels of local government, whether elective or appointive.

This should eliminate barriers to women's participation in the public sphere. This shall include their equal representation in the structures of the Municipal Development Council (MDC) and the Barangay Development Council (BDC). Implementation guidelines shall be detailed in the Code's implementing Rules and Regulations (IRR).

SECTION 19. Municipal and Barangay Gender and Development Committees. All barangays shall establish their respective gender and development committees that shall ensure gender issues and concerns are incorporated and addresses at the barangay level and reflected in their respective development plans. All accredited Women's organization with mass membership at the community level shall be represented in the committee as a cluster. Details of the committee operations shall be provided in the IRR of this code. These Committees shall appropriate at least five percent (5%) Gender and Development (GAD) Budget as institutionalized and mandated by law.


SECTION 20. Making significant days for women's action. Every year a day shall be declared a special day for all women in the municipality through executive order of the Municipal Mayor. There shall be activities for women to be conducted highlighting the state of the women addressed by the Local Chief Executive., reporting all accomplishments and initiatives to promote the status of women in their respective areas of responsibility. A committee for this activity shall be convened and spearheaded by the Municipal Population Office.

A half-day leave with pay maybe availed by any woman employee on that special day. In recognition of women's contribution to society, commercial and establishments shall be encouraged to give a twenty percent (20%) discount for women on that special day. Implementing guidelines shall be provided in this code's IRR.

Section 21. Day of action for Breast Cancer Awareness. The Local Government shall set a day through executive order by the Municipal Mayor to organize such information campaign activities on breast cancer, one of the top causes of maternal mortality.

SECTION 22. Girl Child Week. The Local Government through an executive order by the Municipal Mayor shall set a week to organize activities to celebrate the Girl child Week, with special recognition of cases of working children. It shall be spearheaded by the Municipal Social Welfare and Development Office and the Department of Education.

SECTION 23. International Day of Action for Women's health. The Local Government through an executive order by the Municipal Mayor, shall set a day to mark the International Day of Action for women's health, wellness and well-being where issues and concerns relative to the protection and promotion of women's health shall be examined, deliberated, projected and government action sought.



SECTION 24. International Week of Action Against Gender-Based Violence. The Local Government Unit of Nueva Era shall organize various events and activities to educate residents about violence against women and children every November 25-December 10 as the period marked as the International Week of Action Against Gender-Based Violence and culminates on International Human rights Day. The activities shall be spearheaded jointly by the Social Welfare and Development Office, Health Office, Association of Barangay Councils (ABC) and the Committee on Women of the Sangguniang Bayan.

SECTION 25. Municipal Gender and Development Summit. The Local Government Unit through and Executive Order by the Municipal Mayor, shall set a day in the month of March to hold a Gender and Development Summit. A committee shall be convened to manage situation of women and women's issues and concerns and how these can be addressed. The summit shall come up with priority issues with their specific actiob points to be disseminated and proposed for adoption.

SECTION 26. Peace Based on Social Justice and Human Rights. The Local Government network shall promote peace through education at the barangay level by undertaking affirmative action and information campaign on activities on peace and development issues based on social justice and human rights to be spearheaded by barangay leaders in coordination with community based Women, People's and Non-Government Organizations.


Article IV Labor and Employment

SECTION 27. Wages and Benefits of Women. Every employer shall comply with the Minimum Wage as stipulated by the Regional Wage Board or as stipulated by pertinent legislation passed by Congress and shall grant all benefits to all women employees such as maternity leave, sick and vacation leave, retirement, and other benefits provided by the law. The same provisions shall apply to benefits provided by the law and benefits covered by the Collective Bargaining Agreements between employers and unions.

SECTION 28. Increase Maternity Leave benefits as Incentive for Breastfeeding Mothers in the Private Sectors. Additional maternity leave benefits up to sixty (60) days from forty-five (45) days mandated by law under RA 8283, shall be extended to women employees in private offices and commercial/industrial establishments located in the locality who have rendered at least one (1) year continuous service provided that this benefit shall mutually agreed upon in the Collective Bargaining Agreement (CBA) between the concerned employees union and management. Provided, further, that any additional leave period shall be used for breast-feeding for the new born baby by the concerned employees.

SECTION 29. Increase Paternity Leave Benefits as Incentives for Fathers for Meaningful Participation in the Care of the New Born Child in the Private Sector. Additional Paternity Leave Benefits up to fourteen (14) days from the seven days mandated by law under RA 8187, shall be extended to male employee as in private offices and commercial/industrial establishments located in the locality, who have rendered at least one (1) year continuous service: provided, that these benefit shall be mutually agreed upon in the Collective Bargaining Agreement (CBA) between the concerned Employees Union and Management: provided further, that any additional leave period shall be used for caring of the new born baby by the concerned employee.

SECTION 30. Increase Reproductive Health Benefits for Women. A yearly twelve (12) day menstrual/menopausal leave for women employees of private offices and commercial/industrial establishments located in the locality, who have rendered at least one (1) year continuous service, provided that this benefit shall be mutually agreed upon in the Collective Bargaining Agreement (CBA) between concerned employees union and management; provided further, that this benefit shall be taken one day each month for menstrual or menopausal leave.



SECTION 31. Orientation on Sexual Harrassment. All government agencies and private offices, commercial/industrial establishments located in the locality shall conduct regular orientation on sexual harassment for their respective employees. Certificate of compliance shall be submitted to the Office of the Municipal Mayor.

The Local Government Unit shall set-up/create a Committee on Decorum and Investigation (CODI) including the promulgation of the implementing Rules and Regulation (IRR) or policy on sexual harassment that will provide /prescribe procedure for the investigation of sexual harassment cases and administrative sanctions covering offices and employees in accordance with the provisions of RA 7877 and the Civil Service Rules and regulations on Sexual Harassment.

The Local Government shall campaign to set-up/create the same CODI in all barangays, private offices and commercial/industrial establishments.

SECTION 32. Grievance Machinery. A Grievance Committee shall be set-up in all private offices, commercial/industrial establishments located in the municipality, to act on complaints/cases related to various forms of discrimination against women in the work place such as hiring, job training, promotion and the like.

SECTION 33. Equal Access to Job Training and Promotion. No woman shall be deprived of job training and promotion on account of gender, age, ethnicity, creed, religion and civil status.

SECTION 34. Facilities and Support System for Women. The Municipality of Nueva Era shall ensure occupational safety and health for women employees in both government and private offices and commercial/industrial establishments. In appropriate cases, it shall require employers to:

- a. Provide ergonomic system of sets of equipment in the performance of their duties without detriment to efficiency;
- b. Establish separate toilet rooms, lavatories and lounge for men and women and provided at least a dressing room for women.
- c. Provide breast-feeding corner for women in the workplace.

SECTION 35. Household Based Workers or Women in the Informal Sector. The Municipality of Nueva Era shall ensure that socio protection which shall be accorded to women working in the informal economy. These are women vendors, sewers, laundry workers, and related occupations. Organized home-based workers may avail of Social Security Employee's compensation benefits and Philhealth benefits upon proper documentation and registration with the Social Security System and Philhealth, respectively.

The municipality through the Social Welfare and Development Office, and the Rural Health Office shall conduct an inventory of all women involved in the informal sector for consultation and provision of appropriate support services for the sector.

SECTION 36. Barangay-Based House Help Support. All barangays in the municipality shall conduct compulsory education in both house-helpers and house helper employers on gender-sensitivity in their respective barangay units. An administrative sanction shall be imposed to any barangay that fails to comply with this provision.

SECTION 37. Women in the Entertainment Industry. Women engaged in legitimate occupations in the entertainment industry such as singers, stage performers/actresses, bar girls and receptionists, shall be recognized as wage earners and they shall receive minimum wage and benefits afforded to women workers and shall render services as set in the job contract and only in the place of work as specified in the business permit of the establishment concerned.

It must be emphasized that employing minors in the entertainment industry is prohibited in accordance with RA 7658.



SECTION 38. Operations in the Entertainment Establishments. All police operations or raids conducted in any entertainment establishment must be undertaken with utmost care and respect for human rights. Police officers shall not take this opportunity for sexual exploitation of or extortion from entertainers and other concerned parties. Violation of this provision is punishable under the Revised Penal Code and other related laws.

SECTION 39. Incentives for Business Entities. The municipality shall provide tax incentives to business entities as follows:

Any amount used for the establishment, maintenance and operation of child minding support service shall be tax-deductible;

Annual tax credit per child regularly served for at least one (1) year in the Center; and

Annual tax credit per women extended with maternity leave benefits for breastfeeding;

SECTION 40. Monitoring System for Labor Standards. A mechanism shall be installed by the Sangguniang Bayan to monitor all offices, agencies and establishment or companies violating Labor Code provisions of this ordinance; prepare regular reports to concerned departments and recommend appropriate action.

Article V Health Rights


SECTION 41. Right to Health. Article 12 of the UN International Covenant on Economic, Social and Cultural Rights provides that women's right to health, which includes women's reproductive rights is basic fundamental human rights. The recognition of the fact that a women's reproductive roles and social expectations have made health policies, programs and services to focus more on pregnancy and birth related cases rather than on more holistic approach. The local government shall respect and promote a rights-based approach to women's and men's health by considering their respective specific realities and health needs at every stage in their lives. It shall also promote couples shared responsibilities for child-birth and child care.

SECTION 42. Reproductive health. As defined in the international conference on Population and Development and World Health Organizational Conference and affirmed in the International Women's conference in Beijing, 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 function and processes, i.e. people are able to have a satisfying sex life and have the capability to reproduce and the freedom to decide it, when and how to do so.

The Municipal Health Office shall adopt the reproductive health care approach at all levels of health care delivery. Such approach integrates many issues not precisely, considered central population, sexuality, reproductive tract infection, gender power relations and domestic violence and shall not be limited to family planning and child bearing or safe motherhood.

Article VI Education Rights

SECTION 48. Conduct of Regular Sensitivity Training for all teachers at all school levels. The Department of Education (DEPED) in coordination with the LGU shall conduct and incorporate Gender-Sensitivity Orientation in Teacher's Orientation Seminars and Parent-Teachers Community Association (PTCA) meetings conducted before classes start in the beginning of the school year.



SECTION 49. Developing Gender-Fair Materials. The DepEd shall ensure that all educational materials developed by the School Officials and the private sector are gender-fair and do not portray stereotyping of roles for men and women or boys and girls. It shall conduct a regular monitoring and review of existing educational materials to ensure that these are gender sensitive and gentle fair.

SECTION 50. Promotion of Gender-Sensitive Curriculum. All public and private schools shall actively promote gender sensitivity in their subject/course curriculum and gender fair socialization for school pupils. The DepEd shall also ensure that School Officials and the private professional school counseling and career education programs are gender responsive.

SECTION 51. Promoting Gender Sensitive Education Programs and Services. All schools, offices, establishments or companies, departments and agencies including municipal and barangay officials of the Local Government shall initiate gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender justice.

SECTION 52. Gender-Responsive Non Formal Education for Youth and Adults. The DepEd in coordination with the Technical Education and Skills Development authority (TESDA) shall conduct non-formal classes for women and men desiring to engage themselves in functional and practical education, to be held in Elementary Schools and Barangay Multi-Purpose centers.

Article VII Culture and Mass Media

SECTION 55. Regulation of Internet cafes and Computer Shops. The LGU shall regulate the operation of Internet services-providing establishments, entertainment computer shops in order to curb and prevent proliferation of access of cyber sex pornography for minors.

SECTION 56. Regulation of Mass Media Coverage During Police Raids on Entertainment Establishments. The LGU shall regulate the media coverage of entertainment establishment raid operations for the prevention of exploitation of women and women entertainers and their necessary body public exposure and humiliation.


Article VIII Socio-Economic Rights

SECTION 57. Gender-Responsive and Comprehensive Livelihood Program. The Local Government shall allocate funds for Socio-Economic programs for poor women and men that include gender responsive livelihood skills and values training seminars. The Comprehensive Livelihood Program shall include feasibility study, financing, monitoring, sustainable paying scheme and incentives.

The municipality shall implement RA 7277 or the Magna Carta for disabled Persons that reserves five percent (5%) of contractual or emergency positions for persons with disabilities.

SECTION 58. Organization of Differently-Abled Women and Mobilizing Support for Elderly Women in the Community. It shall be the duty of the Barangay Council to organize elderly women within the Barangay to advance their practical and strategic interests and needs. The Municipal and Barangay governments shall allocate funds for emergency assistance, yearly physical health check ups, social group work programs and appropriate socio-economic activities.

SECTION 59. Support to Women in Detention. The rights of all women detainees shall be protected by ensuring them of:

- a. Speedy trial of their respective cases.
 - b. Appropriate programs to respond to their specific needs and problems as detainees;
 - c. Separate physical structure and space provisions for detention and rehabilitation; and
 - d. Provision of legal services
- 

ARTICLE IX

Women and Children Support System

SECTION 60. The locality shall implement systems and programs that are anchored on the United Nations Convention on the rights of the Child (UN CRC) stipulating the promotion and protection of children's right to survival, development and protection in national and local laws which now includes the New Family Code and the Child Youth Welfare Code.

SECTION 61. Gender-Responsive and Child-Friendly Child Minding Center in every Barangay. LGU shall ensure that child-friendly and gender responsive child day care/minding centers are set-up in every barangay to provide parents support facilities for the care of their children when they go to work or school. The centers shall ensure that the basic early child education curriculum in the centers promote gender fair socialization; encourage both fathers and mothers participate in the development, care and nurturing of their children; and boys and girls in the centers are able to learn to respect the rights of all children to the full enjoyment of their childhood and their rights.

SECTION 62. Shared Parenting and Responsibilities. The Local Government Unit of Nueva Era shall advocate that all fathers and mothers have both the moral obligation and responsibility in assuring the rights and well being of their children, such as caring and nurturing, regardless of sex, and physiological conditions.

SECTION 63. Parenting Skills and Responsibilities. The Local Government Unit of Nueva Era shall advocate would-be Couple to strictly undergo with the stringent rule on Pre-marriage counseling. The pro-life advocacy shall be intensified. The father and the Mother shall be both responsible in undergoing for the following stages upon pregnancy and delivering as the case maybe:

1. Attend IEC Lecture
2. 4 antenatal care of Pregnant Mother
3. Delivery of Pregnant Mother at Health Facilities
4. New Born Screening
5. New Born Hearing Test
6. Immunization
7. Nutrition
10. Nipple Mentations and Tetanus Vaccination
11. At least 2 Post natal visits/Check up
12. Monthly Check-up of Babies less than 1 year of age.

ARTICLE X

Gender and Development

SECTION 64. Gender and Development. Conscious efforts at improving the quality of lives of women and men of all sexual orientations and identities based on sustained, equitable growth and balanced ecology. It sees society as a gender system in all its aspects –economic, political and social. It views oppression in both private and public sphere recognizing women as agents of change through the orientation of the male centered culture.

SECTION 65. Gender Sensitivity and Training. It is a critical process of learning and unlearning by an individual, female or male, of the causes and effects of the culturally determined roles of women and men.

All schools, offices, establishments or companies, departments and agencies shall be provided with gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender issues and concerns. Likewise, all establishments, schools, colleges and universities shall develop assessment tools for gender biases.



SECTION 66. Active Support to Gender Studies. A sufficient amount shall be allotted to gender-related documentation and researchers which shall form part of the municipal government data based program development.

SECTION 67. Production Popularization of and Campaign Gender Fair Materials. The municipal government and all barangays shall actively promote, publish popular forms of gender-fair materials through all concerned departments and local agencies/networks.

SECTION 68. Community-Based Environmental Plans and Programs. Both men and women shall participate in pollution control, zero-waste technology development and management preservation of the of municipality's tree parks and aquatic resources.

SECTION 69. Gender-Sensitive Natural Resources Based Management Programs. The municipal government and all barangays shall engage itself in development of gender sensitive natural resources-based management programs.

SECTION 70. Role of Women and Men in Environmental Impact Assessment of Projects. The municipal and all barangays shall promote the active role of women vis-à-vis men environmental impact assessment of project instruments.

SECTION 71. Promotion of Appropriate Technology. The municipal government and all barangays shall actively promote alternative technologies that are appropriate and safe for women.

SECTION 72. Sufficient Budget for Basic Social Services. A sufficient amount shall be allocated from all sources of funds for the basic social services for women and children in extremely difficult circumstances.

SECTION 73. Investment and Loans. The municipal government shall hold consultative assemblies with women NGOs/POs in establishing contracts for loans and investments to clarify implications on women's welfare and development at barangay level.

SECTION 74. Overseas Contract Worker's (OCW) Wives and Children Support. The municipal government through the assistance of all barangays, shall conduct a survey of Overseas Contract Workers at the barangay level, out of which shall serve as basis for special support to ocw families, especially, wives and children.

SECTION 75. Special Courses on OCW. A special course on overseas contract work primarily to orient women on the issues and concerns relative to migration shall be conducted in all barangays.

SECTION 76. Education and National Policies. Women and men shall undertake education on national policies and their implications on women.

SECTION 77. Special Training for Lupong Tagapamayapa. All courses for Barangay Lupong Tagapamayapa shall include gender and development basic orientation.

SECTION 78. Gender and Population. The Municipal Health Office through the Population Office, shall review and design the population program based on reproductive health framework.

SECTION 79. Training on Non-Traditional occupation. Women shall be given opportunity to acquire training on non-traditional occupation specially in the field of science and technology.



BOOK II – FINAL PROVISIONS
CHAPTER- PENAL PROVISIONS

Article I
Violence against Women and Children

SECTION 1. Soliciting Sexual Services. It is unlawful for a person to solicit a women's service for sexual purposes as a gift, representation, public relations, or as an act goodwill regardless of whether the solicitor profits or not from such act without prejudice to the provisions of the Revised Penal Code and RA9208 or the Anti Trafficking in Person Act.

Any person may file complaint together with the affected women to the proper court. Violators of this Code shall suffer the penalty in accordance with RA 9208.

SECTION 2. Trafficking in Women and Children. Any person or agency, who, with the use of force deceit, lures women or boys/girls to work abroad or in other province or cities in the Philippines for a particular job or work on a promise of high fees but instead landed on prostitution, domestic help or other odd jobs. Violators of this provision shall be penalized in accordance with the penal provisions under RA 9208 or the Anti-Trafficking in Persons Act, RA 7610 or the law on protection against Child Abuse, RA 7877 or the Anti-Sexual Harassment Law, RA 8353 or the Anti-Rape Law and the Revised Penal Code.

SECTION 3. Prostitution, Sex Trade. Any agency or person who shall engage in keeping women for sex for a free shall suffer the penalty in accordance with the Revised Penal Code.

Entertainment establishments that promote prostitution as defined in this Code shall suffer the penalty in accordance with RA 7610, RA 9208, RA 7877.


SECTION 4. Sex Tours. No hotels, resorts, sauna baths and related establishments shall be allowed to operate or be used conduit for sex tours. Cancellation of business permit, a fine of Two Thousand Five Pesos (Php2,500.00) and imprisonment of one year (1) shall constitute the penalty for violation.

SECTION 5. Beauty Contest. Beauty Contest which tends to commodity, abuse, humiliate and treat other persons, specially women and homosexuals as sex objects shall strictly be prohibited in schools, communities, barangays, and by the municipal government in its special celebrations, but in their stead the projection of women's strengths and potentials, especially with regard to indigenous and culturally relevant forms shall be encouraged.

Those who initiated the conceptualization and implementation of the beauty contest shall be subjected to a penalty consisting of the following:

For Business entities: a) Cancellation of Business Permit; b) Fine of Two Thousand Five Hundred Pesos (Php2,500.00);, c) Others, as prescribed in the Implementing Rules and Regulations of this code.

For representatives of agencies, departments or units of the local government: a) suspension of one moth without pay; b) fine of Two Thousand Five Hundred Pesos (Php2,500.00); c) Others , as prescribed in the implementing Rules and Regulations of this code. For educational institutions, charity or welfare organizations; a) Cancellation of license to operate; b) Fine of Two Thousand Five Hundred Pesos (Php2,500.00); c) Others, as prescribed in the Implementing Rules and Regulations of this Code.



SECTION 6. Fund Raising Initiative. It refers to any activity, whether in whole or in part, integrated in any draw benefit or disco dance, premier showing of movies, or any similar fund raising undertakings where women are used as donor prize, substitute for prizes won, a

companion package for an award, prize or recognition or any manner, activity, come on display, or exhibition which depicts women as central, partial or special focus in order to raise funds.

All funds raising initiatives as defined in this Code shall be strictly prohibited. Violators of this provision shall pay a fine of Two Thousand Five Hundred Pesos (Php2,500.00) or imprisonment of six (6) months or both at the discretion of the court.

SECTION 7. Women and Girls in Detention. No women or girl child shall be kept by any PNP/Military Personnel in Police/Military Detachment/Checkpoint or any analogous quarter for purposes for comfort and may not be deprived of basic social service in detention. Violation shall be penalized through summary dismissal proceedings of the local AFP/PNP and/or at the discretion of the Police law Enforcement Board.

SECTION 8. Forced Marriage. No woman shall be forced to marry the basis of vitiated consent. Any person or representative committing fraudulent or coercive act to cause and effect a force marriage shall be liable under this Code by a fine of Two Thousand Five Hundred Pesos (Php2,500.00) or an imprisonment of one (1) year, or both, at the discretion of the Court.

SECTION 9. Regular Surveillance of Entertainment Establishments. A Task Force shall be created to conduct regular surveillance of business establishments involved in trading women's bodies such as: a) prostitution b) printing, publications, display and distribution of pornography scenes on Movies/TV shows, trailers, posters, billboards and other materials and literature that treat women as sex objects and commodities; organizing production or pornographic and indecent shows depicting women and girls as sexual objects either in nude or provocative gestures; and mounting live shows where woman or girl/child are influenced or forced to dance or do naked shows in public or private places.

Any person or agency that engages in organizing or production of these activities that exploit woman and girl children violate human rights and shall be dealt with under the law. Failure of the Task Force to submit weekly report shall be subjected to administrative sanction.

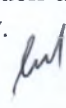
SECTION 10. Violence Against Women. Any violator of this Code as stipulated in Sec. 1 Art. 1, shall be penalized in accordance with the provisions of the Revised Code.

SECTION 11. Pedophilia. Any act falling under the definition of pedophilia shall constitute a violation of this Code as stipulated in Section 9, Art. 1. Any violator of this provision shall be penalized in accordance with the Revised Penal Code.

Article II Labor and Employment

SECTION 12. Equal access to Job Training and Promotion. No woman shall be deprived of job training and promotion on account of her gender, age, ethnically, creed, religion and civil status. Violations by private employers shall constitute a fine of Two Thousand Five Hundred Pesos (Php2,500.00) and temporary cancellation of business permit for the first offense or as prescribed by the Court in accordance with penal provisions under the Labor Code. Government unit or agency head of office is liable with the penalty of three months suspension and a fine of One thousand pesos (Php1,000.00)

SECTION 13. Wage and Benefits for Women. Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or as stipulated by pertinent legislation passed by the Congress and shall grant all benefits to all women employees such as maternity leave, sick and vacation leave, retirement, and other benefits provided by the law.



Violation by private employers shall constitute a fine of Two Thousand Five Hundred Pesos (Php2,500.00) and a cancellation of business permit or as prescribed by the court in accordance with penal provisions under the Labor Code. A local government unit or agency head office that violates this Code shall be liable with the penalty of three (3) month suspension and a fine of One Thousand Pesos (1,000.00).

SECTION 14. Facilities and Support System for Women. The municipal government and all barangays shall ensure the safety and health of women employees. In appropriate cases, it shall require household/ 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, lavatories and lounge for men and women and provided at least a dressing room for women.
- c. Provide breastfeeding corners for women in the workplaces.
- d. Provide decent room for women /girl in every household/family for their safety.

Violation by private employers shall constitute a fine of Two Thousand Five Hundred Pesos (Php2,500.00) and the cancellation of business permit or as prescribed by the Court. Government Unit or agency head of office is liable with the penalty of three (3) months suspension and a fine of One Thousand Pesos (Php1,000.00)

SECTION 15. Increase Maternity leave/incentives to breast feeding mothers in the Public Sectors. Maternity leave benefits of forty-five (45) days shall be extended accordingly to all women employees (public and private) who have rendered at least one (1) year continuous service.


Any employer who violates this provision shall pay a fine of Two Thousand Five Hundred Pesos (Php2,500.00) and a suspension of business permit or license to operate for six (6) months. For local government offices or agencies, administrative sanctions shall be imposed.

SECTION 16. Barangay Education on Gender-Sensitivity. There shall be a compulsory training and education for Barangay Officials, House helpers and House helper employers on gender-sensitivity.

SECTION 17. Women in the Entertainment Industry. Women engaged in the entertainment industry shall be recognized as wage earners and they shall receive a minimum wage and benefits afforded to women workers and shall render services as set in the job contract only in the place of work as specified in the business permit of the establishment concerned. Violations of this provision shall be subjected to a fine of Two Thousand Five Hundred Pesos (Php2,500.00) or cancellation of business permit or both, at the discretion of the Court.

SECTION 18. Police Operations in Entertainment Establishment. All police operations/raids conducted in any entertainment establishment must be undertaken with utmost respect for human rights. Police officers shall not take this opportunity for sexual exploitation of or extortion from entertainers and other concerned parties. The municipal government shall regulate the media coverage of raiding activities. Violation of this provision shall be subjected to an administrative sanction/action.

SECTION 19. Orientation on Sexual Harrassment. All government , commercial and private offices, agencies, establishments or companies shall conduct regular orientation seminars on sexual harassment for their respective employees.



Certificate of compliance shall be issued by the Municipal Mayor. Establishments which fail to comply with the provisions shall pay a fine of not less than Two Thousand Five Hundred Pesos (Php2,500.00) immediately at the discretion of the court.

Article III Health Rights

SECTION 20. Socialized reproductive health services for all Hospitals. No. hospital shall deny a woman living below the poverty line of reproductive health services. A certificate of indigency shall be issued by the Punong Barangay.

In cases of emergency, a social worker or any authorized personnel shall be designated to conduct rapid, appraisal of the socio-economic status of the patient for admission purposes. Non-compliance of the Administrator of this provision shall be penalized in accordance with penal provisions under RA8344.

Article IV Socio-Economic Benefits

SECTION 21. Socialized Lending Program. All banks, financial, lending institutions and cooperative shall open special windows for lending to women engaged in small to medium scale enterprise, including young women who lack access to traditional sources of collateral.

Money lending institutions shall establish a “socialized lending scheme to friendly women” subject to the following conditions:

- a. Based on cooperatives interest rates;
- b. No post-dated checks for payment;
- c. Submission of a certificate of Income generating Activity of Potential beneficiary from her barangay.

Failure to comply with this provision shall subject the concerned establishment to administrative sanctions.

Article V Special Sectoral Concerns

SECTION 22. Barangay –Level Sanction on cases of Harassment Committed Against Differently –Able and Elderly Women. All barangay-level sanction on cases of harassment committed against differently-abled and elderly women. Failure to comply with this provision shall subject the Sangguniang Barangay to an administrative sanction.

Article VI Gender and Development


SECTION 24. Powers and functions of the Municipal Gender and Development Council. There shall be a municipal Gender and Development Council to be created through Executive Order. As the GAD’S Focal Point, the GAD Council shall ensure the promotion of women’s empowerment and equality/equity between women and men in the municipality; and is primarily responsible for ensuring the sustained implementation of this GAD Code. To achieve this, it shall perform the following powers and duties:

- a. Formulates and submits comprehensive medium term (3 years) and annual integrated GAD Plans responsive to the needs and situation of women constituents that incorporate policies, programs and activities (PPAs) that will uplift their conditions.
- b. Monitors and evaluates the implementation of local gender and development policies, programs and activities through the conduct of regular review and evaluation of existing



- c. legislation, policies and programs measuring the extent to which women's concern are integrated in all aspects of life on the basis of equal opportunities with men.
- d. Recommends the adoption of appropriate policies, enactment of ordinances or passage of resolutions that enhance the potential capabilities of women and men to implement GAD mainstreaming;
- e. Promotes and support the establishment of a consultative mechanism to provide continuing dialogue between the local government of Nueva Era and the women sector;
- f. Maintains and updates a sex-disaggregated data bank through the conduct of the primary and secondary data gathering activities;
- g. Works in collaboration with national and regional government agencies, NGOs, POs, the private and public institutions to ensure that women's concerns are brought into the mainstream of all development efforts;
- h. Ensure that all development programs, planning and implementation are gender sensitive/responsive;
- i. Creates functional committees in the performance of its functions, such as the need arises;
- j. Assists the Finance Committee, the Committee on Appropriations in the Allocation of the GAD Budget;
- k. Avails of educational and training seminars offered by NGOs/POs educational and research institutions and private sector initiatives that may be helpful in achievement of its goals;
- l. Represents the Local Government Unit of Nueva Era and International Women's conference pertinent to its other duties and functions;
- m. Gathers and disseminates information on current developments and studies on GAD and related issues (i.e. gender and governance); and
- n. All other duties and functions that maybe mandated by its council members deemed necessary to achieve its goal.

SECTION 25. Function of the Gender and Development Resources and Coordinating Unit (GAD-RCU). The Gender and Development Resources and Coordinating Unit is responsible for providing technical and administrative support to the GADC in implementing this ordinance. It shall be created through an Executive Order. The GAD-RCU shall have the following functions to ensure effective and consistent implementation of the provisions of this ordinance.

- a. Acts as a Secretariat for the GADC and will provide administrative, operational and coordinative support to the body, including documentation of GADC meeting and proceedings.
 - b. Assists the GADC and the Municipal Mayor in the monitoring of GAD Plans and PPAs.
 - c. Assists the GADC capacity building activities for GAD mainstreaming such as GAD/gender sensitivity orientation, gender responsive planning and budgeting, gender diagnosis of programs/subjects and gender based information system.
 - d. Assists the council in information dissemination and awareness building and in the production of information-education communication tools, such as regular publication, research and monitoring reports, provincial gender profiling, advocacy materials, audio visuals, as well as in the identification and maintenance of resource persons and trainers for a GAD Speakers Bureau for the Province.
 - e. Assist the GADCI in the establishing and maintain a gender responsive knowledge center/databank.
 - f. Assists in establishing a GAD Focal Point Mechanism in each department within the Local Government Unit of Nueva Era, for better coordination and monitoring.
 - g. Facilitates the holding of women/s assemblies for consultation of issues; and for the registration and election of women NGO/PO representatives to the GADC;
 - h. Undertakes all other requirements for the effective and efficient discharge of the GADC functions.
- 

SECTION 26. Local Monitoring Board for Violence in Media. A local monitoring board for movie, print, broadcast, and multi-media shall be set up to classify, censure, prohibit or regulate the exhibition of materials degrading women. The Board's function shall also extend to video shops, electronic communication, cable television, books and other forms of audio-visual channels or instruments.

SECTION 27. Creation of Women and Children's Desk (WCD) and Appointment of WCD Officer. The municipal government shall create the WCD and appoint WCD officer in all police stations in the locality specifically to handle women and children's concerns/complaints filed by women on battering and other forms of abuse against them; and it shall be encouraged that female officers in the local police force shall undergo special courses on handling cases affecting abused women.

SECTION 28. Community Education on Trafficking. The Municipal GAD Committee shall organize massive information campaign continuing education on trafficking of women and children; monitor trafficking activities in their respective communities; and develop a system for reporting of referral of traffic victims to appropriate agencies.

SECTION 29. Special Body to Investigate Cases of Violations of Women under Police or Military Detention. No woman or girl shall be kept by any PNP/Military Personnel in Police/Military Personnel in Police/Military detachment/checkpoint or any analogous quarter for purposes of comfort nor be deprived of basic social service in detention. Violation shall be penalized through summary dismissal proceedings of the local AFP/PNP and/or at the discretion of the local Police Law Enforcement Board.

SECTION 30. Generating Sex-Disaggregated Data and Undertaking Gender analysis. It shall be the main function of the Municipal Committee to this periodically generate sex disaggregated data in their respective communities. This shall be the duty of the Municipal and Partner NGOs and POs to enable them to provide situational analysis for better formulation for the GAD Plan.

SECTION 31. Guidelines for Determining Gender Biases. The Local Government Unit of Nueva Era through the Human Resources and Management Office and the Population Office shall issue guidelines to determine gender biases offices and instrumentalities, schools, and private offices, commercial establishments, etc. and promote the prevention of these biases.

SECTION 32. Creation of a Mnicipal Tripartite Committee to Monitor Labor Standards. There shall be a Tripartite Committee composed of representatives from the Municipal Administrator's Office. Organized labor and association of employers. The Tripartite committee shall be tasked to:

- a. Monitor the implementation of labor standards set under this code;
- b. Establish a Labor Assistance Desk where women workers could file complaints or seek legal assistance/advice on labor issues to promote industrial peace;
- c. Recommend to the Sangguniang Bayan on issues or complaints lodged with the labor Assistance.
- d. Formulate rules/mechanics for monitoring labor; and
- e. Conduct regular labor standards orientation for the province's women workers in coordination with the GAD Resources and Coordinating Unit.

SECTION 33. Implementing Rules and Regulations. Upon effectivity of this ordinance, a committee shall formulate the IRR necessary to carry out the provisions of this ordinance and shall be convened by the GADC composed of representatives from the legal counsel office, Planning and Development Office, Health Office, Social Welfare and Development Office, Association of Barangay Councils, Prosecutors office and Women sector;

A consultative body shall be convened after the initial formulation of the code's IRR to validate the draft document. It shall be composed of representatives of the Focal points of the



Local Government Unit of Nueva Era, NGOs/POs and other officials involved in the processes of drafting this code. The IRR shall take effect after it is ratified through a resolution by the Sangguniang Bayan and applicable laws.

SECTION 34. Compliance Report. Within six months from the effectivity of this code and every six months thereafter, the Local Government Unit, offices and instrumentalities shall submit a report to the Sangguniang Bayan on their compliance with this code.

SECTION 35. Appropriation. For the effective implementation of this ordinance, the municipal government of Nueva Era shall appropriate five percent (5%) of the Annual Development Fund in pursuance of RA7192 and DILG-DBM-NCRFW Circular of 2001.

Section 36. Separability Clause. If any provision of this Code is declared invalid or unconstitutional by appropriate agency or office, the remaining provisions not affected thereby shall continue in full force and effect.

Section 37. Repealing Clause. All Ordinances, resolutions and other issuances inconsistent with the provision of this Code are hereby repealed and modified accordingly.

Section 38. Effectivity Clause. This Code shall take effect on the day following its prescribed publication and posting as required by the Local Government Code of 1991 (RA 7160)

APPROVED, this 21st day of October 2019.

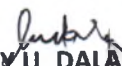
Voting Profile:

In Favor: Members J. Arzadon, J. Alejandro, R. Arzadon, B Lalugan, O. Bueno,
P. Riquelman Jr., A. Dumlao, J. Castillo, E. Yagin, A. Valera and F. Rambaud

Against: N o n e

Abstained: N o n e

CERTIFIED CORRECT:



LILY U. DALAG

Secretary to the Sangguniang Bayan

ATTESTED


CAROLINE A. GARVIDA
Vice Mayor & Presiding Officer

APPROVED:


ATTY. ALDRIN R. GARVIDA
Municipal Mayor

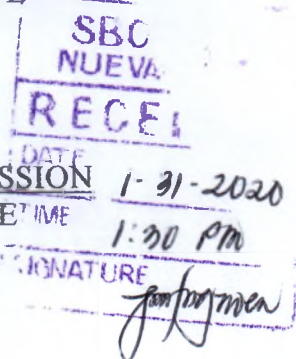
OCT 31 2019



Republic of the Philippines
THE SANGGUNIANG PANLALAWIGAN OF ILOCOS NORTE
Laoag City, 2900

ELEVENTH SANGGUNIANG PANLALAWIGAN

EXCERPTS FROM THE MINUTES OF THE 27TH REGULAR SESSION OF THE SANGGUNIANG PANLALAWIGAN, HELD AT THE SANGGUNIAN SESSION HALL, PROVINCIAL CAPITOL, LAOAG CITY, AT 2:38 IN THE AFTERNOON, MONDAY, 27 JANUARY 2020.



Present:

Hon. Cecilia Araneta-Marcos, Vice-Governor,
and Presiding Officer,
Hon. Medeldorf M. Gaoat, Member,
Hon. Domingo C. Ambrocio, Jr., Member,
Hon. Da Vinci M. Crisostomo, Member,
Hon. Rodolfo Christian G. Fariñas III, Member
Hon. Franklin Dante A. Respicio, Member,
Hon. James Paul C. Nalupta, Member,
Hon. Aladine T. Santos, Member,
Hon. Saul Paulo A. Lazo, Member,
Hon. Portia Pamela R. Salenda, Member,
Hon. Donald G. Nicolas, Member,
Hon. Elmer C. Faylogna, ABC-IN, Member,
Hon. Rafael Salvador C. Medina, PPSK-IN, Member.

Absent:

Hon. Handy T. Lao, PCL-IN, Member.

RESOLUTION NO. R2020-0776

REVIEW OF/ACTION ON ORDINANCE NO. 2019-26
ENACTED BY THE SANGGUNIANG BAYAN OF
NUEVA ERA.

ON MOTION of Member SALEND, Chairman, Committee on FAMILY WELFARE, duly seconded, the Body Resolved that:


Ordinance No. 2019-26 be declared VALID IN PART pursuant to the Recommendation of the Committee on FAMILY WELFARE, a copy of which is being furnished the Sanggunian concerned;

Copy of this Resolution be furnished to all concerned for their information and guidance.

I HEREBY CERTIFY to the correctness of the above-quoted Resolution.


MILDRED NIRMLA R. LAMOSTE
Provincial Board Secretary

ATTESTED:


CECILIA ARANETA-MARCOS
Vice-Governor and
Presiding Officer

JAN 30 2020



Republic of the Philippines
PROVINCE OF ILOCOS NORTE
2900 Laoag City

SPO - VG	
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JAN 21 2020	
TIME	9:40 AM
SIGNATURE	

OFFICE OF THE SANGGUNIANG PANLALAWIGAN

COMMITTEE REPORT

COMMITTEE ON FAMILY WELFARE

**THE HONORABLE PRESIDING OFFICER
& MEMBERS OF THE SANGGUNIANG PANLALAWIGAN:**

RE: ORDINANCE NO. 2019-26 OF NUEVA ERA – “AN ORDINANCE REVISING THE GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF NUEVA ERA, ILOCOS NORTE”

FINDING/S & RECOMMENDATION/S:

The Committee hereby adopts the recommendations of the Provincial Social Welfare and Development Office, to wit:

“X x x (the measure) is in order and substantial. However, there are some few suggestions and recommendations to be considered and incorporated to wit:

ARTICLE III. POLITICAL and PUBLIC SPHERE PARTICIPATION OF WOMEN

Section 20, Making significant days for women’s action

Paragraph 2 – The granting of 20% discount for women on the specified date must have a Memorandum of Agreement with establishments and other commercial facilities.

Implementing Guidelines is much appreciated.

ARTICLE IV. LABOR AND EMPLOYMENT

Section 28. Increase Maternity Leaves Benefits as Incentives for Breastfeeding of Mothers in Government and in Private Sectors.

-Under Republic Act No. 11210 – “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.

-Grant of Maternity Leave – All covered female workers in government and the private sector including those in the informal economy, regardless of civil status or the legitimacy of her child shall be granted one hundred five (105) days maternity leave with full pay and an option to extend for an as additional thirty (30) days without pay. That in case the female workers qualifies as a solo parent under Republic Act No. 8972 or the “Solo Parents Welfare Act, the worker shall be granted as additional fifteen (15) days maternity leave with full pay.

Employment of maternity leave cannot be deferred but should be availed of either before or a after the actual period of delivery is a continuous and uninterrupted manner not exceedingly one hundred five (105) days as the case may be.

Maternity leave shall be granted to female workers in every stance of pregnancy, miscarriage or emergency termination of pregnancy regardless of frequency. That for cases of miscarriage or emergency termination of pregnancy sixty (60) days maternity leave with full pay shall be granted.

Maternity Leave Credits - The maternity leave can be credited as combinations of prenatal or postnatal leave as long as it does not exceed one hundred five (105) days and provided that compulsory postnatal leave shall not be less than sixty (60) days.”

*Committee Report – Family Welfare
Re: Ord. No. 2019-26, Nueva Era*

1

RECOMMENDATION/S:

In view of the foregoing finding/s and observation/s, the Committee hereby recommends that *Resolution No. 2019-26 of the Municipality of Nueva Era be declared VALID IN PART, further, the sangguniang bayan of the LGU concerned is advised to incorporate the foregoing recommendations to the said measure for its full implementation.*

20 January 2020, Laoag City.


PORTIA PAMELA R. SALENDA
Chairman


DA VINCI M. CRISOSTOMO
Vice-Chairman


DOMINGO C. AMBROCIO JR.
Member


MEELDOR M. GAOAT
Member


ALADINE T. SANTOS
Member




Republic of the Philippines
PROVINCE OF ILOCOS NORTE

PROVINCIAL SOCIAL WELFARE AND DEVELOPMENT OFFICE

January 2, 2020

THE HONORABLE
PORTIA RESPICIO SALEDA
Member, Sangguniang Panlalawigan
Chairperson
Committee on Family Welfare
Laoag City

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DATE	JAN 02 2020
TIME	1:08 PM
SIGNATURE	

Your Honor:

Anent the Municipal Ordinance No. 2019-26 "AN ORDINANCE REVISING THE GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF NUEVA ERA, ILOCOS NORTE."

After thorough review of said municipal ordinance, the undersigned found it in order and substantial. However there are some few suggestions and recommendations to be considered and incorporated to wit:

ARTICLE III. POLITICAL and PUBLIC SPHERE PARTICIPATION OF WOMEN

Section 20. Making significant days for women's action

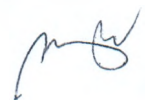
Paragraph 2 – The granting of 20% discount for women on the specified date must have a Memorandum of Agreement with establishments and other commercial facilities.
Implementing Guidelines is much appreciated.

ARTICLE IV. LABOR AND EMPLOYMENT

Section 28. Increase Maternity Leaves Benefits as Incentives for Breastfeeding Mothers in Government and in Private Sectors.

- Under Republic Act No. 11210 – "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.

- Grant of Maternity Leave - All covered female workers in government and the private sector including those in the informal economy, regardless of civil status or the legitimacy of her child shall be granted one hundred five (105) days maternity leave with full pay and an option to extend for an additional thirty (30) days without pay. That in case the female workers qualifies as a solo parent under Republic Act No. 8972 or the "Solo Parents Welfare Act, the worker shall be granted an additional fifteen (15) days maternity leave with full pay.



Employment of maternity leave cannot be deferred but should be availed of either before or after the actual period of delivery in a continuous and uninterrupted manner not exceeding one hundred five (105) days as the case may be.

Maternity leave shall be granted to female workers in every stance of pregnancy, miscarriage or emergency termination of pregnancy regardless of frequency. That for cases of miscarriage or emergency termination of pregnancy sixty (60) days maternity leave with full pay shall be granted.

Maternity Leave Credits- The maternity leave can be credited as combinations of prenatal or postnatal leave as long as it does not exceed one hundred five (105) days and provided that compulsory postnatal leave shall not be less than sixty (60) days.

Thank you very much.

Very truly yours,



CORAZON LILLIAN CELIA C. RIN, RSW
Prov'l. Social Welfare And Dev't. Officer

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