



Republic of the Philippines  
 PROVINCE OF CAGAYAN  
 City of Tuguegarao  
**SEVENTH CITY COUNCIL**



EXCERPTS FROM THE MINUTES OF THE 52<sup>nd</sup> REGULAR SESSION  
 OF THE SEVENTH CITY COUNCIL OF TUGUEGARAO CITY, CAGAYAN  
 HELD ON AUGUST 22, 2017, 1:00 P.M., TUESDAY,  
 AT THE SANGGUNIANG PANLUNGSOD SESSION HALL

**PRESENT:**

Hon. Danilo L. Baccay	City Vice Mayor, Regular Presiding Officer
Hon. Kendrick S. Calubaquib	Sangguniang Panlungsod Member
Hon. Maila Rosario T. Que	-do-
Hon. Arnel T. Arugay	-do-
Hon. Gilbert S. Labang	-do-
Hon. Winnoco R. Abraham	-do-
Hon. Imogen Claire M. Callangan	-do-
Hon. Raymund P. Guzman	-do-
Hon. Grace B. Arago	-do-
Hon. Anthony C. Tuddao	-do-
Hon. Jose G. Velasco	-do-



**ABSENT:**

Hon. Jude T. Bayona	Sangguniang Panlungsod Member
Hon. Mary Marjorie P. Martin-Chan	-do- (on Sick Leave)

**CITY ORDINANCE NO. 30-2017**

**THE GENDER AND DEVELOPMENT CODE OF TUGUEGARAO CITY**

**Sponsored by:** *Hon. Danilo L. Baccay (Vice Mayor)*  
*Hon. Imogen Claire M. Callangan*  
*Hon. Mary Marjorie P. Martin-Chan*

**Co-Sponsors:** *Hon. Raymund P. Guzman*  
*Hon. Arnel T. Arugay*  
*Hon. Jude T. Bayona*  
*Hon. Kendrick S. Calubaquib*  
*Hon. Gilbert S. Labang*  
*Hon. Winnoco R. Abraham*  
*Hon. Anthony C. Tuddao*  
*Hon. Jose G. Velasco*  
*Hon. Grace B. Arago*  
*Hon. Maila Rosario S. Ting-Que*

**WHEREAS**, the 1987 Constitution upholds equality before the law of men and women and recognizes the role of women in nation-building; it also declares that the state recognizes the sanctity of family life and shall equally protect the life of the mother and the life of the unborn from conception; it also affords protection for working women by providing them safe and healthful working conditions, taking into account their maternal functions;

**WHEREAS**, gender equality is an agendum embraced by local, national and international sectors as embodied in Women in Development and Nation Building Act (RA 7192), Magna Carta of Women (RA 9710) and Section 16 of the Local Government Code (RA 7160);

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**WHEREAS**, gender equality and women's empowerment are important in eradicating poverty and hunger, promoting good health and stimulating sustainable development;

**WHEREAS**, in promoting the role of women as full and equal partners of men in nation-building, Tuguegarao City undertakes to enhance women's full potentials, uplift their status and improve their quality of life through the enactment of gender-responsive policies; the integration of practices that promote gender equality in both public and private sectors and the eventual eradication of all forms of violence against women and children;

**WHEREAS**, the Zonta Club of Central Tuguegarao, an organization advancing women's rights and empowerment, had submitted resolutions recommending the following: (i) institutionalization of women's desks in the Tuguegarao City Hall, Tuguegarao City People's General Hospital and all the barangays of Tuguegarao City; and (ii) providing for special medical care and attention to pregnant inmates and/or their newly born babies in commitment and detention centers within the territorial jurisdiction of Tuguegarao City;

**WHEREAS**, the Tuguegarao City Government recognizes that it plays a pivotal role in realizing the universal goal of achieving fundamental equality of men and women.

**NOW, THEREFORE, RESOLVED**, as it is hereby **RESOLVED**, by the Seventh City Council in session assembled to enact the Gender and Development Code of Tuguegarao City.

## **CHAPTER I GENERAL PROVISIONS**

### **ARTICLE I BASIC PRINCIPLES**

**Section 1. Title.** – This Ordinance shall be known as *“The Gender and Development Code of Tuguegarao City.”*

**Section 2. Declaration of Policy** – The Tuguegarao City Government upholds the universal recognition of both women and men as full and equal partners in development and nation building. It shall be its policy to ensure that both men/boys and women/girls benefit equally and participate directly in the development programs and projects of its various departments.

It shall also uphold the rights of women/girls and believe in their worth and dignity as human beings in accordance with the fundamental freedoms guaranteed under the Constitution and the Provisions of the Universal Declaration of Human Rights Convention on the Elimination of All Forms of Discrimination against Women and other international human rights instrument of which the Philippines is a party.

In the pursuit of Gender and Development (GAD), the city shall undertake gender mainstreaming at all levels, thereby assuring the promotion of women empowerment to enable the local women including the women of indigenous cultural communities become active agents and participants of development, and not just mere beneficiaries; further enabling them to make independent decisions based on their own views and perspectives; and allowing them to fully and equally make use of available information, technology, goods and services.

The city shall work towards strengthening its partnership with Civil Society Organizations (CSOs) including Non-Government Organizations (NGOs), People's Organizations (POs), Private Sectors (PS) and charitable institutions and foundations that advocate Gender Equality, Sexuality and Reproductive Health.

The city shall involve the barangays in the formulation of the city's GAD Plan through the continuing conduct of consultative meetings with the barangay officials and the residents for the purpose of fully integrating GAD concerns into the whole development process, and mainstreaming and institutionalizing Gender and Development.

Towards this end, the City Government shall pursue and implement gender-responsive development policies. It shall also design integrated specific gender support systems, take into consideration women and girl's right to economic survival, political participation, and self-determination. Lastly, the City Government shall endeavor to promote the participation of non-governmental organizations (NGOs) and

people's organizations (POs), and the private/business sector in all phases of the development program cycle and ensure that all forms of discrimination against women and children be monitored and addressed.

Moreover, the city specifically affirms its commitment to promote and protect the following rights of women and children:

1. Right to the prevention of, and protection from all forms of violence and coercion against their person, their freedom, their sexuality and their individuality;
2. Right to freely and fully participate individually or collectively in the political processes of their communities and nations;
3. Right to the means for assuring their economic welfare and security;
4. Right to the necessary knowledge and means for the full exercise of their respective choices according to their beliefs and preferences;
5. Right to choose a spouse in accordance with their values and preferences, maintain equality in marriage or its dissolution, and obtain adequate support for rearing and caring of their children;
6. Right to an adequate, relevant and gender fair education throughout their lives, from childhood to adulthood;
7. Right to adequate nutrition and proper health care;
8. Right to humane living condition;
9. Right to nurture their personhood, collectively and individually, to secure an image of themselves as whole and valuable human beings, to build relationships based on respect, trust and mutuality; and,
10. Right to equality before the law in principle as well as in practice.

**Section 3. Policy Directions.** – To carry out the foregoing policies, the Tuguegarao City Government undertakes to formulate programs, projects and activities, among others, that will:

1. Establish the City Gender and Development Council (CGADC) to bolster the implementation of all subsisting moral, national, international, general, as well as special statutes, rules and regulations, memoranda, circulars and other issuances promoting Gender Equality, Sexuality, Reproductive Health and Reproductive Rights.
2. Mainstream gender concerns in the formulation of sectoral development plans, policies, and activities to ensure that women and girls benefit equally and participate directly in the development programs and projects of said departments and agencies, specifically those funded under official foreign development assistance, to ensure the full participation and involvement of women in the development process pursuant to RA 7192, or the Women in the Development and Nation Building Act.
3. Establish the Tuguegarao City Council for Women (TCCW) to ensure that the women are involved in the formulation of policies pertinent to their rights, concerns and interests, ensuring that rights are protected and needs truly addressed.
4. All City Government project proposals shall ascertain the inclusion of gender-responsive indicators and guidelines while not being remiss in locating the roots of women's oppression, pursuant to the United Nations Declarations and Conventions of Women of which the Philippine Government is a signatory.
5. Intensify subsisting gender-sensitivity awareness campaigns and programs on gender issues and concerns.
6. Strengthen CSO-GO-PO-NGO-PS cooperation to maximize the effectiveness of programs and services addressing Gender and Development concerns.
7. Support and increase the participation of grassroots women including the women of indigenous cultural communities in planning, implementation, monitoring and evaluation of development programs.
8. Recommend appropriate curricula that are gender-sensitive at all academic levels.
9. Provide gender responsive relief and rehabilitation programs with special focus on women's and children's needs.
10. Involve the women in family planning programs, health and child care and nutrition concerns and engage them in projects that will enhance the well-being of the family.
11. Educate the human resources of commercial establishments, schools, other government agencies and the local mass media and advertising agencies so that they will promote gender sensitivity in their respective fields of endeavor.
12. Set up crisis intervention centers and shelters in Tuguegarao City for victims of violence against men, women and their children and other social conflicts especially the survivors of violence against women and children (VAWC).

13. Reinforce family values and rid the family of all forms of gender inequalities and violence arising from Gender Role Stereotyping.
14. Establish capability-building programs among women in the locality to enable them gain confidence to participate in the community projects and even in making their opinions be heard by the decision-making bodies.
15. Establish the necessary mechanisms to enable indigenous women to participate in development programs and gain access to non-traditional sources of livelihood, credit financing, productive skills and labor saving technologies.
16. All city departments, offices and instrumentalities, upon effectivity of this Code, shall review and revise all their regulations, circulars, issuances and procedures to remove gender bias therein, and shall complete the same within two years.
17. To establish livelihood projects for women victims of violence to achieve economic independence from their abusers.

**Section 4. Definition of Terms.** – For purposes of this ordinance, the following terms are technically and operationally defined:

1. **Benefit Dance/Disco** – a dance in the locality where women are being commodified for fund-raising.
2. **Children** –those below eighteen (18) years of age or older but are incapable of taking care of themselves as defined under Republic Act No. 7610. As used in this Act, it includes the biological children of the victim and other children under her care.
3. **Commodification of Women** – a practice which puts women in a situation that results in the treatment of women as both commodities and objects of consumption whereby they are presented as commodity for the satisfaction of one's sexual/physical desire or interest usually in exchange for money or goods.
4. **Development** – the improved well-being, or welfare of people and the process by which this is achieved. The sustained capacity to achieve a better life.
5. **Differently-Abled Persons** – those who experience one or a combination of physical and or mental impairment with distinct needs and potentials.
6. **Discrimination** – any overt behavior, practice policy or procedure in which people are given different and favorable treatment on the basis of their race, class, sex and cultural status which has the purpose or effect of denying equal exercise of human rights and fundamental freedoms in all fields of human behavior.
7. **Discrimination against Women** – any distinct, exclusion or restriction made on the basis of gender which has a purpose or effect of impairing or nullifying the recognition, enjoyment or exercise by women of their rights irrespective of marital status.
8. **Domestic Violence** – physical, psychological, social, sexual or economic violence that takes place within an intimate family-type relationship and forms a pattern of coercive and controlling behavior.
9. **Domestic Workers** – one employed in the service of a family or private establishment of a person keeping the home; a house servant.
10. **Fund-Raising Initiative** – any activity, whether in whole or in part, integrated in any raffle 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 a woman as central, partial, or special focus in order to raise funds.
11. **Gender** – roles, attitudes and values assigned by culture and society to women and men. These roles, attitudes and values define the behaviors of women and men and the relationship between them. They are created and maintained by social institutions such as families, government, communities, schools, churches, and media.
12. **Gender Analysis** – a systematic way of analyzing and comparing (a) the differential perspectives, roles, needs and interests of women and men in a project area or institution; (b) the relations between women and men pertaining to their access to, and control over resources, benefits and decision-making processes; (c) the potential differential impact of program or project intervention on women and men, girls and boys; (d) social and cultural constraints, opportunities, and entry points for reducing gender inequalities and promoting more equal relations between women and men.
13. **Gender-Sensitivity Awareness** – the understanding that there are socially determined differences between men and women based on learned behavior, which affect ability to access and control resources.

14. **Gender and Development (GAD)** – a development perspective that recognizes the unequal status and situation of women and men in the society. Women and men have different development needs and interests as a result of said inequality, which is institutionalized and perpetuated by cultural, social, economic and political norms, systems and structures. As a development approach, GAD seeks to equalize the status, condition and relation between women and men by influencing the processes and outputs of policy making, planning, budgeting, implementation, and monitoring and evaluation so that they would deliberately address the gender issues and concerns affecting the full development of women.
15. **Gender Equality** – means that women and men enjoy the same status and conditions and have equal opportunity to realize their potentials and to contribute to social, political, economic and cultural development.
16. **Gender Equity** – means giving opportunities to those who have less and those who are historically and socially disadvantaged based on their needs for them to operate on an even level playing field. Focusing on the needs of women does not mean discriminating against men or putting them at a disadvantage.
17. **Gender Fair** – people are given favorable treatment regardless of race, class, sex and cultural status. Any practice, policy or procedure should have equal treatment to an individual or group.
18. **Gender Issues** – problems and concerns that arise from the unequal status of women and men including the differential characteristics, roles and expectations attributed by society to women and men.
19. **Gender Mainstreaming** – the strategy to work for women's empowerment and gender equality. It is a process of analyzing existing development paradigms, practices and goals; assessing the implications for women and men of existing and planned actions in legislation, policies, programs, projects and institutional mechanisms; and transforming existing social and gender relations by consciously integrating gender concerns in development goals, structures, systems, processes, policies, programs and projects. It means raising people's GAD awareness and building GAD-related capabilities; putting in place policies, structures, systems and mechanisms that would facilitate and institutionalize the pursuit of gender equality and women's empowerment.
20. **GAD Plan and Budget** – a systematically designed set of programs, projects and activities with corresponding budget carried out by the Tuguegarao City Government over a given period of time to address the gender issues and concerns of its constituents.
21. **Gender Responsive** – laws, policies and procedures made should be accommodating to people regardless of race, class, sex and cultural status.
22. **Gender Sensitivity** – the ability to perceive existing gender differences, issues and equalities and incorporate these into strategies and actions
23. **Microfinance** – the provision of a broad range of financial services such as deposits, loans, payment of services, money transfers and insurance products to the poor and low-income households and micro enterprises.
24. **Migrant Desk** – a desk where migrants could present their issues and concerns and seek assistance.
25. **Non-Government Organizations** – all accredited private organizations implementing programs and projects on women and men development in Tuguegarao City.
26. **Non-Sexist Language** – gender neutral; it does not exclude either by direct reference or implication of one gender or the other. Words need to be chosen carefully to eliminate inappropriate implications.
27. **Pornographic Scenes and Indecent Shows** – refer, but not limited to, nude stills or motion pictures, publications, or shows which project and exhibit women as sex objects.
28. **Perpetrator** – a person who attempts or performs or commits any form of abuse or violence against women and children.
29. **Prostitution** – an act of engaging in sexual intercourse or performing other forms of sex in exchange for money, or other favors, or of offering another person for such purpose.
30. **Psychosocial Intervention** – an intervention using integration and holistic approach to conditions of women considering their different needs within a social context.
31. **Reproductive Health** – as defined in the World Health Organization International Conference on Population and Development, it is a state of complete physical, mental and social well-being and not merely the absence of disease and infirmity in all matters relating to the reproductive system and to its functions and processes;
32. **Reproductive Health Care** – the constellation of methods, techniques and services that contribute to reproductive health and well-being by preventing and solving reproductive health-related problems.

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33. **Reproductive Right** – embraces certain human rights that are already recognized in national laws, international human rights documents and other consensus documents. These rights rest on the recognition of the basic right of all couples and individuals to decide freely and responsibly the numbers, spacing and timing of their children and to have the information and means to do so, and the right to attain the highest standard of sexual and reproductive health. It also includes their right to make decisions concerning reproduction free of discrimination, coercion and violence, as expressed in human rights documents.
34. **Sex** – the biological difference between male and female.
35. **Sexual Harassment (refers to sexual harassment law)** – a form of abuse involving an act or series of unwelcome sexual advances, request for sexual favors, or other verbal or physical behavior of a sexual nature, made directly, indirectly or impliedly; abusing power relations using one's power to extract sexual favors.
36. **Support Group** – a number of persons who aid or provide assistance to keep a person from falling or declining in a crisis.
37. **Survivor's Social Support Group** – an organized group of women to whom a woman-survivor of violence voluntarily agrees to go through a collective helping process.
38. **Training** – a strategy to infuse and institutionalize gender concerns within the organization or, in other words, to put policy mandates into practice. But significantly, gender training not only pulls into focus gender issues and women's interests, it also improves the general way in which an organization operates.
39. **Victim-survivor** – one who endures any act of gender-based violence that results in physical, sexual and psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or private life.
40. **Tripartite** – refers to an entity composed of the three sectors, namely: government offices/agencies (GOs), non-government organizations (NGOs), and People's Organizations (POs);
41. **Women Empowerment** – a goal of and an essential process for women's advancement. It is the process and condition by which women mobilize to understand, identify and overcome gender discrimination and achieve equality. Women become agents of development and not just beneficiaries.
42. **Violence against Women and their Children** – any act or a series of acts committed by any person against a woman who is his wife, former wife, or a woman with whom the person has or had a dating or sexual relationship, or with whom he has a common child, or against her child whether legitimate or illegitimate, within or without the family abode, which result in or is likely to result in physical, sexual, psychological harm or suffering, or economic abuse including threats of such acts, battery, assault, coercion, harassment or arbitrary deprivation of liberty.
43. **Violence Against Women and Children Desks** – the desks established in the Tuguegarao City Hall, Tuguegarao City People's General Hospital (TCPGH) and in the 49 Barangays of Tuguegarao City primarily aimed at protecting and advancing the rights of women and their children.
44. **Trafficking in persons** – the recruitment, transportation, transfer or harboring, or receipt of persons with or without the victim's consent or knowledge, within or across national borders by means of threat or use of force, or other forms of coercion, abduction, fraud, deception, abuse of power or of position, taking advantage of the vulnerability of the person, or, the giving or receiving of payments or benefits to achieve the consent of the victim of exploitation which includes at a minimum the exploitation or the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery, servitude or the removal or sale of organs. The recruitment, transportation, transfer, harboring or receipt of a child for the purpose of exploitation shall also be considered as "trafficking in persons" even if it does not involve any of the means set forth in the preceding paragraph.
45. **Tuguegarao City Council for Women (TCCW)** – a council for women created in Chapter IV of this Ordinance which is a tripartite women consultative and policy recommendatory body on the issues and concerns of the women sector in Tuguegarao City.
46. **Tuguegarao City GAD Focal Point** – the group of people tasked to catalyze and facilitate the institutionalization of gender mainstreaming and women's empowerment in Tuguegarao City. It is responsible for the advocacy, coordination, and guidance and monitoring of Tuguegarao City's GAD plan and GAD-related programs, activities and projects.

**Section 5. GAD Legal Bases, Mandate.** The enactment of GAD Code is in consonance with the existing national laws to encourage the Local Government Unit to be in the fore front in addressing the issues on gender and development, as hereinafter identified.

## 5.1. National Laws and Policies

1. Article II, Sec. 14 and Article XIII, Sections 11 & 14 of the 1987 Constitution which provide that the State recognizes the role of women in nation-building and shall ensure the fundamental equality before the law of women and men; women's maternal and economic role and their special health needs.
2. RA 7160 or the Local Government Code of 1991 which mandates LGUs to promote the general welfare and provide basic services and facilities to constituents.
3. RA 7192 or the Women in Development and Nation Building Act which promotes the integration of women as full and equal partners of men in development and nation building.
4. RA 10354 - Responsible Parenthood and Reproductive Health Law.
5. The Annual General Appropriations Act which tasks agencies to formulate a GAD plan and to implement the same by utilizing at least five percent (5%) of their total budget appropriations.
6. Executive Order No. 273, Approving and Adopting the Philippine Plan for Gender-Responsive Development, 1995-2025.
7. DBM-NEDA-NRFB Joint Circular 2004-1 which provides for the guidelines for the preparation of Annual Gender and Development (GAD) Plan and Budget and Accomplishment Report to Implement the Section on Programs/Projects Related to GAD of the General Appropriations Act.
8. Philippine Plan for Gender Responsive Development (PPGD) 1995-2025 which envisions a society that promotes gender equality and women's empowerment and uphold human rights, among other development goals.
9. Local Budget Memorandum directing the City to mobilize resources to mainstream and implement gender and development programs using the five percent fund.
10. Civil Service Commission Memorandum Circular No. 12, Series of 2005 which encourages all heads of Constitutional Bodies, Departments, Bureaus, Offices and agencies of the national government, local government units, state universities and colleges, government owned and controlled corporations the use of non-sexist language in all their official documents, communications and issuances.

## 5.2. Other Statutes

1. RA 7192 (Women in Development and Nation Building Act);
2. RA 9710 (Magna Carta of Women of 2009);
3. RA 7882 (Act Providing Assistance to Women Engaging in Micro and Cottage Business Enterprises);
4. RA 8292 (Magna Carta for Small Enterprises);
5. RA 9178 (Barangay Micro Business Enterprises (BMBEs) Act of 2001);
6. RA 6725 (Act Strengthening the Prohibition on Discrimination Against Women with respect to Terms and Conditions of Employment);
7. RA 7322 (Act Increasing Maternity Benefits of Women Workers in the Private Sector);
8. RA 6949 (declaring March 8 of every year as a working holiday to be known as National Women's Day);
9. RA 7688 (Social Security Act of 1997);
10. RA 8972 (Solo Parents Act);
11. Reproductive Health Care Act of 2002;
12. RA 9262 (Anti-Violence Against Women and Children Act);
13. RA 7877 (declaring sexual harassment unlawful in the employment, education and training environment);
14. RA 8042 (Migrant Workers and Overseas Filipinos Act of 1995);
15. RA 6955 (Anti Mail Order Bride Act);
16. RA 8353 (Anti-Rape Act);
17. RA 8343 (Act Expanding the Definition of the Crime of Rape, Reclassifying the Same As A Crime Against Persons, Amending for the Purpose Act No. 3815, As Amended Otherwise Known as the Revised Penal Code and for other purposes);
18. RA 8505 (Rape Victim Assistance Act);
19. RA 9208 (Act which Institutionalizes Policies to Eliminate Trafficking in Persons Especially Women and Children Establishing the Necessary Institutional Mechanisms for the Protection and Support of Trafficked Persons, Providing Penalties for its violation and for Other Purposes);
20. RA 9165 (Comprehensive Dangerous Drugs Act of 2002);
21. RA 8551 (Philippine National Police Reform and Reorganization Act of 1998);
22. RA 7876 (Senior Citizens Center Act of the Philippines, 1995);
23. RA 9257 (Expanded Senior Citizens Act of 2003);

24. RA 9994 (Expanded Senior Citizens Act 2010);
25. RA 386 (Civil Code of the Philippines);
26. RA 9442 (Magna Carta of Persons with Disabilities)
27. RA 7392 (Philippine Midwifery Act of 1992)
28. RA 7610 (Special Protection of Children Against Abuse, Exploitation and Discrimination Act);
29. RA 8980 (Early Childhood Development Act of 2000);
30. RA 9288 (The Newborn Screening Law of 2004);
31. RA 7600 (Rooming-in and Breastfeeding Act of 1992);
32. RA 9344 (Juvenile Justice and Welfare Act of 2006);
33. RA 6972 (Act Establishing a Day Care Center in Every Barangay);
34. RA 8552 (Domestic Adoption Act of 1998)
35. RA 8043 (Inter-Country Adoption Act of 1995)
36. E.O. 209 (Family Code of the Philippines)
37. PD 603 (The Child and Youth Welfare Code)
38. PD 442 (The Labor Code of the Philippines)
39. RA 10361 (Domestic Workers Act)
40. Anti-Cyber Bullying Act of 2015
41. RA 9775 (Anti-Child Pornography Act)
42. RA 9372 (Human Security Act)
43. RA 7277 (Magna Carta for disabled persons)
44. PD 807 (Civil Service Decree of the Philippines)
45. BP 344 (An Act to Enhance the Mobility of Disabled Persons by Requiring Certain Buildings, Institutions, Establishments and Public Utilities to Install Facilities and Other Devices);
46. DOH Administrative Order No. 2008-0029 (Implementing Health Reforms for Rapid Reduction of Maternal and Neonatal Mortality)
47. Other Related Administrative Issuances of the Department of Health
48. RA 8425 (Poverty Alleviation Act).

### **5.3. State Obligations and Commitments**

1. UN Convention on the Elimination of All Forms of Discrimination Against Women (UN-CEDAW) or the International Bill of Rights for Women which calls for gender equality in all fields (civil and political spheres, economic, social, cultural and family life), affirmative action for women and protection of women from violence;
2. The Beijing Platform of Action (BPA) which calls for action on 12 areas of concern affecting women, namely: (1) women and poverty; (2) education and training on women; (3) women and health; (4) violence against women; (5) women and armed conflict; (6) women and the economy; (7) women in power and decision making; (8) institutional mechanisms for the advancement of women; (9) human rights of women; (10) women and the media; (11) women and the environment; and (12) the girl child. It also seeks to remove obstacles to women's full and equal participation in all spheres of life, protects women's human rights and integrates women's concerns in all aspects of sustainable development;
3. Sustainable Development Goals (SDGs) provide a clear recognition that gender equality is important in achieving all of the development goals;
4. Convention on the Rights of the Child;
5. International Conference on Population and Development (ICPD) Program of Action.
6. Universal Declaration of Human Rights (UDHR)
7. Rio Declaration on Sustainable Development

## **CHAPTER II PROGRAMS AND DEVELOPMENTAL CONCERNS**

### **ARTICLE I SUPPORT MECHANISM TO EMPOWERMENT**

**SECTION 1. Comprehensive Support to Women-Survivors of Violence** – The City Government, through the City Social Welfare and Development Office (CSWDO) shall ensure, in partnership with appropriate government agencies and concerned private groups and others, to provide comprehensive support to women-survivors of violence which consists of, but not limited to the following:

- 1.1. Immediately conduct an investigation within twenty-four hours from the knowledge of the violence committed;



- 1.2 Provide for counseling and medical services for the offended party as immediately as possible;
- 1.3 Gather evidence for the arrest and prosecution of the offenders;
- 1.4 Make a report of the investigation and, on the basis of the offended party's testimony and additional evidence/s, if any, endorses the same to the proper prosecution office within thirty-six (36) hours from the time of filing, regardless of the evaluation of the case;
- 1.5 The investigating officer and the examining physician, if possible, should be of the same sex as the offended party. Ensures that only persons expressly authorized by the latter are allowed inside the room where the investigation or medical or physical examination is being conducted;
- 1.6 Women victim-survivors of all forms of violence shall be registered in a community-based psychological program that shall assist the women in holistically rebuilding and empowering themselves;
- 1.7 All investigations/hearings involving rape cases and other forms of violence against women conducted in the police stations, prosecution offices and the trial courts shall recognize the survivors social support group as expressly allowed or requested by the offended party to the extent allowed by existing laws or the Rules of Court;
- 1.8 Temporary shelter with appropriate support services for women in crisis shall be appropriately constructed under the management and supervision of the CSWDO. For this purpose, the CSWDO is authorized to negotiate and enter into agreements with private groups of non-government organizations, subject to the approval of the City Mayor and the ratification by the Sangguniang Panlungsod.

**SECTION 2. Support Services for Women and Men in the Entertainment Industry** – Women and men in the entertainment industry are those women and men employed in establishments identified as places of amusements which shall include, but not limited, to night clubs or day clubs, cocktail lounges, super or family clubs, karaoke and videoke bars and beer houses/gardens and other places of amusement.

- 2.1 Socioeconomic support services. The CSWDO and the appropriate city agency shall make available alternative sources of income and livelihood to women and men engaged in entertainment industry or places of amusement;
- 2.2 Medical Routine Check-up and Medicines. Medical routine check-up and medicines, if needed, shall be afforded to women and men for free in the entertainment industry and those engaged in places of amusement by the City Health Office except for serological examination.

**SECTION 3. Regular Medical Routine Check-Up** – Women and men in the entertainment industry shall be required to undergo medical routine check-up and be prescribed medicines if needed.

**SECTION 4. Counselling and treatment of offenders** – as stipulated under Sec 41 of RA 9262 - An Act Defining Violence Against Women and their Children, that the CSWD shall provide rehabilitative counselling and treatment to perpetrators towards learning constructive ways of coping with anger and emotional outburst and reforming their ways. When necessary, the offender shall be ordered by the court to submit to psychiatric treatment or confinement.

**SECTION 5. Continuing Legal Education and Counseling** – The City Legal Officer shall:

- a. Undertake legal education and trainings for community leaders, barangay officials, and members of the Lupong Tagapamayapa on legal counseling and arbitration to capacitate community workers to facilitate resolution of cases and family conflicts at the barangay level, in coordination with the City Social Welfare and Development Office (CSWDO), appropriate agencies and concerned non-government organizations (NGOs);
- b. Provide the necessary legal assistance as may be requested by the concerned office in the protection, promotion, enforcement, and advancement of women's rights.
- c. Undertake a special paralegal training on gender issues and related matters for members of the Lupong Tagapamayapa for each of the 49 barangays in Tuguegarao City, in partnership with the Liga ng mga Barangay, appropriate agencies and concerned non-government organizations (NGOs).

**SECTION 6. Barangay-Based Support for House helpers and Persons with Disabilities** – All Barangays in Tuguegarao City shall formulate a support program to ensure protection to those employed as house helpers or domestic helpers and women with disabilities against violence or any form of abuse.

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**SECTION 7. Role of the Tuguegarao City PNP** – Complaints filed by women on violence and other forms of abuse shall be handled by female officers in the local police force who have undergone special courses on handling cases affecting abused women.

**ARTICLE II**  
**POLITICAL AND PUBLIC SPHERE PARTICIPATION OF WOMEN**

**SECTION 1. Gender** – Mainstreaming at all levels of Governance – The City Government shall endeavor to establish mechanisms to ensure that gender issues and concerns are addressed in legislations, public policies, programs and projects.

**SECTION 2. Women's Participation and Representation in the City Development Council.** The City Development Council shall ensure at least one-third (1/3) of its members composed of women in the 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. The City Development Council shall undergo capacity building for gender-responsive development planning to ensure that all plans, programs and projects are gender responsive.

**SECTION 3. Tuguegarao City Council of Women (TCCW)** – The Federation of Tuguegarao City Women Organizations composed of various accredited women organizations shall be strengthened to take an active role in governance. The City Development Council shall act as adviser to the organization/federation.

**SECTION 4. Promoting Gender Balance at all levels of Tuguegarao City Local Positions** –The City Government 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 form part of the City Government's efforts to eliminate barriers to women's participation in the public sphere. This shall include their equal representation in the structure of the City Development Council (CDC). Implementation guidelines shall be detailed in the Code's Implementing Rules and Regulations.

**SECTION 5. Barangay Gender and Development Committee** – All barangays shall establish their respective Barangay Gender and Development Committee that shall ensure that gender issues and concerns are incorporated and addressed at the barangay level and reflected in barangay development plans. All accredited women's organizations 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 implementing Rules and Regulations of this Code. This committee shall appropriate at least five percent (5%) GAD Budget as institutionalized and mandated by law.

Upon approval of this Ordinance, the Liga ng mga Barangay in coordination with the Department of the Interior and Local Government shall conduct a seminar workshop among Katarungang Pambarangay Members and Barangay Tanods for the institutionalization of Gender Sensitivity in their respective jurisdictions.

**SECTION 6. Marking Significant Days for Women's Action** – March 8 as International Women's Day shall be declared as a special day for all women in Tuguegarao City through an Executive Order. There shall be coordinated city and barangay level activities to improve the status of women in the city.

A half-day leave with pay shall be availed of by any woman employee on March 8 in recognition of women's contribution to society; commercial establishments shall be encouraged to give a twenty percent (20%) discount to women on March 8. Implementation guidelines shall be provided in this Code's Implementing Rules and Regulations.

**SECTION 7. Day of Action for Breast Cancer Awareness** –The City Government shall set a day on the second week of October, in coordination with recognized women's groups in the City, to organize information campaign activities on breast cancer, one of the top causes of maternal mortality. Coordinated City and Barangay level activities shall be set and spearheaded by the City Health Office to promote consciousness on breast cancer.

**SECTION 8. International Day of Action for Women's Health** – The City Government shall set May 28 to mark the International Day of Action for Women's Health. Wellness and well-being issues and concerns relative to the protection and promotion of women's health shall be examined, deliberated, projected and government action sought. Coordinated city and barangay level activities shall be set and spearheaded by the City GAD Council and the City Health Office to promote women's health and well-being.

**SECTION 9. International Week of Action Against Gender-Based Violence** – The City Government shall organize various events and activities to educate residents about violence against women and children every November 25 - December 10 as the period is 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 CSWDO, the CHO Barangay Operations Center, City GAD Council, Tuguegarao City Council of Women and other NGOs/CSOs.

**SECTION 10. Tuguegarao City Gender and Development Summit** – The City Government in coordination with recognized women's groups in the City shall set a day sometime in March to hold a Gender and Development Summit. A committee shall be convened to manage and coordinate the activities and affairs of the summit focusing on (a) the current situation of women in Tuguegarao City; and (b) women's issues and concerns and how these can be addressed and make appropriate recommendations for actions thereon. The summit shall come up with priority issue with their specific action points to be disseminated and proposed for adoption at the city and barangay councils.

**SECTION 11. Peace Based on Social Justice and Human Rights** – The City Government network shall promote peace education at the barangay level through affirmative action and information campaign 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, and people's and non-government organizations.

**SECTION 12. Women's Month Celebration** - The City Government shall organize various activities to join the nation in celebrating the Women's Month. This aims to inform and engage women as stakeholders of government programs and services, create and facilitate platforms to discuss good practices, gaps, challenges and commitments in pursuing gender and development (GAD) and inspire and empower women and girls to be agents of change to contribute in promoting gender equality and the empowerment of all women.

**SECTION 13. Support for Women's Studies** – A reasonable amount and other forms of support may be extended by the City Government to non-government organizations and research institutions conducting studies on women's participation.

**SECTION 14. Leadership Training for Women** – The City Government, in cooperation with concerned national agencies and NGOs, shall provide leadership training that will enable women to participate in decision-making processes. Priority shall be given to marginalized women such as those from the indigenous communities and differently-abled persons.

**SECTION 15. Self-Organization of Women.** The Tuguegarao City Government shall support and encourage the formation of community-based organizations and facilitate their accreditation with the Sangguniang Panlungsod.

**SECTION 16. Participation in Local Governance.** To widen and ensure participation of women in local government decision-making and administration, the Tuguegarao City Council for Women (TCCW) is hereby allocated one (1) membership seat in the Standing Committees of the Sangguniang Panglungsod, the Local Special Bodies mandated under Republic Act No. 7160, and in all other committees and taskforces of the Tuguegarao City Government. For this purpose, the Tuguegarao City Council for Women (TCCW) shall decide on the manner and method of selecting its representatives to these committees, bodies, and taskforces and submit to the Office of the Sangguniang Panlungsod and the Office of the City Mayor the names of its representatives; provided, that the Tuguegarao City Council for Women (TCCW) shall have the option to decide which committees, special bodies, or task forces they wish to be represented in.

**SECTION 17. Organization of Women and Differently-Abled women** – The Tuguegarao City Government, through the Committee on Women and Family shall support and encourage the formation of community-based organizations and facilitate their accreditation with the Sangguniang Panlungsod.

**SECTION 18. Organization of Elderly Women** – The Tuguegarao City Government through the Office for Senior Citizens Affairs shall encourage and support the organization of elderly women in collaboration with the Tuguegarao City Senior Citizens Federation to give special focus on and facilitate response to their special needs.

### **ARTICLE III LABOR AND EMPLOYMENT**

**SECTION 1. Orientation on Sexual Harassment** – All government agencies, private offices, and commercial/industrial establishments located in the City shall conduct regular orientation on sexual harassment for their respective employees. Certificate of Compliance shall be submitted to the City Mayor's Office.

The City Government shall set up/create its own Committee on Decorum and Investigation (CODI) including the promulgation of the Implementing Rules and Regulations or policy on sexual harassment cases and administrative sanctions covering all city officers and employees in accordance with the provision of RA 7877 and the Civil Service Rules and Regulations on Sexual Harassment.

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

**SECTION 2. 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, marine, and aquatic resources and indigenous reforestation with due respect to the indigenous people's rights.

**SECTION 3. Investment and Loans.** – The Tuguegarao City Government through the Technology and Livelihood Development Office and Public Employment Services Office in coordination with the City Social Welfare and Development Office shall conduct consultations with CSOs, POs, GOs, and NGOs in establishing networks for loans and investments to clarify implications on people's welfare and development at the city and barangay levels.

**SECTION 4. Overseas Filipino Workers (OFWs) Support.** – The City Government through the City Social Welfare and Development Office and Public Employment Services Office shall gather information on overseas contract workers from Tuguegarao City, especially those who become victims of abuses, results of which shall serve as basis in identifying special support to all OFWs concerned.

**SECTION 5. Education Laws and policies addressing women's issues and concerns** – In coordination with concerned national agencies, all government and private offices, agencies, NGOs and establishments, private and public schools shall conduct an orientation on Republic Act No. 9262, RA 9208, RA 7877, RA 8353, RA 8972, RA 7610 and other laws and policies on women which may be enacted from time to time.

**SECTION 6. Facilities and Support Systems for Women** – The City Government shall ensure the occupational safety and health of women employees in both government and private offices and commercial/industrial establishments. In appropriate cases, it shall require employers to:

- a. Provide an ergonomic system of seats or equipment in the performance of their duties without detriment to efficiency;
- b. Establish separate toilet rooms, lavatories, and lounge for men and women and provide at least a dressing room for women;
- c. Breast feeding corner for women in the workplace as mandated by RA 10028

**SECTION 7. Household-Based Workers or Women in the Informal Sector** – the City Government shall ensure that social protection 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 and employees' compensation benefits and Philhealth benefits upon proper documentation and registration with the Social Security System and Philhealth, respectively.

The City Government through the CSWD shall conduct an inventory of all women involved in the informal sector for consultation and provision of appropriate support services for the sector.



**SECTION 8. Barangay-Based House Help Support** – All barangays in Tuguegarao City shall conduct compulsory education for both house helpers and their employers on gender sensitivity. Non-compliance herewith shall be dealt accordingly pursuant to existing laws, ordinances, rules and regulations.

**SECTION 9. 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 benefits accorded to women workers and shall render only services stipulated in the job contract 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 10. Police Operations in 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 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 11. Monitoring System for Labor Standards** – A mechanism shall be installed by the City GAD Council to monitor all offices, agencies, and establishments or companies violating Labor Code provisions and provisions of this Code; prepare regular reports to concerned departments and recommend appropriate actions.

**SECTION 12. Crisis Intervention Center** – The City Government shall maintain and equip the City Social Welfare and Development Office to serve as a temporary shelter with appropriate support services for women and children in crisis which should have an interview room with audio-visual equipment and one-way mirror. Satellite crisis intervention centers must be strategically established in other parts of the City.

**SECTION 13. Rehabilitation Program for Perpetrators of Violence** – Counseling and Rehabilitation programs for perpetrators of violence against women and children shall form part of the City GAD Plan.

**SECTION 14. Research on Nature and Causes of Gender-Based Violence** – The CSWDO shall take the lead in the collection, compilation and updating of statistics/data concerning domestic violence perpetuated against women and children. It shall be regularly undertaken to serve as reference for administration, legislation and funding.

**SECTION 15. Advocacy and Capacity-Building Activities on Prostitution and Trafficking** - Prostitution and trafficking is exploitation of human and a violation of their rights as human beings. To prevent the proliferation of prostitution and trafficking, advocacy and capacity building activities shall be conducted and alternative sources of livelihood shall be provided to women victim-survivors.

#### **ARTICLE IV HEALTH RIGHTS**

**SECTION 1. Right to Health** – The UN International Convention on Economic, Social and Cultural Rights provides that women's right to health, which includes women's reproductive rights, is a basic fundamental human right in recognition of the fact that 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 a more holistic approach. The City Government shall respect and promote a rights-based approach to women and men's health by considering their respective specific, realities and health needs at every stage in their lives. It shall also promote couple's shared responsibilities for childbirth and child care.

**SECTION 2. Reproductive Health Care Approach** – The City Government shall ensure reproductive health care services to men and women anchored on the following elements: (1) maternal infant and child health and nutrition; (2) family planning information and services; (3) prevention of abortion and management of each complication; (4) adolescent and youth health; (5) prevention and management of Reproductive Tract Infections (RTIs), HIV/AIDS and other Sexually Transmittable Infections (STIs); (6) elimination of violence against women; (7) education and counselling on sexuality and sexual health; (8)

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treatment of breast and reproductive tract cancers and other gynecological conditions; (9) male involvement in reproductive health; and (10) proven ion treatment of sexual dysfunction.

**SECTION 3. Health Care Delivery System**– Quality health care and services shall be accessible to all women and men regardless of age, sex, creed, religion, political affiliation and ethnicity in Tuguegarao City. No hospital in the City shall deny reproductive health services to any women and men living below poverty line. A Certificate of Indigency shall be issued by the Punong Barangay for the purpose of verification. In case of emergency, a Social Worker or any authorized personnel shall be designated to conduct rapid appraisal of the socioeconomic status of the patient for admission purposes. The City Government must ensure regularly the expansion and upgrading of health care facilities to ensure access by all women and men.

**SECTION 4. Nutrition** – The City Government shall ensure the optimum nutritional status of children, women and men through the provision of a package of nutrition services.

**SECTION 5. Men’s Involvement in Reproductive Health** – Reproductive Health programs and projects shall involve men of all ages, recognizing their crucial role in the maintenance of women’s health and well-being by strengthening and capacitating various men’s organizations.

**SECTION 6. Gender-Sensitive Women and Children Protection Unit (WCPU)** – The City Government shall establish a Gender-Sensitive Crisis Intervention Unit at all levels of health care, especially at the tertiary level, and shall provide the required services to all health and other allied personnel who shall be assigned in this unit.

**SECTION 7. Gender-Fair Approach to Pre-Marriage Counseling (PMC) Program** – The City Population Office (CPO) as the Head of the PMC Team, City Health Office (CHO) and the City Social Welfare and Development Office (CSWDO) shall ensure the conduct of gender-sensitive PMC which is required in the application for marriage licenses with the City Civil Registry.

**SECTION 8. Mainstreaming Reproductive Health Framework through Primary Health Care Strategy** – In consonance with the City Health Office’s policies, Children’s Youth and Welfare Code, and in pursuance of agreement made at the International Conference on Population and Development (ICPD), the City Government shall mainstream the Reproductive Health Approach in health care services delivery using the primary health care strategy.

**SECTION 9. Promotion of Adolescent Reproductive Health Rights** – All youth regardless of educational background, economic status, creed, religion and ethnicity in Tuguegarao City shall be given right and proper information about Reproductive Health Rights and Responsible Sexuality.

**SECTION 10. Information/Education on Women’s Health** – The City Health Officer, in collaboration with the Tuguegarao City Council for Women (TCCW), shall endeavor to improve the implementation of education/information campaign on women’s health.

## **ARTICLE V EDUCATION**

**SECTION 1. Conduct of Regular Gender-Sensitivity Training and Team Building for All Teachers at All School Levels** – The Tuguegarao City Schools Division Office, in coordination with the Tuguegarao City GAD Council, shall conduct and incorporate gender-sensitivity orientation in teachers’ orientation seminars and Parent-Teachers Association (PTA) meetings conducted before classes start at the beginning of the school year.

**SECTION 2. Women Literacy and Adult Education** – Women literacy and adult education program shall be held at least once a month, preferably on Saturdays or Sundays, for women in all barangays in Tuguegarao City. For this purpose, the CSWDO is mandated to coordinate and establish partnerships with the Department of Education and private organizations.

**SECTION 3. Developing Gender-fair Educational Materials** – The Tuguegarao City Schools Division Office shall ensure that all educational materials developed by the City Schools’ officials and the private sector are gender-fair and do not portray stereotyped roles of 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 gender-fair.

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**SECTION 4. Promotion of Gender-Sensitive Curriculum** – All public and private schools in Tuguegarao City shall actively promote gender-sensitivity in their subject/course curricula and gender-fair socialization for school-age children. The City Schools Division shall also ensure that city schools officials and the private sector professional school counselling and career education programs are gender-responsive. DepEd Schools Division Office (SDO) and the City Government shall forge a partnership in the development, production, distribution and integration of GAD modules in the K to 12 Basic Education Program (BEP).

For this purpose, the CSWDO is mandated to work closely with the Tuguegarao City School Board and Tuguegarao City Council for Women (TCCW) to review and recommend appropriate revisions in this area of concern particularly regarding the stereotyped portrayal of the roles of women and men in educational materials.

**SECTION 5. Promoting Gender-Sensitive Education Programs and Services** – All schools, offices, establishments or companies, departments and agencies including barangay officials of the City Government shall initiate gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender justice. School age children under PWD shall be placed or located under the ground floor/first floor for those with high rise buildings.

**SECTION 6. Gender-Responsive Non Formal Education for Youth and Adults** – The DepEd SDO in coordination with Tuguegarao City Technical Education Services Development Authority (TESDA) shall conduct non-formal classes for women and men desiring to engage in functional and practical education, to be held in barangay high schools or barangay multi-purpose centers. The DepEd SDO under the Alternative Learning System (ALS) shall conduct gender-sensitive programs and projects aligned with the K-12 Basic Education Program to Out-of-School Youth and Adults (OSYs).

**SECTION 7. Scholarship Program** – The City Government, in coordination with the Department of Education, shall institutionalize its scholarship programs for poor but deserving students and shall not disqualify married women and mothers with infants.

**SECTION 8. Accessibility** – The City Government shall ensure that regular and SPED students shall have equal access to gender-sensitive instructional materials, sports equipment/materials, school facilities and amenities to improve learning, discipline and sports development. It shall also ensure the active participation of women and girls in sports activities.

Public and private schools and universities are, therefore, encouraged to avoid the removal, expulsion and non-acceptance of pregnant women as students. The Tuguegarao City Government shall endeavor to provide appropriate assistance and mechanisms to ensure access to education and avoid discrimination on pregnant women in schools. It shall ensure that all interested differently-abled women and men in Tuguegarao City shall have access to a special education program.

**SECTION 9. Promotion of Gender-Sensitive Counseling and Career Programs** – The City Government shall encourage Public and Private Elementary and Secondary Schools within its jurisdiction to promote gender-sensitive counseling and career education programs and academic and/or technical courses for girls and boys, to widen their career opportunities.

**SECTION 10. Education on National Policies** – The City Government shall ensure the undertaking of educational program on national policies for women and men on account of its implications on women, family and children.

**SECTION 11. Preservation of Cultural Identity** – Preservation and enrichment of the cultural identity of indigenous persons shall always be incorporated in all GAD programs and projects of the City Government as long as they are consistent with GAD Principles.

**SECTION 12. Continuing Education to Foster the Culture Against Sexual Harassment** – All government and private agencies and establishments/offices/companies within the territorial jurisdiction of the City Government shall conduct a continuing education against sexual harassment. For this purpose, the City Government through the Tuguegarao City Council for Women, shall ensure that:

- a. At least one (1) activity designed to equip workers and employees with theoretical and practical knowledge on gender issues and concerns is conducted each year in these offices/establishments or work places; and
- b. The provisions of RA 7877, otherwise known as the Anti-Sexual Harassment Law, and the provisions of the Labor Code affecting women are faithfully implemented, especially the formulation of the necessary company policies and procedures in resolving complaints for sexual harassments;
- c. Tools for assessment of, and strategies against, gender bias are designed and established;
- d. Gender-fair education materials are developed and popularized.

**ARTICLE VI  
THE PROMOTION OF JUSTICE, PEACE AND ORDER**

**SECTION 1. Continuous Review of Gender-Responsiveness of Laws and Policies** – The City Government shall encourage the continuous review of local laws and policies with the end in view of identifying and eliminating all forms of discrimination on the basis of sex and provisions that are gender-based.

**SECTION 2. Promotion of Legal Rights Literacy** – Information on GAD-related, women laws and relevant national and local laws and their impact on women and men, offices responsible for the administration of justice, and guidelines on how to use the justice system shall be made accessible to all.

**SECTION 3. Facilities and Support System for Well-Being of Women and Men Employees** – Employers shall ensure the health, safety and well-being of all their employees, both women and men. In appropriate cases, employees shall:

- 3.1 Establish separate toilet rooms, lavatories and lounge for women and men and provide a dressing room separately for women and men;
- 3.2 Set up a homecare center in the workplace where working parents may have breastfeeding, child-rearing and early childhood care and development activities while on their respective jobs;
- 3.3 Institute flexible working arrangement to accommodate the various responsibilities of women and men to their families; and
- 3.4 Ensure that working conditions shall be gender-sensitive to ensure peace and productivity of men and women workers.

**SECTION 4. Setting Up of a Grievance Machinery** – A grievance committee shall be set up in all government and private offices, commercial/industrial establishments located in the City to act on complaints/cases related to various forms of discrimination against women in the workplace such as hiring, job training, promotion, and the like.

**SECTION 5. Establishment of Violence Against Women and their Children's Desk (VAWC desk)** - VAWC Desks at the Tuguegarao City Hall, Tuguegarao City People's General Hospital and the 49 barangays of Tuguegarao City shall be established.

**5.1 Women's Unit/Section** – A women's unit/section is hereby created which shall be under the direct supervision of the City Social Welfare Office with the following functions:

- a. Formally establish and maintain a women's desk in all barangays in the city as well as at the City Hall and at the Tuguegarao City People's General Hospital (TCPGH).
- b. Recruit capable and willing volunteers in each barangay and identity from among the employees in the City Government, ideally from the City Social Welfare Office, competent employees who shall be assigned at the Women's Unit/Section at the TCPGH.
- c. Monitor the performances of the VAWC Desks and ensure that they remain functional.
- d. Conduct regular seminars and workshops for VAWC desks volunteers and staff.
- e. Exercise such other powers and perform such other duties and functions as may be assigned by the Local Chief Executive or as may be prescribed by law or ordinance.



**5.2 Assistance** – Tuguegarao City may enter into agreements and partnerships with accredited women organizations for assistance in the installation and reactivation of women's desks as well as in the conduct of seminars and workshops.

**5.3 Personnel Requirement** – The City Mayor shall appoint or assign a personnel in the women's unit/section who shall be primarily responsible in the over-all management of the program and accomplishment of the law's objectives.

**5.4 Funding** - The funds for the efficient implementation of the Ordinance Creating a Women's Desk shall be appropriated in the Annual Budget or any Supplemental Budgets of Tuguegarao City. In the case of Barangay VAWC Desks, the same shall be financed primarily by the barangay's Gender and Development (GAD) Fund and other fund sources as may be deemed necessary by the concerned barangay.

**SECTION 6. Survey of Domestic Workers** – The City Government through the City Public Employment and Service Office (PESO) in coordination with the Department of Labor and Employment (DOLE) shall come up with an annual survey of domestic workers within the city to monitor cases of maltreatment, sexual harassment, and other forms of sexual abuse and the City Social Welfare and Development Office (CSWDO) through the Overseas Workers Welfare Administration (OWWA) shall monitor cases of any forms of abuse to the Overseas Filipino Workers (OFWs). Households shall be required to provide information regarding their house workers for identification and other purposes. The City Government or the appropriate barangay shall provide assistance and other forms of support to household workers.

**SECTION 7. Support for Overseas Filipino Workers (OFWs)** – The City Government through the CSWDO shall strengthen the organization of the city OFWs and their families as a support group as well as establish a migrants' desk. The CSWDO shall coordinate with the OWWA to monitor cases of any form of abuse experienced by the OFWs.

- 7.1 Tracking System of Legitimacy of recruitment agency/employment. The PESO and CSWDO shall endeavor to develop a tracking and verification system of the veracity and legitimacy of employment and recruitment agencies whether they are accredited by the DOLE through the Philippine Overseas Employment Administration (POEA).
- 7.2 Pre-Employment Departure Orientation Seminar (PEDOS). The PESO and CSWDO shall conduct PEDOS to prospective workers, especially overseas workers and their families about the realities of overseas labor and employment conditions. The PESO and the POEA including NGOs for migrant workers may be tapped for this purpose.
- 7.3 Implementation of RA 8042 specifically the provisions on illegal recruitment. Strict implementation of RA 8042, otherwise known as Migrant Workers and Overseas Filipino Act of 1995, particularly the provisions on Illegal Recruitment must be ensured.

**SECTION 8. Support to Women in Detention** – The rights of all women detainees shall be protected by ensuring them the following:

- 8.1 A speedy trial of their respective cases.
- 8.2 An appropriate program to respond to their specific needs and problems as detainees - The City Health Office shall conduct prevention programming and primary health-care services (e.g., fitness activities, family planning, and health education) to the women inmates.

The pregnant women inmates shall undergo screening, health assessment, nutrition guidelines and medical diets, pregnancy counselling, and comprehensive services for pregnant women's unique health problems. Moreover, the City Health Office shall provide screening and diagnosis services and treatment (e.g., screening and treatment for sexually transmitted diseases, for smoking cessation and for pregnancy care). Adequate and timely food, a healthy environment and regular exercise opportunities shall be provided free of charge for pregnant women, babies, children and breastfeeding mothers.

- 8.3 A separate physical structure and space provisions for detention and rehabilitation - The City Government shall provide a separate detention center or room for women inmates exclusive for pregnant women and nursing women with appropriate facilities needed.

8.4 Provision of legal services.

8.5 Special medical care and attention to pregnant inmates and/or their newly born babies in commitment and detention centers - This shall apply to (a) Pregnant upon arrest and detention (b) Pregnant upon formal commitment and (c) Impregnated while in prison within the territorial jurisdiction of Tuguegarao City.

8.5.1 Where nursing infants are allowed to remain in the institution with their mothers, a nursery staff shall be provided from City Health Office, where the infants shall be placed when they are not in the care of their mothers (United Nations, 1955). The City Mayor shall appoint or assign a personnel in the Women Detention Center who shall be primarily responsible in the over-all management of the program and accomplishment of its objectives.

8.5.2 The pregnant women shall undertake a medical assessment of her condition and for purposes of obtaining, among others, information on their names, ages, addresses, income including the source thereof, number of children per parent and the circumstances of her detention. Medical assessment shall be presented by the pregnant woman and/or her children to avail of the above welfare services and additional privileges granted under this ordinance.

## ARTICLE VII ENVIRONMENT AND NATURAL RESOURCES

**SECTION 1. Community-Based Environment Plans and Programs** – The City Government shall ensure the participation of women in environment and natural resources management at all levels.

- 1.1. Promotion of environmentally sound production technologies and practices in households and enterprises.
- 1.2. **Promotion of Agri-Based Projects.** The City Government and other partner agencies and institutions shall support and engage women in promoting land based projects to ensure food security for rural women utilizing scientific, women-friendly, accessible and appropriate technology. It also involves women in the rehabilitation in the agricultural sector by providing them with trainings and agricultural inputs, including seeds and implements.
- 1.3. **Women's Participation in All Water-System Related-Projects.** In all water system-related projects, participation of women in the planning and in all levels of decision making shall be ensured.
- 1.4. **Public Education Campaign.** The City Government shall undertake public education campaigns on issues related to sanitation, health environmental management and sustainable climate change with gender dimension.
- 1.5. **Women's Participation on Solid Waste Management.** The City Government ensures the participation of women in the formulation of the solid waste management plan and in decision making on matters related to solid waste management including segregation, recycling, etc.

## ARTICLE VIII CULTURE AND MASS MEDIA

**SECTION 1. Gender-Sensitive Portrayals in Media** – The City Government shall oblige all media institutions to be sensitive in the portrayal of women's and men's role, encourage positive images of women and men, and discourage sexist and homophobic print materials and broadcast programs.

**SECTION 2. Gender Sensitivity Training for Local Media Practitioners** – The City Government shall encourage and support the conduct of gender sensitivity workshop trainings for local media practitioners at the community level and tertiary schools located in the City. It shall likewise provide full support to media practitioners and freelance/independent media productions that advocate gender-sensitive issues through various forms of incentives and recognitions.

**SECTION 3. Regulations of Internet Cafes and Computer Shops** – The City Government shall regulate the operation of internet service-providing establishments and entertainment computer shops in order to curb and prevent the proliferation of access to cybersex pornography by minors.

**SECTION 4. Regulation of Media Coverage during Police Raids on Entertainment Establishments** – The City Government shall regulate the media coverage of establishment raid operations for the



prevention of exploitation of women and men entertainers and their unnecessary body public exposure and humiliation.

**SECTION 5. Support for Indigenous Forms by Media** – The media industry shall be encouraged to support the use of indigenous forms and expressions in storytelling, drama, poetry and song to disseminate information on women’s rights and gender related issues.

**ARTICLE IX  
TRADE, INDUSTRY AND TOURISM**

**SECTION 1. Women’s Economic Empowerment and Employment** – The City Government shall promote and support women’s endeavors for self-employment in micro-enterprises, small-scale businesses, indigenous, industries and other employment opportunities including facilitating access to capital funds from any source.

**1.1 Establishment of Tuguegarao City Sustainable Micro Enterprise Development Unit/Desk.** The City Government shall establish a unit/desk/council which will serve as One-Stop-Shop to promote and support entrepreneurial efforts and activities in the City. Said unit/desk/council will be referred to as the Tuguegarao City Sustainable Micro Enterprise Development (TCSMED). Its functions, responsibilities and composition shall include, but will not be limited to, the following:

- a. Develop social marketing strategies on entrepreneurship towards strengthening entrepreneurial values and attitudes of the city’s entrepreneurs, local officials and others. Likewise, it shall lead in the implementation of social marketing strategies within the city.
- b. Disseminate information on investment options.
- c. Provide assistance to women who wish to establish micro enterprise, in the form of conducting market feasibility studies, financial consultancy, product development and market linkage.

**1.2 Building partnership with organizations and groups that provide microfinance, rural enterprise development and institution building services.**

**1.3 Accessing loans and financial assistance.** The City Government shall assist women entrepreneurs in accessing loans and financial assistance from any government financing institutions (GFIs), private institutions, and donor agencies. Efforts to continuously build the capacity of women entrepreneurs to access loans and negotiate shall also be undertaken.

**1.4 Protection against iniquitous and excessive interest rate.** It shall be the policy of the City to eliminate oppressive lending/credit schemes imposing iniquitous and excessive interest rate pursuant to Anti-Usury Law as amended by PD 116 and other existing regulations of the Monetary Board of Central Bank of the Philippines.

**1.5 Facilitating enrolment to Philippine Health Insurance.** Recognizing the importance of social security/protection measures against life contingencies, the City Government shall encourage all cooperatives and people’s organizations to facilitate enrolment of their members to PhilHealth.

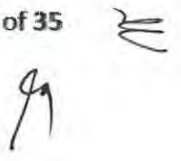
**SECTION 2. Promotion for Eco-Tourism and Family-Oriented Activities** – The City Government shall strengthen its tourism thrust towards promoting equality of women and men and providing full opportunities for the development and participation of women and men in eco-tourism and family-oriented activities without exploiting the rights of women, men and children.

**SECTION 3. Access to Science and Women-Friendly Farming and Technology Education.** The City Agriculturist Office and the appropriate agency are mandated to work in collaboration with the Department of Science and Technology, other related line agencies of the National Government, and the private sector to ensure access to updated and women-friendly technology to facilitate women’s wider participation in the economic activities of their respective barangays.

**ARTICLE X  
SOCIOECONOMIC BENEFITS**

**SECTION 1. Socialized Lending Program** – All banks, financial/lending institutions and cooperatives shall open special windows for lending to women engaged in small to medium scale enterprises, including young women who lack access to traditional sources of collateral.

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



- a. Based on cooperative interest rates;
- b. No post-dated checks for payment;
- c. Submission of a Certificate of Income-Generating Activity of potential beneficiary from the barangay.

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

**SECTION 2. Gender-Responsive and Comprehensive Livelihood Program** – The City Government shall allocate funds for socioeconomic 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.

**SECTION 3. Social Lending Program** – The City Government shall establish a social lending program to cater to low-income families with interest rates similar to those availed by members of cooperatives.

**SECTION 4. Access to Investment and Loan Programs** – Loans shall be extended to women engaged in small to medium scale enterprises as well as to displaced industrial workers under the principle of self-reliance and hard work.

**SECTION 5. Low Cost Basic Services** – The City Government shall facilitate access of women and men to quality low-cost housing, safe water, electricity, communication, transportation and basic commodities.

**SECTION 6. Monitoring of Standardization of Prices of Basic Commodities** – The City Government shall ensure fair marketing practices and standard pricing of basic commodities through regular monitoring in local markets.

**SECTION 7. Economic Empowerment for Poor Women** – Feminization of poverty which is regarded as a condition when the gap between the rich and the poor widens and grassroot women bear the brunt leading to instability and unequal distribution of wealth. Such gap reinforces non-response to both practical and strategic interests of women. The City Government shall ensure strategic and transformative mechanisms of poor women, whereby they could uplift their economic and social status.

**SECTION 8. Access to Science and Friendly Farming and Technology Education** - The City Agriculturist Office and the appropriate agency are mandated to work in collaboration with the Department of Science and Technology, other related line agencies of the national government and the private sector to ensure access to updated and friendly technology to facilitate the wider participation of men and women in the economic activities of their respective barangays.

**SECTION 9. Healthy and Gender-fair Work Environment.** The Local Government of Tuguegarao City shall ensure that the workplace, 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:

- i. Endeavor as much as possible to establish separate toilet rooms, lavatories and lounges for men and women and provide at least a dressing room for women;
- ii. Establish a crèche, or a place where young children are cared for during the day, in workplace for the benefit of the women employees therein as warranted;
- iii. Provide breast-feeding room/facility for women in the workplace;
- iv. Ensure that no woman employee is deprived of job training and promotion on account of her gender, age, ethnicity, religion or civil status. An employer who fails to perform the foregoing obligations shall be fined P5,000.00 and be required to comply within 30 days from notice of violation sent by the Office of the City Mayor; and,
- v. 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 of within the first six months of child delivery; provided, 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 existing laws require, such benefit being provided shall be credited in compliance hereof.

**ARTICLE XI  
OTHER SPECIAL SECTORAL CONCERNS**

**SECTION 1. Advocacy on the Rights of Differently-Abled Persons** – Programs and projects shall be developed to promote the interest of differently-abled persons and, at the same time, protect their rights to all opportunities for advancement.

1.1. Magna Carta for persons with disabilities as amended (RA 9442). The City Government shall ensure the implementation of the Magna Carta for Persons with Disability as indicated in Sections 32-33, Chapter 8, of RA 9442, granting privileges and incentives for persons with disability, as follows:

- a. Twenty percent (20%) discount from all establishments;
- b. Minimum of twenty percent (20%) on admission fees;
- c. At least twenty percent (20%) discount for the purchase of medicines;
- d. At least twenty percent (20%) discount on medical and dental and professional fees;
- e. At least twenty percent (20%) discount on fare or domestic air, sea travel, public railways, skyways and bus fares for the exclusive enjoyment of persons with disability;
- f. Education assistance to persons with disability;
- g. To the extent practicable and feasible, the continuance of the same benefits and privileges given by the Government Service Insurance System (GSIS), Social Security System (SSS), and PAG-IBIG, as the case may be, as are enjoyed by those in actual service;
- h. To the extent possible, the government may grant special discounts in special programs for persons with disability on purchase of basic commodities, subject to guidelines to be issued for the purpose by the Department of Trade and Industry (DTI) and the Department of Agriculture (DA); and
- i. Provision of express lanes in all commercial and government establishments; in the absence thereof, priority shall be given to them.

The above-mentioned privileges are available only for persons with disability who are Filipino citizens upon submission of any of the following as proofs of their entitlement thereto:

1. An identification card issued by the City Mayor or the Punong Barangay of the place where he or she resides;
2. A certification issued by the City Mayor or the Punong Barangay of the place where he or she resides.

**SECTION 2. Organization of Differently-Abled Women in the Community** – It shall be the duty of the Barangay GAD Committee to organize differently-abled women in the community in order to advance the interests of this special group of women and to monitor and report cases of harassment and discrimination committed against differently-abled women.

**SECTION 3. Organization of Elderly Women and Men (Senior Citizens)** - The City Government shall endeavor to include a representation of the elderly women and men in the City Development Council.

3.1. Council on senior citizens. The City Government as well as the barangays shall support the establishment of Councils for Senior Citizens.

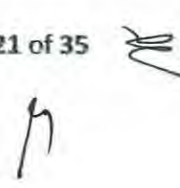
3.2. Support funds for senior citizens. The City Government shall endeavor to allocate funds for livelihood assistance to senior citizens, their routine physical check-up, social group work programs and other appropriate socioeconomic activities.

3.3. Center for Senior Citizens. The City Government shall endeavor to establish a center for abandoned and neglected senior citizens to provide them with comprehensive support services, in cooperation with the Provincial, Regional and National Social Welfare and Development Offices, and other concerned agencies.

3.4. Additional Benefits and Privileges to Senior Citizens pursuant to RA 9257. The City Government shall ensure the implementation of RA 9257, otherwise known as the Act Granting Additional Benefits and Privileges to Senior Citizens, as follows:

1. Twenty percent (20%) discount from all establishments
2. Minimum of twenty percent (20%) discount on admission fees.

**SECTION 4. Solo Parent**



- 4.1 **Support to Solo Parent.** The City shall ensure support to a solo parent, regardless of status through equal access to economic and other services which include livelihood, provision of seed capital, job placement, value orientation, basic business skills, trainings, educational benefits for them and their children and medical assistance.
- 4.2 **Appropriation of Solo Parent Programs, Projects and Activities.** To address the needs of Solo Parents, the City Government shall set aside an annual budget for programs, projects and activities that would promote the interest of solo parents as provided in City Ordinance No. 27-2016, or the Solo Parent Ordinance of Tuguegarao City and other national laws.
- 4.3 **Privileges of Solo Parent.** As provided in Solo Parent Ordinance of Tuguegarao City and all relevant national laws and issuances, the City Government shall ensure that solo parents are not deprived from enjoying their privileges, such as follows:
- a. Comprehensive Package of Social Development and Welfare Services such as:
    1. Livelihood development services
    2. Counseling services
    3. Parent effectiveness services
    4. Critical incidence stress debriefing
    5. Special projects for individuals in need of protection
  - b. Flexible Work Schedule;
  - c. Work Discrimination – no employer shall discriminate against any solo parent employee with respect to terms and conditions of employment on account of his or her status;
  - d. Parental Leave – in addition to leave privileges under existing laws, parental leave of not more than seven (7) working days every year shall be granted to any solo parent employee who has rendered service of at least one (1) year.

**SECTION 5. Gender in Disaster Risk Management** – In consideration of the geographical characteristic of the City which makes it prone to various disaster risk and hazards, and in agreement with the idea that women and children tend to suffer most from the impact of disaster, the following shall be undertaken by the City Government through the City Disaster Risk Reduction and Management Council and the Barangay Disaster Risk Reduction and Management Councils:

1. **Pre-Disaster and Resilience Building**
  - a. Ensure that women participate in the public awareness and education campaigns on disaster risk management and climate change adaptation.
  - b. Ensure that women are involved in the Hazard, Vulnerability and Capacity Assessment (HVCA) mapping and in the formulation of disaster contingency plans.
  - c. Ensure that women are represented in CDRRMC structure and are distributed in the different service committees to ensure their participation in decision-making processes.
  - d. Design an Emergency Response Plan for vulnerable groups, including women and children for search and rescue operations, evacuation management plan and rehabilitation plan.
  - e. Build the capacity of women in managing community-based early warning system (CB-EWS)
  - f. Ensure that women have sustained livelihoods and income.
  - g. Build the capacity of women in managing trauma and in providing psychosocial intervention to disaster victims.
  - h. Train in providing first aid medical response to case resulting from disasters.
  - i. Maintain updated data and statistic on vulnerable groups (e.g. women, children, older people, disabled people, and people living with HIV/AIDS)
2. **During Disaster**
  - a. Prioritize the vulnerable group in search and rescue operations.
  - b. Maintain sex-disaggregated data about the vulnerable groups.
  - c. Provide a separate evacuation center for women and their children.
  - d. Ensure that the minimum standards in disaster response as set forth in the Humanitarian Charter, including people's need for water, sanitation, nutrition, food, shelter and health care, are met.
3. **Post Disaster (Recovery and Rehabilitation)**
  - a. Ensure women's participation in resilience building and recovery effort by:

- a.1. Involving women in the conduct of Damage Assessment & Needs Assessment (DANA) to ensure that women's and children's situation and specific needs are well taken into account.
- a.2. Involving women as participants of Food-for-Work and Cash-for-Work schemes in restoration work. This provides them with job and income opportunities which could ensure household's food security and good health condition.
- b. Involve women in the rehabilitation of the agricultural sector by providing them with training and agricultural inputs, including seeds and implements.
- c. Ensure that psychosocial and stress debriefing interventions for women and children disaster victims are carried out by women providers to better situate the intervention as well as men.
- d. Ensure that women and children have access to and control over water, sanitation, nutrition, food, shelter and health care to ensure their full recovery.

4. **Funding.** The City Government shall ensure that portion of the 5% Calamity Funds is allocated for meeting the special needs of the vulnerable group, especially women and children in the emergency and relief phase up to the recovery and rehabilitation stage.

**ARTICLE XII  
WOMEN AND CHILDREN SUPPORT SYSTEM**

**SECTION 1.** The City Government shall implement systems and programs that are anchored on the United Nations Convention on the Rights of the Child (UN CRC) which stipulates the promotion and protection of children's rights to survival, development, and protection in national and local laws which now include the New Family Code and the Child Youth Welfare Code.

**SECTION 2. Gender-Responsive and Child-Friendly Minding Center in Every Barangay** – The City Government shall ensure that child-friendly and gender-responsive child minding/development 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 to participate in the development, care and nurturing of their children; and boys and girls in the center are able to learn to respect the rights of all children to the full enjoyment of their childhood and their rights.

**SECTION 3. Advocate Shared Parenting and Responsibilities** – The City Government 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 and psychological conditions. Hence, male participation and involvement in different programs and activities pertaining to Responsible Parenthood (RP) is highly encouraged.

**CHAPTER III  
REGULATIONS AND PENAL PROVISIONS**

**ARTICLE I  
VIOLENCE AGAINST WOMEN AND CHILDREN**

Women have the right to be protected against all forms of violence, discrimination or abuse. For this purpose, the following acts are hereby declared prohibited and unlawful:

**SECTION 1. Sexual Abuse** - Sexual abuse shall include, but is not limited to, the following:

- 1.1 When a man inserts or attempts to insert his penis into the mouth or anus of a woman against her will or under any of the following situations:
  - i. Through force, threat or intimidation;
  - ii. By means of abuse of authority or relationship;
  - iii. When the offended party is deprived of reason or is otherwise unconscious;
  - iv. When the offended party is below twelve years old, even though none of the above circumstances is present
- 1.2 When a person who inserts part of his or her body other than the sexual organ, or who introduces any object or instrument into the genital or anus of a woman against her will or under any of the situations stated in paragraph number 1 above;

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- 1.3 When a person subjects a woman to have sexual intercourse with an animal against her will or under any of the circumstances stated in number 1 above;
- 1.4 Any intentional contact, however slight, of one's penis to any part of a woman's body, or the use of any instrument or object which intentionally touches the genital, breast or anus of a woman against her will or under any of the circumstances enumerated under number 1 above;
- 1.5 Sexual act in intimate or marital relationship, such as those between man and woman, woman and woman, man and man relations, married or unmarried, legally separated or separated in fact, committed under any of the circumstances enumerated under number 1 above.

**SECTION 2. Physical Violence** - Any intentional act that caused physical harm or hurt to the victim;

**SECTION 3. Psychological/Emotional Violence** - Any intentional act that offends or caused harm or hurt in the feelings of the victim such as, but not limited to, the following:

- 3.1 Threats of suicide if the victim will not give in to the demands of the offender;
- 3.2 Threats of harm against the victim or her family;
- 3.3 Punching, breaking or defacing or otherwise destroying the house or any part thereof or the personal belongings of the victim;
- 3.4 Threatening to take the victim's children away;
- 3.5 Threatening deportation of the victim with foreign citizenship;
- 3.6 Threatening to kidnap the children or to take them to a foreign country;
- 3.7 Forcing the victim to do things she considers as dehumanizing or degrading;
- 3.8 Controlling the victim's lawful or usual activities;
- 3.9 The use of foul and insulting words, language, or statements against a woman;
- 3.10 Threats of abandonment and expulsion such as forcing the woman to leave the conjugal dwelling;
- 3.11 Shouting invectives against the victim and other forms of verbal abuse.

**SECTION 4. Economic Violence** - this includes depriving the victim of economic resources or their generation and mobilization so as to create forced dependency and submissiveness to the offender;

**SECTION 5. Battering** - a series of sexual, physical, psychological/emotional or economic abuse constituting a repeated cyclic pattern as means of intimidation and imposition of the batterer's will and control over another.

**SECTION 6. Domestic Violence** - any of the acts defined under Section 9 (A) to (E) above shall constitute domestic violence when the offender or perpetrator is a member of the family of the victim or offended party within the fourth civil degree of consanguinity or affinity; provided, however, that in case the violence committed is between persons living as husband and wife, parent and child, or between persons with common child/children whether living together or not, the violence committed shall be deemed as domestic violence regardless of the legitimacy of the relationship between them.

**SECTION 7. Trafficking in Women and Children** - Any person or agency who, with the use of force or deceit, lures a woman or boy/girl child to work abroad or in the other provinces or cities in the Philippines for a particular job with a promise of high fees, but instead landed on prostitution, domestic help or other odd jobs shall be penalized accordingly. 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 8. Soliciting Sexual Services** - It is unlawful for a person to solicit a woman's service for sexual purposes as a gift, representation, public relations, or as an act of goodwill regardless of whether the solicitor profits or not from such act without prejudice to the provisions of the Revised Penal Code and RA 9208 or the Anti-Trafficking in Persons Act.

**SECTION 9. Sexual Harassment** - Other than the acts defined as constitutive of sexual harassment under Republic Act No. 7877, the following shall constitute sexual harassment punishable under this Ordinance:

- 9.1 Telling of offensive jokes such as green jokes or other analogous statements despite having been previously requested to refrain from doing so;
- 9.2 Taunting a person with constant talk about sex and sexual innuendoes;
- 9.3 Displaying offensive or lewd pictures and publication at the workplace;



- 9.4 Interrogating someone about his/her sexual activities during interviews for employment, scholarship grant or any lawful activity applied for;
- 9.5 Making offensive hand or any body gestures at someone;
- 9.6 Repeatedly asking for a date despite verbal rejection;
- 9.7 Staring or leering that annoys the person stared at or leered upon;
- 9.8 Touching, pinching or brushing up against someone's body unnecessarily;
- 9.9 Kissing or embracing someone against her will;
- 9.10 Cursing, whistling or calling a woman in public with words carrying dirty connotations or implications which tend to ridicule, humiliate or embarrass the woman such as "puta", "boring", "peste", etc.;
- 9.11 Any other unnecessary acts made during any physical examination;
- 9.12 Requiring a woman to wear suggestive or provocative attire during job interviews for job hiring or promotion.

**SECTION 10. Prostitution Sex Trade** – An agency or person who shall engage in keeping women for sex for a fee 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, RA 8353 and RA 7658.

**SECTION 11. Sex Tours** – No hotels, beach resorts, sauna baths and related establishments shall be allowed to operate as conduit for sex tours. Cancellation of business permit, a fine of five thousand Pesos (P5,000.00) and imprisonment of one year shall constitute the penalty for violation.

**SECTION 12. Beauty Contests** – Beauty contests which tend to commodify, abuse, humiliate and treat other persons especially women and homosexuals as sex objects shall strictly be prohibited in schools, communities, barangays and by the City 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. Use of conservative or decent costumes among learners in their performances and other activities is highly encouraged. Revival of cultural dances is likewise recommended.

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

For business entities: a) Cancellation of business permit; B) Fine of Five Thousand Pesos (P5,000.00); 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 Five Thousand Pesos (P5,000.00), c) Others, as prescribed in the implementing Rules and Regulations of this Code.

**SECTION 13.** All fund-raising initiatives as defined in this Code shall be strictly prohibited in Tuguegarao City. Violators of this provision shall pay a fine of Five Thousand Pesos (P5,000.00) or imprisonment of six (6) months or both at the discretion of the court.

**SECTION 14. 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 of comfort and deprived of basic social service in detention. Violators 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 15. Forced Marriage** – No woman shall be forced to marry on the basis of vitiated consent. Any person or representative committing a fraudulent or coercive act to cause and effect a forced marriage shall be liable under this Code by a fine of Five Thousand Pesos (P5,000.00) or imprisonment of one (1) year or both at the discretion of the Court.

**SECTION 16. Regular Surveillance of Entertainment Establishments** – A City Interdepartmental Task Force shall be created to conduct regular surveillance of business establishments involved in trading women's bodies such as (a) prostitutions; (b) printing, publication, display and distribution of pornographic scenes in movies/TV shows, trailers, posters, billboards and other materials and literature depicting women as sex object and commodities; organizing production of pornographic and indecent

shows depicting women and girls as sexual objects either in nude or provocative gestures; and mounting live shows where women or girl/child are influenced or forced to dance or do naked shows in public or private places.

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

**SECTION 17. Paedophilia** – Any act falling under the definition of paedophilia shall constitute a violation of this Code as stipulated in Section 9, Art. I, Chapter 2 in Book 1. Any violator of this provision shall be penalized in accordance with the Revised Penal Code, other existing laws, rules and regulations.

**SECTION 18. Other Prohibited Acts** – The following acts are hereby declared prohibited:

18.1 Printing, Publication, Display in any place openly accessible to children, or Distribution of visual materials where women appear scantily clad or otherwise depicting women as sex objects.

18.2 Public staging of indecent shows or shows offensive to the sensibilities of the public or tends to corrupt the morality of the youth.

18.3 Commodification of Women. Any activity such as any form of beauty contests which tend to commodify, abuse, humiliate or treat women as sex objects shall be strictly prohibited within the territorial jurisdiction of Tuguegarao City.

18.4 Forced Marriage. No Woman shall be forced to marry without her consent. Any person committing fraudulent or coercive act to cause and effect a forced marriage shall be guilty of violation under this sub-section.

## ARTICLE II LABOR AND EMPLOYMENT

**SECTION 1. Equal Access to Job Training and Promotion** – No woman shall be deprived of job training and promotion on account of her sex, gender, age, ethnicity, creed, religion, and civil status. Violations by private employers shall constitute a fine of Five Thousand Pesos (P5,000.00) and permanent cancellation of business permit for the second offense or as prescribed by the Court in accordance with penal provisions under the Labor Code. The government unit or agency head of office is liable with the penalty of three months suspension and a fine of One Thousand Pesos (P1,000.00).

**SECTION 2. Wage and Benefits for Women** – Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or passed by the Congress and shall grant all benefits to all women employees such as maternity leave, sick and vacation leave, retirement, termination and other benefits provided by law. Violation by private employers shall constitute a fine of Five Thousand Pesos (P5,000.00) and a cancellation of business permit or as prescribed by the Court in accordance with penal provisions under the Labor Code. A city government unit/department or agency head of office which violates, this Code shall be liable with the penalty of three months suspension and a fine of One Thousand Pesos (P1,000.00)

Female teachers who were diagnosed by physician with cancer and female teachers who need major operation affecting their reproductive organ including those with permanent physical disabilities under medication shall be entitled to 6 months with pay sick leave privilege under this Code.

**SECTION 3. Facilities and Support Systems for Women** – The City Government shall ensure the safety and health of women employees. In appropriate cases, it shall require employers to:

- 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 and productivity;
- Provide breast feeding corners for women in the workplaces.

Violation by private employers shall constitute a fine of Five Thousand Pesos (P5,000.00) and the cancellation of business permit or as prescribed by the Court. The government unit or agency head of office is liable with the penalty of three months suspension and a fine of One Thousand Pesos (P1,000.00).



**SECTION 4. Increased Maternity Leave Benefits as Incentives for Breastfeeding Mothers in the Public and Private 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 year continuous service.

Any employer who violates this provision shall pay a fine of Five Thousand Pesos (P5,000.00) and a suspension of business permit or license to operate for six (6) months. For local government department or agency, administrative sanctions shall be imposed.

**SECTION 5. Barangay Education on Gender Sensitivity** – All barangays in Tuguegarao City shall conduct compulsory training and education for both barangay officials and house helpers together with their employers on gender sensitivity. An administrative sanction shall be imposed on any barangay council which fails to comply with this provision.

**SECTION 6. 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 the benefits accorded to women workers and shall render service as set in the job contract and only in the place of work as specified in the business permit of the establishment concerned. They shall also be given the privilege to avail of free education under the programs and projects on the Alternative Learning System of DepEd. Violation of this provision shall be subjected to a fine of Five Thousand Pesos (P5,000.00) or cancellation of business permit, or both, at the discretion of the Court.

**SECTION 7. Police Operations in Entertainment Establishments** – All police operations or 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 and other concerned parties. The City Government shall also regulate the media coverage of raiding activities. Violation of this provision shall be subjected to an administrative sanction/action.

**SECTION 8. Orientation on Sexual Harassment** – All government and commercial and private offices, agencies, establishments or companies located in the City shall conduct regular orientation seminars on sexual harassment for their respective employees.

Certificate of Compliance shall be issued by the City Mayor's Office. Any establishment which fails to comply with this provision shall pay a fine of not less than Three Thousand Pesos (P3,000.00) immediately or at the discretion of the Court.

### **ARTICLE III SPECIAL SECTORAL CONCERNS**

**SECTION 1. Barangay-Level Sanction on Cases of Harassment Committed Against Differently-abled and Elderly Women** – All barangays in Tuguegarao City shall formulate a barangay – level sanction on cases of harassment committed against differently-abled and elderly women. Failure to comply with this provision shall subject the barangay council to an administrative sanction.

### **ARTICLE IV GENDER AND DEVELOPMENT**

**SECTION 1. Gender Sensitivity Orientation and Training** – All schools, offices, establishments or companies, departments and agencies including barangay officials of the local government shall initiate gender sensitivity orientation and training (for DepEd added activity is team building) which shall equip them with theoretical and practical knowledge on gender justice. Non-compliance of this provision shall require the concerned party to pay a fine of five Thousand Pesos (P5,000.00) and issuance of warning.

### **CHAPTER IV PROVISION FOR IMPLEMENTATION**

#### **ARTICLE I THE TUGUEGARAO CITY GENDER AND DEVELOPMENT (GAD) COUNCIL**

**SECTION 1. Organization of City GAD Council (CGADC).** There shall be a City GAD Council composed of the following:



Chairperson : Local Chief Executive

Co-Chairperson : Selected from among the members of the Council by majority vote

Members:

a. Local Government:

1. City Population Office
2. City Planning and Development Coordinator
3. City Social Welfare and Development Officer
4. City Health Officer
5. City Agriculturist
6. City Budget Officer
7. Liga ng mga Barangay President
8. Sangguniang Kabataan Federation President
9. Chief of Police
10. DepEd Supervisor
11. City Legal Officer
12. City Treasurer
13. City Accountant
14. City Engineer
15. Civil Registrar
16. City Assessor
17. City Local Government Operations Officer
18. City Environment and Natural Resources Officer
19. City Disaster Risk Reduction Management Officer
20. SP Chair of the Committee on Women and Family

b. Public & Private Sectors:

1. Tuguegarao City Council for Women representative
2. Women in the informal sector
3. Women in cooperatives
4. LGU employees association representative
5. High school student representative (federation)
6. Women member of fisher folks association/s
7. Women member of the farmers' association/s
8. Faith Community representative
9. Senior Citizens President
10. Barangay Health Worker representative
11. Barangay Supply Point Officer representative
12. Barangay Nutrition Scholar representative
13. Food Processors/Handlers representative
14. Women in business representative
15. PWDs/Differently-Abled Persons representative
16. LGBT and/or Persons with sexual preference representative
17. Barangay/Day Care Worker representative
18. PTA Federation President
19. Transport Group representative
20. Solo Parent representative

**Section 2. Powers and Functions of the City Gender and Development (GAD) Council** - As the City Government's Gad Focal Point, the City GAD Council shall ensure the promotion of women's empowerment and equality /equity between women and men in the City and is primarily responsible to sustain implementation of this City GAD Code. To achieve these, it shall perform the following powers and duties:

- a. Formulate and submit comprehensive medium term (three 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. Monitor and evaluate the implementation of local gender and development policies, programs and activities through the conduct of regular review and evaluation of existing 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:

- c. Recommend the adoption of appropriate policies, enactment of ordinances or passage of resolutions that enhance the potentials and capabilities of women and men to implement GAD mainstreaming;
- d. Promote and support the establishment of a consultative mechanism to provide continuing dialogue between the City Government and the women sector.
- e. Maintain and update a sex-disaggregated data bank through the conduct of primary and secondary data gathering activities;
- f. Work in collaboration with national and regional government agencies NGOs/CSOs/POs, the private sector and institutions to ensure that women's concerns are brought into the mainstream of all development efforts;
- g. Ensure that all City development program planning and implementation activities are gender sensitive/responsive;
- h. Review and approve all GAD PPAs from the barangay to city level prior to implementation to monitor if activities to be undertaken are in accordance with guidelines set forth;
- i. Create functional committees in the performance of its functions, as the need arises;
- j. Assist the Finance Committee and the Committee on Appropriations in the allocation of the GAD Budget;
- k. Avail of educational and training seminars offered by NGOs/POs/CSOs, educational and research institutions, and other private sectors that may be helpful in the achievement of its goals;
- l. Represent the City in local and international women's conferences and others which are pertinent to its other duties and functions;
- m. Gather and disseminate information on current developments and studies on GAD and related (i.e. gender and governance) and
- n. All other duties and functions that maybe mandated by its council members deemed necessary to achieve its goals.

**SECTION 3.** The CGAD Council shall appoint a Focal Person and also organize a **Gender and Development Resources and Coordination Office (GADRCO)**. Technical Working Groups shall be organized composed of the members of the council to carry out the Council's programs and projects.

**SECTION 4. Function of the Gender and Development Resources and Coordination Office (GADRCO)** - The Gender and Development Resources and Coordination Office is responsible for providing technical and administrative support to the GAD Council implementing Ordinance as mandated under Executive Order No. 28, 2016 and established under the Office of the City Mayor in April 2002. The GADRCO shall have the following functions to ensure effective and consistent implementation of the provision of this Ordinance:

- a. Acts as Secretariat for the City GAD Council and provides administrative, operational and coordinate support to the body, including the documentation of GAD Council meeting proceedings.
- b. Assists the Council and the Executive Committee in the monitoring of GAD plans and PPAs from the barangay to the city department/office level;
- c. Assists the Council in capacity building activities for GAD mainstreaming such as GAD/gender sensitivity orientation, gender-responsive planning and budgeting, gender diagnosis or programs/projects, 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 publications, researches and monitoring reports, city gender profiling, advocacy materials, audio visuals; as well as in the identification and maintenance of resources persons and trainers for a GAD speakers bureau for the city;
- e. Assists the GAD Council in establishing and maintaining a gender-responsive knowledge center/databank;
- f. Assists in establishing a GAD Focal Point mechanism in each department within the City government and in barangays 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/CSO representatives to the GAD Council; and
- h. Undertakes all other works required for the effective and efficient discharge of the Council's functions.

The Council operations shall be detailed in the implementing Rules and Regulations of this Code.

**SECTION 5.** At the barangay level, similar structures, GAD Planning and Budgeting and/or appointment of a GAD Focal Person in the Barangay GAD Council, shall be instituted whenever appropriate.

**SECTION 6.** The functions, roles and responsibilities of the Barangay GAD Council and/or GAD Focal Point shall consider that of the city level as deemed appropriate.

**SECTION 7. Funds for the Council.** Funds shall be allocated for the council from the GAD funds and other sources.

**SECTION 8. Women and GAD related Events.** The City shall observe the following Women and GAD related celebrations:

- |   |                                     |
|---|-------------------------------------|
| 1. International Women's Day                            | - March 8                           |
| 2. Women's Month Celebration                            | - March                             |
| 3. International Day of Action for Women's Health       | - May 28                            |
| 4. Breast Cancer Awareness Month                        | - October                           |
| 5. Volunteers Month                                     | - December                          |
| 6. Family Week Celebration                              | - 3 <sup>rd</sup> week of September |
| 7. Universal Children's Month                           | - November                          |
| 8. Rural Women's Day                                    | - October 15                        |
| 9. International Day of Protest Against Gender Violence | - November 24 to December 10        |
| 10. Senior Citizen's Week                               | - October 1 to 7                    |
| 11. PWD Week  | - 3 <sup>rd</sup> week of July      |
| 12. World AIDS Day                                      | - December 1                        |
| 13. International Human Rights Day                      | - December 10                       |

**SECTION 9. Trainers Pool.** There shall be a city pool of trainers on Gender Sensitivity and other GAD related trainings who shall conduct trainings and seminars up to the barangay level.

To produce competitive trainers, the CGAD Council shall determine the qualification standards for trainer's pool and to constantly enhance their knowledge and skills.

**SECTION 10. Incentives and Awards on GAD.** The City Government shall establish an incentives and awards system for the following, which incentive and awards shall be taken from the 5% GAD budget:

- Women achievers
- Most Gender Responsive Barangay
- Outstanding Barangay VAWC Desk Office
- Outstanding Peoples' Organization
- Outstanding Male Advocates
- Outstanding volunteer

The CGAD Council shall determine the qualifications and requirements of the awardees.

## **ARTICLE II THE TUGUEGARAO CITY COUNCIL FOR WOMEN (TCCW)**

**SECTION 1. Creation of the Tuguegarao City Council for Women (TCCW)** – There is hereby created a council for women which shall hereinafter be referred to as the TUGUEGARAO CITY COUNCIL FOR WOMEN (TCCW) under the Office of the City Mayor. It is a tripartite women consultative and policy recommendatory body on the issues and concerns of the women sector in Tuguegarao City.

**SECTION 2. Composition** – The Council shall be composed of the Chairperson of the Committee on Women and Family, representatives from the 49 barangay councils and at least three (3) representatives from the accredited women organizations and non-government organizations in Tuguegarao City and the following support offices:

- a. City Social Welfare and Development Office (CSWDO)
- b. City Health Office (CHO)
- c. Department of Interior and Local Government (DILG)
- d. City Planning and Development Office (CPDO)
- e. Philippine National Police (PNP)

- f. PESO
- g. City Population and Nutrition Office (CPNO)
- h. City Hospital
- i. Department of Education (DepEd)
- j. Department of Science and Technology (DOST)
- k. Technical Education and Skills Development Authority (TESDA)
- l. Commission on Higher Education (CHED)
- m. City Agriculture Office (CAgO)
- n. City Environment and Natural Resources Office (CENRO)
- o. City Prosecution Office (CPO)
- p. Department of Justice-Parole and Probation Administration
- q. Department of Trade and Industry (DTI)
- r. City Registrar

The members of the Sangguniang Panlungsod Committee on Women and a representative of the Liga ng mga Barangay shall sit as ex officio members of the Council.

**SECTION 3. TCCW Executive Committee** - The Tuguegarao City Council for Women (TCCW) shall be managed by an Executive Committee composed of the five (5) representatives from the 49 barangays, five (5) representatives from the support offices and five (5) representatives from each of the private sector/organizations, chosen by them among themselves.

The members of the Sangguniang Panlungsod Committee on Women, the representative of the Liga ng mga Barangay and the representative of the City Development Council (CDC) shall sit as ex officio members.

The City Mayor shall act as the Chairperson and the Sangguniang Panlungsod Committee on Women Chairperson shall be his Co-Chairperson of the Council. The latter or in her absence, any member thereof shall preside over the meetings of the Executive Committee.

**SECTION 4. Quorum** - The presence of at least a majority of the members shall constitute the quorum required for the meetings of the Board; at least a majority of the composition of the TCCW shall constitute the quorum required for the meeting of the council.

**SECTION 5. Term of Office** - The members of the Board and the Executive Committee shall serve for a term of two (2) years. Election/Reorganization shall be held in the middle of the second term to allow sufficient time for transition.

Vacancy in any position shall be filled up within one month of such vacancy using the same manner prescribed in the foregoing sections. Member/officer so chosen shall serve only the un-expired term. The Board shall appoint if the un-expired term is less than one year, however, election will be held if the un-expired term is more than one year.

**SECTION 6. Grounds for Expulsion** - The following are grounds for expulsion from the general membership:

- a. Two consecutive absences from the general assembly;
- b. Failure to submit annual activities conducted.

**SECTION 7. Functions of the TCCW Executive Committee** - The Board as herein created shall have the following functions:

- a. Reviews, formulates and recommends policies and programs to improve the city development program for women;
- b. Establishes and monitors implementation of the city development program for women including, but not limited to, the following concerns:
  - i. Gender-Sensitivity Watch. A system of services and facilities in order to monitor status of women in the Tuguegarao City wherein all departments and agencies of Tuguegarao City shall develop conceptual and practical methodologies for incorporating gender perspective into all aspect of policy-making. It shall collect gender and age desegregated data on poverty situation

and all aspects of women's community life. It shall also serve as the data bank on gender and development issues and information.

- ii. Legal Aid Services Check. Services for any legal action needed by women in protecting and enforcing their rights;
  - iii. Advocacy. A coordinated advocacy campaign against all forms of discrimination and violence against women;
  - iv. Continuing education on national policies affecting women. Assessment of existing and proposed national policies as they impact on women and formulation of appropriate recommendations for the repeal, revision, or amendment, thereof;
  - v. Violence in Media Check. Continuing dialogue with organized media groups and personalities on incidence of all forms of violence in media and the forging of partnership with them for a sustained and coordinated action against the problem;
  - vi. Education and Training Benchmark. Implementation of continuing gender sensitivity education and training for all departments and agencies of the Local Government of Tuguegarao City and the 49 Barangays;
  - vii. Psycho-Social Support Program. A holistic and indigenous approach to women in dysfunctional and/or crisis situation which includes attendance to their physical/biological, emotional, psychological and social needs shall be set up. Indicators of program success shall be established.
- c. serves as a coordinating mechanism where all existing efforts for women development may be coordinated for better complementation;
  - d. mobilizes resources needed for policy advocacy of the Council and its members;
  - e. facilitates the formulation of gender and development policies, plans, programs and projects and ensures their implementation;
  - f. makes representations to schools, colleges and universities for the inclusion of migration issues and concerns in classroom discussions;
  - g. refers victims of trafficking to appropriate agencies;
  - h. facilitates regular inspection of establishments to prevent or deter trafficking of women and children, prostitution, morally corruptive shows and other activities prohibited under this Code;
  - i. undertakes measure to ensure participation of all women organizations in the city;
  - j. monitors compliance with the provisions of this Ordinance and recommends/initiates actions for the effective enforcement thereof.

The Board shall ensure that the above-mentioned functions and objectives of the Council are carried out and achieved. For this purpose, the Council is hereby empowered to create appropriate structures and formulate rules and regulations necessary to effectively carry out its duties and functions.

**SECTION 8. The TCCW Secretariat** - To assist the Council in the performance of its functions, a TCCW Secretariat headed by a Women Development Officer is hereby created under the Office of the City Mayor.

**SECTION 9. Task Force Against Domestic-Violence and Trafficking In Women** – A Multi-Disciplinary and Multi-Sectoral Task Force against Domestic Violence and Trafficking in Women shall be created under the Tuguegarao City Council for Women and shall perform the following functions:

- a. Designs protocol and mechanism for identification, assessment and intervention against trafficking of women and children;
- b. Formulates a comprehensive program to prevent domestic violence and trafficking in person and penalizes those guilty thereof;
- c. Formulates a program for returning victims of trafficking in cooperation with local offices of DOLE, TESDA and other government agencies involved in training and livelihood development;
- d. Recommends to the Sangguniang Panlungsod and/or the City Mayor measures necessary to arrest and prevent domestic violence and trafficking in person;

**SECTION 10. Local Action Committee against Violence in Media** - A Local Action Committee against Violence in Media shall be created within the Tuguegarao City Council for Women to monitor, act upon, or recommend action to eradicate violence against women portrayed in motion pictures, print, broadcast or multi-media, and prevent exhibitions of shows and materials degrading to women.

### ARTICLE III GENDER AND DEVELOPMENT PROGRAM



**SECTION 1. Integrated Gender and Development Program** - The City Government 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 the DILG-DBM-NCRFW Joint Memorandum Circular No. 2001-01 "GUIDELINES FOR INTEGRATING GENDER AND DEVELOPMENT (GAD) IN THE LOCAL PLANNING SYSTEM THROUGH THE FORMULATION OF GAD PLANS."

The City Government shall ensure that the GAD Programs are in accordance with the provisions of the PCW-DILG-DBM-NEDA Joint Memorandum Circular 2016-01- AMENDMENTS TO PCW-DILG-DBM-NEDA JMC NO. 2013-01: GUIDELINES ON THE LOCALIZATION OF THE MAGNA CARTA OF WOMEN.

The City Government shall ensure that the Philippine Plan for Gender Responsive Development (PPGD) 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 & 17 and other related provisions.

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

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

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

It is the responsibility of the GAD Focal Person in coordination with City Planning and Development Coordinator to ensure that GAD PPAs are integrated in the local planning process.

**SECTION 2. Local Monitoring Board for Violence in Media** - A local monitoring board for movie, print, broadcast and multimedia shall be set up to classify, censure, prohibit or regulate the exhibition of materials in the City degrading women. The Board's function shall also extend to video shops, electronic communication, cable television, books and other forms of audiovisual channels or instruments.

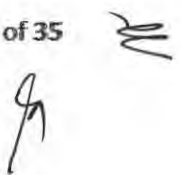
**SECTION 3. Creation of Women and Children's Desk (WCD) and Appointment of WDC Officer** - The City Government shall create the WCD and appoint a WCD Officer in all police stations in Tuguegarao City, specifically to handle women and children's concerns. Complaints filed by women on battering and other forms of abuse against them shall be handled by female officers in the local police force who shall undergo special courses in handling cases of abused women.

**SECTION 4. Creation of Medico-Legal Desk for Women and Children at the Tuguegarao City People's General Hospital** - There shall be medico-legal desks for women at TCPGH to cater to specific problems and concerns of women.

**SECTION 5. Community Education on Trafficking** - The barangay GAD Committees shall organize massive information campaigns and continuing education on trafficking of women and children: monitor trafficking activities in their respective communities; and develop a system for reporting or referral of traffic victims to appropriate agencies.

**SECTION 6. Special Body to Investigate Cases of Violations of Women Under Police or Military Detention** - No woman or girl child shall be kept by any PNP/military personnel in police/military detachment/checkpoint or any analogous quarter for purpose 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 (PLEB).

**SECTION 7. Generating Sex-Disaggregated Data and Undertaking Gender Analysis** - It shall be the main function of all Barangay GAD Committees to periodically generate sex-disaggregated data on their respective communities. This shall all be the duty of all concerned city departments and offices and NGOs and POs to enable them to provide situational analysis for better formulation of the City GAD Plan.



**SECTION 8. Guidelines for Determining Gender Biases** - The City Government through the City Human Resources Office shall issue guidelines to determine gender biases in City Government's departments and instrumentalities, schools, and private offices, commercial/industrial establishments etc., and promote the prevention of these biases.

**SECTION 9. Creation of a City Tripartite Committee to Monitor the Implementation of Labor Standards** - There shall be a Tripartite Committee composed of representatives from the City Industrial Relations 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/advice in labor issues to promote industrial peace;
- c. Recommend necessary actions/resolutions to the City Council on issues or complaints lodged with Labor Assistance Desk.
- d. Formulate rules/mechanics for monitoring labor standards; and
- e. Conduct regular labor standards orientation for the City's Women workers in coordination with the GAD Focal Point.

**SECTION 10. Implementing Rules and Regulations** - Upon effectivity of this Ordinance, a drafting committee to formulate the Implementing Rules and Regulations (IRR) necessary to carry out the provision of this Ordinance shall be convened by the City Legal Office, City Planning and Development Office, City Administrator's Office, City Population Office, City Health Office, City Social Welfare and Development Office, Barangay Action Center, Committee on Women and Family of the Sangguniang Panlungsod, Liga ng mga Barangay President, and accredited NGOs.

A Consultative Body shall be convened after the initial formulation of the Code's Implementing Rules and Regulations to validate the draft document. It shall be composed of representatives of the Focal Points of the City departments and offices, NGOs/POs and barangay officials involved in the process of drafting this Code. The IRR shall take effect after it is ratified through a resolution by the City Council and upon publication in a local newspaper of general circulation.

The Implementing Rules and Regulations of this Code shall be submitted to the City Council for approval within three (3) months from the approval hereof.

**SECTION 11. Compliance Report** - Within six (6) months from the effectivity of this Code and every six (6) months thereafter, all City Government departments and instrumentalities shall submit a report to the City Council on their compliance with this Code.

#### **CHAPTER V FUNDING AND FINAL PROVISIONS**

**SECTION 1. Funding and Appropriation** - For the effective implementation of this Ordinance, the City Government shall appropriate five percent (5%) of the City's Annual Budget pursuant to RA 7192 DILF-DBM-NCRFW Circular of 2001, DBM-NEDA-PCW Joint Circular 2012-01, (JMC 2016-01) **ATTRIBUTION TO THE GAD BUDGET.**

**SECTION 2. Penalties** - Any person found guilty of the commission of any of the acts enumerated under Sections 9 and 10 of this Ordinance shall suffer the penalty of imprisonment for a period of not less than six (6) months but not more than One (1) year and a fine of P3,000.00 to P5,000.00; provided that when the violation constitutes battering or when the offended party is a member of the family of the offender within the sixth civil degree of consanguinity or affinity, the penalty shall be imposed in the maximum.

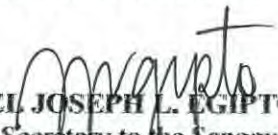
**SECTION 3. Separability Clause** - If, for any reason, any section or provision of this Ordinance is declared unconstitutional or invalid, the other sections or provisions thereof which are not affected thereby shall continue to be in full force and effect.

**SECTION 4. Effectivity Clause** - This Ordinance shall take effect upon approval and after publication in a newspaper of general circulation within the city.

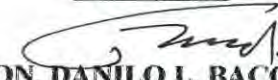
On motion of Hon. Imogen Claire M. Callangan and without any objection, **CITY ORDINANCE NO. 30-2017** was **APPROVED** on its Second, Third and Final Reading under suspended rules.

X-X-X

I HEREBY CERTIFY TO THE CORRECTNESS OF THE FOREGOING:

  
08/29/17  
**JOEL JOSEPH L. EGIPTO, Ph.D.**  
Secretary to the Sanggunian

ATTESTED:

  
**HON. DANILO L. BACCAY**  
City Vice Mayor  
Presiding Officer  
Date: AUG 31 2017

APPROVED:

  
**HON. BIENVENIDO C. DE GUZMAN II**  
City Mayor  
Date: 9/1/17

at