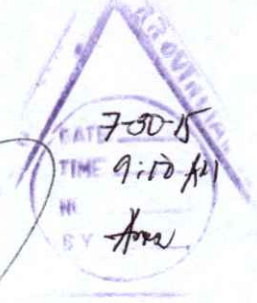




Republic of the Philippines
Province of Batangas
CITY OF TANAUAN

Office of the Sangguniang Panlungsod



1st Indorsement
July 30, 2015

Respectfully forwarded to the Honorable **JOSE ANTONIO "MARK" LEVISTE**, Vice Governor and Presiding Officer, Sangguniang Panlalawigan of Batangas, thru the Office of the Provincial Secretary, the herein contained Res. No. 2015-200 of the Sangguniang Panlungsod of the City of Tanauan approving City Ordinance No. 2015-23 entitled "AN ORDINANCE AMENDING THE GENDER AND DEVELOPMENT (GAD) CODE OF THE CITY OF TANAUAN, BATANGAS AND FOR THE PURPOSES".

HERMAN G. TRINIDAD
Acting City Vice Mayor and Presiding Officer



Office of the Sangguniang Panlungsod

EXCERPTS FROM THE MINUTES OF THE 105th REGULAR SESSION OF THE
SANGGUNIANG PANLUNGSOD OF THE CITY OF TANAUAN, BATANGAS
HELD AT THE BULWAGANG EBRON SESSION HALL
DR. SALVADOR "DOY" H. LAUREL MEMORIAL BUILDING,
CITY OF TANAUAN, BATANGAS ON JULY 20, 2015

PRESENT:

Hon. ATTY. JHOANNA C. CORONA,	City Vice Mayor and Presiding Officer,
Hon. Herman G. Trinidad,	Member,
Hon. Benedicto C. Corona,	Member,
Hon. Dr. Marissa Maranan-Tabing,	Member,
Hon. Atty. Gileen V. Canobas-Manaig,	Member,
Hon. Atty. Epimaco R. Magpantay,	Member,
Hon. Marcial V. Goguanco Jr.,	Member,
Hon. Joseph M. Castillo,	Member,
Hon. Marcelo Eric O. Manglo,	Member,
Hon. Simeon M. Platon,	Member, and
Hon. Angel V. Atienza,	Member.

ON OFFICIAL BUSINESS:

Hon. Polmark L. Fajardo, Member, (ABC President).

ABSENT:

None.

Res. No. 2015-200. – APPROVING CITY ORDINANCE NO. 2015-23

WHEREAS, 1st Endorsement dated February 4, 2015 of the Honorable City Mayor Antonio C. Halili was forwarded to this Sanggunian endorsing the Proposed Amendment to the Gender and Development (GAD) Code of the City of Tanauan;

WHEREAS, the matter was referred to the Committee on Laws, Rules and Privileges jointly with the Committee on Women and Family for study and proper disposition;

WHEREAS, these joint committees submitted committee report as follows:

Committee on Laws, Rules and Privileges
Committee on Women and Family
JOINT COMMITTEE REPORT
July 6, 2015

SUBJECT:

Referred to the joint committee is the 1st Endorsement dated February 5, 2015 from the Office of the City Mayor regarding the proposed amendments to the Tanauan City Gender and Development (GAD) Code subject to all existing laws, rules and regulations applicable on the matter.



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FINDINGS:

A public hearing was conducted jointly by the Committee on Laws, Rules and Privileges and the Committee on Women and Family on March 17, 2015. It was attended by the City DILG Officer Ms. Marissa Marasigan, CSWD Officer Ms. Lorna Ortiz-Cabrera, City Health Officer Adel Bautista, City Budget Officer Ms. Taciana S. Songco, HRMO Department Head Ms. Juanita N. Marfa, Asst. HRMO Department Head Ms. Rebecca Javier, HRMO Representatives Ms. Grayz De la Cruz, Ms. Carlota Carandang, CPDO Representative Ms. Maria Noreen Andaya, OSCA Chairman Mr. Nick Chaves, VAWC Federation President Ms. Gloria Del Mundo, TCWFI Federation President Ms. Rosie Platon, TCWFI Federation Officers Ms. Erlinda Licarte, Ms. Richelle Matanguihan, Ms. Agnes Katigbak and Ms. Avelina Dela Cruz, Asst. WCPD PNCO PO1 Maribeth Eje, Asst. PCR PNCO PO1 Jaymie Castillejo, KALIPI Federation President Ms. Marissa Gatdula, BNS President Ms. Edna Bana, Day Care Worker President Ms. Veronica Mailom, PWD Federation President Mr. Pierre Niko Sudario, BHW President Ms. Imelda Suan, ABC Representatives Ms. Cecile Contreras and Ms. Lourdes Cabrera, City Link DSWD IV-A Representatives Mr. Kenneth Jasper Magtibay and Ms. Princess Joy Advincula, Mr. Licio Motel and Solo Parents Federation President Ms. Tomasa Fajardo.

The subject matter of this endorsement is the proposed amendments of the City Ordinance No. 2012 -10 "An Ordinance Enacting the Gender and Development Code of the City of Tanauan, Batangas and for Other Purposes" which is also known as the "Amended Gender and Development (GAD) Code of Tanauan City". It aims to enhance the GAD Code of Tanauan and to provide availability and accessibility of opportunities, services, and observance of human rights which enable women to actively participate and contribute to the political, economic, social, and cultural development of our city.

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The salient features of the proposed amendment were discussed, reviewed and integrated in the edited final draft of the Amended GAD Code of the Tanauan City. It is a concrete manifestation of the City Government of Tanauan's strong adherence to the time-honored democratic tenet that men and women in a civil society are equal. It shall be the policy of this city to uphold the rights of women and belief in their worth and dignity as human beings. Women shall be recognized as full and equal partners of men in development and nation building and men shall share equally with all forms of productive and reproductive activities. This significant initiative is aimed at mainstreaming women's concern; ensure the fundamental equality before the law of men and women, open a wider arena for their active participatory role in the development process, and provide women rights and opportunities equal to that of men.

As stated in the Magna Carta for Women (RA 9710), GAD is defined as "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 asymmetry, which is institutionalized and perpetuated by cultural, social, economic, and political norms, systems, and structures".

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Pursuant to the GAD budget policy, it mandates all departments, bureaus, offices and agencies to allocate 5% of their total budget for gender and development concerns, it was institutionalized in 1995 under the General Appropriations Act. The Executive Order No. 273 (1995) mandates agencies, including LGUs (local government units), to allocate funds for the implementation of a GAD plan.

Based on the Implementing Rules and Regulations (IRR), Chapter VI, Section 36(b) of RA 9710 which is also known as "The Magna Carta of Women", All departments, including their attached agencies, offices, bureaus, states universities and colleges, government-owned and controlled corporations, local government units, and other government instrumentalities shall establish or strengthen their GAD Focal



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Point System or similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency or local government unit. The GAD Focal Point System shall be composed of the agency head or local chief executive, an executive committee with an Undersecretary (or its equivalent), local government unit official, or office in a strategic decision making position as Chair; and a technical working group or secretariat which is composed of representatives from various divisions or offices within the agency or local government unit. The tasks and functions of the members of the GFP shall form part of their regular key result areas and shall be given due consideration in their performance evaluation.

With this issuance, there is a need to create or strengthen an LGU GAD Focal Point System (GFPS) in order to accelerate gender mainstreaming within the localities. The Local Chief Executive shall sign appropriate issuances to institutionalize the establishment, reconstitution and/or strengthening of the GFPS in their respective LGUs. Where feasible, the LGU may also establish a GAD Office or unit under the Office of the Local Chief Executive that will support and coordinate all GAD related and concerns. He may also appoint or designate the LGU personnel to manage the GAD office and/or unit.

The creation of said office will be of great help to the City Government of Tanauan for an effective and efficient realization of outcome to empower women, men and children in the entire city. It shall be the coordination, regulatory and monitoring office of the city which shall focus gender-sensitive projects and activities. The CGAD Office will ensure that the programs/projects/activities are supported by sex-disaggregated data and gender analysis, to ensure that gender development is mainstreamed in the local-policy making, planning, programming and budgeting; to ensure the compliance to all procedural and reporting requirements of Joint Memorandum Circular (JMC) 2013-01; to lead in the strengthening, monitoring and evaluating systems to assess the effectiveness and efficiency of the gender mainstreaming of departments' GAD plan and it shall initiate gender sensitivity orientation and training to all departments/barangays which shall equip them with theoretical and practical knowledge on gender justice.

RECOMMENDATION:

In view of the foregoing, the Committee recommends the passage of the above subject amending ordinance entitled "An Ordinance Amending the Gender and Development (GAD) Code of the City of Tanauan, Batangas and for Other Purposes".

Committee on Laws, Rules and Privileges

(Sgd.)ATTY. EPIMACO R. MAGPANTAY
Chairman, Committee on Laws, Rules and Privileges

(Sgd.)ATTY. GILEEN V. CANOBAS-MANAIG
Vice-Chairman

(Sgd.)BGEN. BENEDICTO C. CORONA (Ret.)
Member

(Sgd.)MARCIAL V. GOGUANCO, JR.
Member

(Sgd.)MARCELO ERIC O. MANGLO
Member

Committee on Women and Family

(Sgd.)DRA. MARISSA M. TABING
Chairman, Committee on Women and Family



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(Sgd.) MARCELO ERIC O. MANGLO
Vice-Chairman

(Sgd.) ATTY. GILEEN V. CANOBAS-MANAIG
Member

(Sgd.) JOSEPH M. CASTILLO
Member

POLMARK L. FAJARDO
Member

WHEREAS, this august body adopted and approved the foregoing committee report;

NOW, THEREFORE, upon the joint recommendation of the Committee on Laws, Rules and Privileges and the Committee on Women and Family, and by unanimous vote of all the members present, Be It Resolved, to approve, as the following ordinance is hereby approved:

CITY ORDINANCE NO. 2015-23

AN ORDINANCE AMENDING THE GENDER AND DEVELOPMENT (GAD) CODE OF THE CITY OF TANAUAN, BATANGAS AND FOR THE PURPOSES

Be it enacted by the Sangguniang Panlungsod of the City of Tanauan, that:

CHAPTER I Article I General Provisions

Section 1. Title. This ordinance shall be known as "THE AMENDED GENDER AND DEVELOPMENT CODE" of the City of Tanauan and shall hereinafter be referred to as the AMENDED GAD CODE.

Section 2. Statement of Policy. The Code formulation is anchored on R.A. No. 9262 "Anti-Violence Against Women and Their Children Act of 2004", and the Constitution which emphasizes and preserves the different rights of the individuals or its citizenry. Several laws that may serve as bases of the references are: RA No. 7192, The Women in Nation-Building (WIN); R.A. 6725, An Act Strengthening the Prohibition on Discrimination Against Women; R.A. 7877, The Anti-Sexual Harassment Against Women; R.A. 9208, The Anti-Trafficking in Person of 2003; R.A. 7610, Special Protection of Children Against Child Abuse and Exploitation and Discrimination Act; R.A. 9710, Magna Carta of Women; R.A. 8443, An Act Expanding the Definition of Rape; R.A. 7322, An Act Increasing Maternity Benefits in Favor of Women Workers in the Private Sector; R.A. 7882, An Act Providing Assistance to Women Engaging in Micro Cottage Business Enterprise; R.A. 8042, Migrant Workers and Overseas Filipinos Act of 1995; R.A. 8505, An Act Providing Assistance and Protection for Rape Victims.



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The Local Government Unit adheres to the conviction that it is only by addressing the specific needs of men, women as well as their children, the elderly, the persons with disability, and the indigenous people, or being gender-responsive, that the quality of life is enhanced and fully enjoyed.

Based on this premise, the Local Government Unit adopts a policy direction to formulate programs and strategies, among others, that shall:

- a. The Local Government Unit shall heighten advocacy work on mainstreaming gender concerns in sectoral development plans, policies and programs.
- b. The Local Government Unit shall strengthen governmental and non-governmental partnership to maximize the effectiveness of the programs and services addressing gender and development concerns.
- c. The Local Government Unit shall sustain commitment to capacity building and women empowerment to increase numbers of women in decision and policy-making posts in the locality.
- d. The Local Government Unit shall provide gender-responsiveness, relief and rehabilitation programs with special focus on the needs of women, senior citizens, children, and persons with disability.
- e. The Local Government Unit shall encourage, support and expand the participation of women in the planning, implementation, monitoring and evaluation of development programs and projects.
- f. The Local Government Unit shall establish a cooperative or multi-purpose in different organization that will cater to and mitigate the financial as well as the economic problems of the members as poverty alleviation strategy.

The Code is an indelible blueprint – a concrete manifestation of the Local Government of Tanauan's strong adherence to the time-honored democratic tenet that men and women in a civil society are equal. It shall be the policy of the Local Government of Tanauan to uphold the rights of women and belief in their worth and dignity as human beings. Women shall be recognized as full and equal partners of men in development and nation building and men shall share equally with all forms of productive and reproductive activities.

Section 3. Definition of Terms. The following terms or phrase as used in this Code shall mean as:

- a. BATTERING is a series of physical, emotional and psychological abuse. It is repeated and habitual cyclic pattern as means of intimidation and imposition of the batterer's will and control over the survivor's life. It constitutes the following kinds of behavior but is not limited to:
 1. SEXUAL BATTERING includes physical attacks on the women's breasts/genitals or forced sexual activity, accompanied by either physical violence or the threat of physical violence.



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2. PSYCHOLOGICAL BATTERING includes threats of suicide, violence against the women or their family, punching, breaking or defacing or otherwise destroying the house or any part thereof; or of the personal belongings of women; threatening to take the children away, threatening deportation of wives with foreign citizenship, threatening to kidnap children or take them away to foreign country and forcing the victim to do degrading things, controlling the victim's lawful or usual activities, the use of foul and insulting words or statements or threats of abandonment and expulsion such as forcing the wives to leave the conjugal dwelling. This provision shall likewise apply to common-law relations but does not include adulterous ones as contemplated in the Revised Penal Code.
 3. 3. ECONOMIC BATTERING includes deprivation of women of economic resources, their generation and mobilization such as to create dependency and submissiveness to men and to any established structures of domination.
- b. DEVELOPMENT is the improvement of the equality of life of all regardless of age, sex, gender, tribe, race, creed and religion. It is characterized by an enrichment of Filipino indigenous resources, sustainable utilization of the natural resources of the country and freedom from dependency. It is therefore sustained, equitable growth and balanced ecology.
 - c. PERSONS WITH DISABILITY are survivors of physical impairments that have differentiated needs and potentials.
 - d. DISCRIMINATION AGAINST WOMEN refers to any distinction, exclusion or restriction made on the basis of sex on purpose or effect of impairing or nullifying the recognition, enjoyment or exercise by women of their rights irrespective of their marital status.
 - e. FUND RAISING INITIATIVES refers to 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 woman 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.
 - f. GENDER is socially learned behavior and expectations associated with two sexes. It also refers to the socially differentiated roles and characteristics attributed by a given culture to women and men.
 - g. GENDER AND DEVELOPMENT (GAD) is the development perspective which encourages the equal participation or contribution of women and men in all aspect/sectors of development.
 - h. GENDER SENSITIZATION is an experimental and critical process of learning and unlearning by an individual, female or male, of the cause and effects of the culturally determined roles of women and men.



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- i. **LAND-BASED PROJECTS** are activities designed systematically in order to provide women the opportunity to have full access and control over the maximum utilization of land and other indigenous materials.
- j. **LOCAL GOVERNMENT UNIT** refers to the local government of the City of Tanauan, Batangas.
- k. **MAIL-ORDER BRIDE** is a practice where a woman establishes personal; relations with a male-foreign national via mail or similar means upon recruitment by an individual or agency for the purposes of exploiting women in the guise of marriage.
- l. **MAINSTREAMING** is an integration or inclusion into all forms of endeavors. Programs, project men and women concern and needs.
- m. **MINORS OR CHILDREN** are persons below 18 years of age who are unable to fully take care of themselves from abuse, neglect, cruelty exploitation, or discrimination.
- n. **PORNOGRAPHY** is written, graphic or other forms of communication intended to excite lascivious feelings.
- o. **PROSTITUTION** is a sale, purchase and exchange of women and minor for sexual exploitation for cash profit or other economic considerations by an individual.
- p. **REPRODUCTIVE HEALTH** as defined in the International Conference on Population and Development of World Health Organization (WHO) and affirmed in Beijing Conference, is a state of complete physical, mental and social well being and not merely the absence of disease and infirmity, in all matters relating to the reproductive system and to its functions and process. It includes ten (10) elements which are :
1. Maternal and Child Health and Nutrition
 2. Family Planning
 3. Prevention and Treatment of Reproductive Tract Infection (RTI) including STD, HIV and AIDS
 4. Prevention and Management of Abortion Complication
 5. Education and Counseling on Sexuality and Sexual Health
 6. Breast and Reproductive Tract Cancer and other Gynecological Conditions
 7. Prevention and Treatment of Infertility Sexual Disorder
 8. Men's Reproductive Health
 9. Violence Against Women
 10. Women's Reproductive Health
- q. **SENIOR CITIZENS** are persons above 60 years old as differentiated from minors or children.
- r. **SEX TRADE** is keeping women for sex for a fee.



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- s. **SEXUAL HARASSMENT** is a form of misconduct involving an act or a series of unwelcome sexual advances, requests for sexual favors, or other verbal or physical behavior of a sexual nature, made directly, indirectly or impliedly. It shall be unlawful in the employment, education or training environment as prescribed in RA 7877.
- t. **STALKING** is an intentional act committed by a person who knowingly and without lawful jurisdiction follows the woman of her child under surveillance directly or indirectly.
- u. **TRAFFICKING IN WOMEN** is a covert or overt recruitment of women into the sex trade industry. It includes new forms of sexual exploitation such as sex tourism, the recruitment of domestic labor to work in developed countries, and organized marriages between women from third world countries and foreign nationals, promoting or initiating a system in which women become movable properties and objects of exchange.
- v. **VIOLENCE AGAINST WOMEN** as defined by R.A. 9262. It refers to any gender-based violence which may result in physical, sexual, psychological suffering or economic abuse. This consists of:
1. **PHYSICAL VIOLENCE** are acts that include bodily or physical harm
 2. **SEXUAL VIOLENCE** are acts committed against a woman or her child. This includes:
 - 2.1 **RAPE, SEXUAL HARASSMENT, ACTS OF LASCIVIOUSNESS** is treating woman or her child as a sex object. Making demeaning and sexually suggestive remarks, physically attacking the sexual parts of the victim's body forcing her or him to watch obscene publication and indeed movies forcing the wife to live in a conjugal home or sleep together in the room with the abuser.
 - 2.2 **PSYCHOLOGICAL VIOLENCE** is an act or omission causing likely to cause mental or emotional suffering of the victim such as intimidation, harassment, stalking, damage to property, public ridicule or humiliation, repeated verbal abuse and marital infidelity.
 - 2.3 **ECONOMIC ABUSE** is an act that attempt to make a financially dependent as withdrawal of financial support or preventing the victim from engaging in any legitimate profession, occupation or activity. Deprivation or threat of deprivation of financial resources and the right to use and enjoyment of the conjugal community or property owned in common and destroying household property.
- w. **WORST FORMS OF CHILD LABOR** – two forms of worst child labor are:
1. **DOMESTIC WORK** – employment of children below 18 years of age as domestic helpers commonly termed as “atsay” or scholars”;
 2. **CONSTRUCTION HELPER** – employment of children below 18 years old carrying heavy loads of cement, sand and gravel, lumber, steel bars, etc.

Article II

Gender and Development Programs

Section 1. Data Bank/Gender Studies. The Local Government Unit shall see to it that a sufficient amount shall be allotted to gender-related documentation and researches that shall form part of the city based programs development.



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Section 2. Sufficient Budget for Basic Social Services. The Local Government Unit shall apportion sufficient amount necessary to undertake the basic social services for all extremely difficult circumstances which shall be allocated from any available source of funds.

Section 3. Community-Based Environment Plans and Programs. Men, Women and Children shall participate in pollution control, zero waste technology development and management, nursery development and forest preservation.

Section 4. Monitoring of the implementation of laws, policies on women and children particularly the Anti-Rape Law, Women in Development and Nation Building and Child Labor 101 shall be continuously and strictly undertaken by the Local Government Unit.

Section 5. Development of Great Women Project for sustaining and tracking the progress of gender mainstreaming efforts and gender responsive programs and project in the city shall be enacted and implemented by the Local Government Unit.

Section 6. Special Training for LupongTagapamaya. The Local Government Unit shall conduct a special paralegal training for LupongTagapamayapa along gender question and related matters.

Section 7. Training on Skills and Livelihood Projects. Women and children shall be given opportunity to acquire skills development such as those related to science and technology.

Section 8. Cooperatives. Establishing a cooperative in women organization which shall generate small business enterprises for members shall be encouraged and supported by the city.

Section 9. Integrated Gender-sensitivity and Environment Friendly Plan shall be established to:

- a. Maintain and follow the solid waste management acts especially the regulation and selling of plastic bags.
- b. Preserve the century-old trees that will serve as landmarks of historical origins.

Article III Support Services

Section 1. The City Gender and Development Coordinating Council (CGDCC) shall be created through Executive Order to be issued by the City Mayor. The Council will be composed of duly accredited government organization (Pos) and Non-Government Organizations (NGOs) operating within the city that shall serve as the coordinating and advisory body of the City Government in the implementation of the functions, power and duties prescribed in this code.



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The membership of CGDC shall be determined by the Mayor but not limited to Pos and NGOs operating within the City.

Section 2. Women's and Children's Desks (WCDs). The local government shall establish and maintain the WCDs handled by Women Police Officer duly trained for the purpose. The police station shall have a separate WCD room.

Section 3. Role of the Female Police Officer. Complaints on battering and other forms of abuse against women and children shall be handled by female officer in the city whose character and credibility do not violate the accepted standards in handling such cases.

Section 4. City Council for the Protection of Children (CCPC) shall be created under the office of the City Mayor in compliance with the provisions of R.A. 7192 otherwise known as Women in Development and Nation Building and R.A. 7610 – Special Protection of Children Against Child Abuse, Exploitation and Discrimination Act.

Section 5. Women Welfare and Child-Friendly Locality Plans shall be established under the City Social Welfare and Development Office to cater to the problems and concerns of depressed families especially those by natural and man calamities.

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Section 6. Committee on Decorum and Investigation (CODI) looks into the implementation of R.A. No. 7877 known as Anti-Harassment Act of 1995 and helps protect every individual working in public sectors as provided and promulgated by the CSC Resolution No. 01-0940 for the Administrative Disciplinary Rules on Sexual Harassment Cases in the government sectors.

Section 7. Alternative Learning System (ALS). Formerly the Non-Formal Education (NFE). The ALS provide literacy, continuing education, and vocational training to out-of-school youths and adults who are interested to pursue their knowledge and skills in the various fields of human endeavor.

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Section 8. Tanauan SentrongSigla. This shall be the program of the City Health which shall provide health services through procurement of complete facilities, proper recording and other related activities.

Section 9. Advocacy and Participation Scheme of all Sectors. All sectors of society shall be involved in the planning, implementing, reporting, monitoring and evaluation of GAD programs and projects.

Section 10. City-Based Registration of Households. The local government shall conduct an annual survey of households, establishments, institutions employing women in the City to look into their status, to monitor cases of sexual harassment, sexual abuse and other



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forms of maltreatment. Employers, owners, or administrators must provide recreation/day-off depending on the condition mutually agreed upon by both parties.

Article IV

Political and Public Spheres of Adults and Children

Section 1. Declaration of March 8 as Women's Day and Holding of Women's Summit.

Through an issuance of a Proclamation Order by the City Mayor, there shall be a barangay and/or City level set of activities for women to increase their level of awareness on women and the law, current issues affecting and influencing them and other forms of critical consciousness-raising activities. A Women's Summit shall be held on the first week of March every year which shall be convened and managed by a joint committee of Women Non-Government Organizations (WNGOs) and Government Organizations (GOs).

Section 2. International Day of Action for Women's Health. The Local Government of Tanauan City shall cause the celebration of this day of action for women health on May 28 where issues and concerns relative to the protection and promotion of women's health shall be examined, deliberated, projected, and government's action should be sought.

Section 3. Observance of the month of July as Nutrition Month. All sectors of society are enjoined to undertake activities to enhance their nutritional and health status.

Section 4. Bloodletting Day. August 1 of the year, in cooperation with the National Red Cross shall be set or bloodletting among the people to accumulate the pool of blood.

Section 5. Cityhood of Tanauan. This is one among the activities undertaken during the annual celebration of the Cityhood of the City where there are presentations every March 10.

Section 6. Medical Dental Mission. This is held anytime of the year in collaboration with the Local Government Unit and any other public & private Med-Dental exams.

Section 7. Barangay Level Self-Organization of Women. Self-organization of women shall be recognized at the barangay level to include young women.

Section 8. Creation of Council for Women. A Council for Women shall be organized at the city level from among the barangay level women organizations.

Women organizations with mass membership at the community level shall likewise be represented at the Council for Women. Women groups in schools, offices, whether GO or NGO shall represent in the Council as a cluster. Details of the Council's Operation shall be stipulated in the implementing Rules and Regulations of this Code.



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Section 9. Peace Based on Justice. The network of Women GOs and NGOs shall be formally consulted on peace and development issues on the basis of social equity and justice.

Section 10. Women in Law Enforcement Positions. All qualified women shall be given an opportunity to assume key law enforcement positions.

Section 11. 18-Day Campaign to End Violence Against Women. CSC Memorandum Circular No. 24, s. 2014 declares that November 25 of every year as the National Consciousness Day for the Elimination of Violence Against Women (VAW).

Article V Labor and Employment

Section 1. Equal Access to Employment, Training and Promotion. No one shall be denied of employment opportunity on account of gender, age, ethnicity, creed or religion as prescribed in the Labor Code as amended by R.A. 6425. Likewise, no one shall be denied of training and promotion.

Section 2. Wage and Fringe Benefits. Every employer shall comply with the minimum wage as prescribed by the Wage board and shall grant all benefits to principal of commercial production/business enterprises and all employees such as maternity/paternity leave, sick and vacation leave, retirement termination and other fringe benefits provided by law such 13th month pay/bonus, extra cash gift (ECG), etc.

Section 3. Facilities and Support Systems for all employees and clients. The local government shall ensure the safety and health of women employees. There shall be established separate toilet rooms, lavatories, and lounge for men and women to provide at least a dressing room in public places.

Section 4. Setting Up of Grievance Machinery. A committee shall be set up by the Committee on Decorum and Investigation to act on complaints related to sexual harassment and a grievance procedure must be installed in every agency/office.

Section 5. Gender-Sensitive Physical Plan. A physical plan appropriate for gender-sensitive environment shall be adopted by all officers, agencies, and establishments which shall help prevent sexual harassment, sexual abuse and other forms of maltreatments in the workplaces.

Section 6. Assistance Program. The Local Government of Tanauan in cooperation with the Department of Labor and Employment (DOLE), the Technical Education and Skills Development Authority (TESDA), Vocational Technology (VOCTECH), Educational



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Foundation, etc, shall endeavor to assist poor but deserving students, the unemployment and underemployment in securing gainful employment.

Section 7. Orientation on Sexual Harassment. All local offices, agencies and establishments or companies, government and private in Tanauan City shall conduct orientation on sexual harassment. Certificate of compliance shall be submitted to the City GAD Office.

Section 8. Monitoring System for Labor Standards. A mechanism shall be installed in the City GAD Office to monitor all offices, agencies, establishments or companies violating Labor Code provisions and the provisions of this Ordinance.

Article VI Education Right

Section 1. Non-Formal Educational Classes. In cooperation with the Department of Education (DepEd) and TESDA, and other concerned government agencies, non-formal education classes shall have:

- a. Literacy Program – to be opened to out-of-school youths who have not finished Grade VI or those who have not entered Kindergarten or Grade 1 classes.
- b. Continuing Education – professional or non-professional persons can enroll in this program to enhance their skills and knowledge in vocational activities.

Section 2. Scholarship Program. The local government shall provide this scholarship program for the poor but deserving students in elementary, high schools, colleges and universities located within the jurisdiction of the city.

Section 3. Promotion of Gender-Sensitive Curricula. The schools in Tanauan City shall actively promote gender-sensitive professional school counseling and career education programs to encourage females to pursue academic and technical courses in order to widen their future career opportunities.

Section 4. Day Care Centers. These shall be set-up in almost all barangays in support of children between 3 and 5 years old. Incentives shall be extended to day-care workers to increase their honoraria.

Section 5. Gender Sensitivity Orientation and Training. All schools, offices, establishments or companies, departments and agencies including City and Barangay Officials within the city shall initiate Gender Sensitivity Orientation and Training which shall equip them with theoretical and practical knowledge on gender issues and concerns.

Section 6. Access to Science and Women-Friendly Alternative Technology Education. The City Agriculture Office in conjunction with the Department of Science and Technology and



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other related line agencies shall establish a science and women-friendly alternative technology center for rural women in each barangay.

Article VII Health Right

Section 1. Budget for Women's Health. The amount shall be integrated with GAD's budget, which includes women, senior citizen and children. The budget shall be divided equally among them whichever amount as been allocated, for health, nutrition and other services.

Section 2. Intensification of Health Care Delivery System. Quality health care and services that are not discriminatory in account of their gender, age, sex, religion and ethnicity shall be intensified and implemented.

Section 3. Primary Health Care Delivery. In consonance with the Department of Health Thrust, the local government shall strengthen the Primary Health Care and 24 hrs. emergency clinic in the context of reproductive health and other emergencies.

Section 4. Protection Against Drug Abuse. This shall be sustained and monitored by the PNP, CADAC, BADAC and City Gender and Development Coordinating Council for the protection against drug abuse and proliferation of illicit drugs.

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Section 5. Reproductive Health Care Delivery. Tanauan City shall adopt the reproductive health care approach at all levels of health care delivery. Such approach integrates many issues not previously considered central to population; sexuality, reproductive tract infection, gender power relations and domestic violence and shall not be limited to family planning and child-bearing.

Article VIII Socio-Economic Benefits for Women

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Section 1. Increase Capital Assistance for Women. All Local Government departments and agencies engaged in socio-economic programs shall increase their capital assistance and/or subsidy to women especially on land-based projects using community bank approach.

Section 2. Access to Safe Water. All barangays in Tanauan City shall endeavor to provide easy access to safe water supply. Appropriate water systems shall be installed in order to ease women's workloads as well as minimized women and children fetching water for household use from a distant source.



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Section 3. Promotion of Land-Based Projects. The Local Government of Tanauan shall promote and support land-based projects ensuring food security for rural women utilizing science, women friendly and appropriate technology instilling collectivism.

Article IX Religious Right

Section 1. Free Exercise of Religious Affiliation. Each spouse shall have the right to choose hr/his religious affiliation. Likewise, children at the age of maturity shall enjoy the same.

Article X Special Sectoral Concerns

Section 1. Special Education for Differently-abled Women. There shall be a special education school for differently-abled women in Tanauan City which shall offer appropriate technology curricula.

Section 2. Advocacy on With Disability Women's Right. Active advocacy on the rights of differently-abled women shall be conducted by the Local Government of Tanauan.

Section 3. Creative Employment Opportunities for Differently-abled Women's. The Local Government of Tanauanshall develop creative employment opportunities for differently-abled women recognizing their differentiated conditions and full potentials as human persons.

Section 4. Reporting of Cases of Harassment Committed Against theDifferently-abled Women. The Local Governement of Tanauan through its City GAD Office shall require all barangays to monitor and report cases of harassment committed against differently-abled women.

Section 4. Organization of With DisabilityWomen. Each barangay shall create a committee of differently-abled women within the Barangay Development Council in order to advance the interests of this special group of women.

Section 5. Organization of Elderly Women. Each barangay shall create a committee of elderly women within the Barangay Development Council in order to advance the interests of this special group of women.

Section 6. Support Funds for the Elderly Women. Funds shall be allocated to the psychological help for the elderly women to include emergency assistance, routine physical check-up, social group work program and appropriate socio-economic activities.



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Section 7. Support to Women in Detention. Rights of all women detainees shall be protected. A) Speedy trial of their cases shall be ensured by all concerned; b) An appropriate program shall be designed to respond to their specific needs and problems as detainees; and c) Separate structure and space for detention and rehabilitation shall be provided.

Section 8. Respect for Women's Sexual Preference. Women's right to sexual preference shall be respected and protected.

CHAPTER II PENAL PROVISIONS

Article I Violence Against Women and Children

Section 1. Sex Trafficking. It is unlawful:

- a. For any person, association, cult, religion or organization or similar entities to commit the following act:
- a.1. Establish or carry a business for the purpose of exploiting women for the purposes of sex slavery, sex trade, sex tours and other immoral activities.
 - a.2. Pornography – Advertise, publish, print or distribute, or cause the advertisement, publication or distribution of any brochure, flyers or propaganda material to promote the above-mentioned prohibited acts.
 - a.3. Solicit, enlist, or attract/induce any women to join any club, organization whose object is to match women for marriage to foreigners on mail-order basis or through personal introduction or cyberspace
 - a.4. Use the postal services, cyberspace or satellite TV to promote the above-mentioned prohibited acts.
- b. To buy or sell a woman for any of her body parts.
- c. To act as procurer of a sex worker
- d. To threaten or use violence and force a woman to become a mail-order bride.

Penalty for the commission of these acts shall be dependent on the prevailing pertinent laws and regulations.

Section 2. Soliciting Women's Services. It is unlawful for a person to solicit a woman's service for sexual purposes as 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.



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Any witness may file complaint together with the affected women to the proper court. Penalty for such is a fine of P5,000.00 or imprisonment of one year.

Section 3. Other Forms of Trafficking in Women. Any person or agency who encourages, influences or recruits a woman to work abroad or locally for a particular job on a promise of high fees but instead, forced and deceived to engage in prostitution, domestic help or other odd jobs shall be penalized by an imprisonment of one year or a fine of P5,00.00 or both, at the discretion of the court. Persons liable thereof may also be prosecuted and penalized in accordance with RA 6955, an act which outlaws the practice of matching Filipino women for marriage to foreign nationals on mail-order basis.

Section 4. Rape is committed by having carnal knowledge of a woman under any of the following circumstances: 1) by using force or intimidation; 2) When the woman is deprived of reason or otherwise unconscious; and 3) when the woman is under twelve years of age or is demented. RA 7659 provides the penalty for rape.

Section 5. Prohibition of Printing, Publication, Display and Distribution of Pornographic Scenes on Movie/TV, Trailers/Shows, Posters, Billboards and other Materials and Similar Literature. Printing, publication, display and distribution of pornographic scenes on movies/tv, trailers/shows, posters, billboards, literature and other visual materials which treat women as sex objects and commodities shall be prohibited. Violation of this pursuant to PD 960 and 969 provision is subject to a penalty of one year imprisonment or a fine of P5,000.00 or both and for a juridical entity, cancellation of business permit and a fine of P5,000.00.

Section 6. Sexual Harassment shall be unlawful as prescribed in RA 7877, and other complaints shall be filed with the proper court in accordance with the provisions of this Code.

Section 7. Other form of sexual harassment other than the definition provided by R.A. 7877 otherwise known as the Anti-Harassment Act of 1995, the following constitute sexual harassment:

- a. Persistent telling of offensive jokes such as green jokes or other analogous statements to someone who finds them offensive and humiliating;
- b. Taunting a person with constant talk about sex and sexual innuendoes;
- c. Displaying offensive or lewd pictures and publications in the workplace;
- d. Interrogating someone about their sexual activities except in medical or physical examination purposes;
- e. Making Offensive hand or body gestures at someone;
- f. Repeatedly asking for dates despite verbal rejection;
- g. Staring or leering maliciously;
- h. Touching, pinching or brushing up against someone's body unnecessarily or deliberately;
- i. Kissing or embracing someone against their will;



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- j. Requests sexual acts in exchange for good grade, obtaining a good job, promotion;
- k. Cursing, whistling or calling a woman in public with words having dirty connotations or implications which ridicule, humiliate or embarrass a woman;
- l. Any other unnecessary acts during physical examinations;
- m. Requiring women to wear suggestive or provocative attire during interview such as job hiring or promotion.

Commission of one of these acts be subjected to imprisonment of one week to six (6) months or a fine of P1,000.00 to P3,000.00 or both at the discretion of the court, without prejudice to the filing of appropriate cases under the national penal laws.

Section 8. Fund Raising Initiative. All fund raising initiative as defined in Code shall be prohibited in Tanauan City. Violators of this provision shall pay a fine of P5,000.00 or imprisonment of six months or both at the discretion of the court.

Section 9. Battering shall be punishable by imprisonment of one month to one year or a fine of P1,000.00 to P3,000.00 or both, at the discretion of the court without prejudice to the filing of appropriate cases under the national penal laws.

Article II Labor and Employment

Section 1. Orientation on Sexual Harassment. All local offices, agencies and establishments or companies, government and private shall conduct orientation on sexual harassment. Failure to comply with this provision constitute a cause for administrative discipline or a fine of P2,500.00 without prejudice to the filing of appropriate cases under the national penal laws.

Section 2. Reproductive Health Services for All. Establishments within Tanauan City as well as labor intensive establishments shall provide access to reproduce health services to workers regardless of sex and civil status as a manifestation of concern for women's role in social production. Non-compliance will cause cancellation of business permit or license to operate and/or a fine P2,500.00.

Section 3. Worst form of Child Labor shall be penalized according to DOLE or Child Labor Law.

CHAPTER III PROVISIONS FOR IMPLEMENTATION

Article I Miscellaneous Provisions



Office of the Sangguniang Panlungsod

Section 1. The GAD Council as duly constituted shall assume and exercise the functions, powers and duties as prescribed in this Code.

Section 2. Funding. An amount as maybe necessary to implement the provisions of this Code is hereby appropriated from any available sources in the general fund of the city in pursuance of this Code subject to the existing laws, rules and issuances.

Article II

The City Gender and Development Office (CGAD)

Section 1. Creation of the City Gender and Development Office (CGAD). The City Gender and Development Office is hereby created specifically to realize the provisions of this ordinance. It shall be the coordinating, regulatory and monitoring office of the city which shall focus on gender-sensitive projects and activities. The CGAD Office will: ensure that the programs/projects/activities are supported by sex-disaggregated data and gender analysis; ensure that gender and development is mainstreamed in the local policy-making, planning, programming and budgeting; ensure the compliance to all procedural and reporting requirements of Joint Memorandum Circular (JMC) 2013-01; lead in the strengthening, monitoring and evaluating systems to assess the effectiveness and efficiency of the gender mainstreaming of departments' GAD plan; and shall initiate gender sensitivity orientation and training to all departments/barangays which shall equip them with theoretical and practical knowledge on gender justice.

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Section 2. Functions of the the City Gender and Development Office (CGAD).

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- a. Monitoring and Coordinative Functions. These functions shall assure the realistic, measurable and tangible results in the implementation of this Code. These include, nut not limited to:
 - a.1. Gender-Sensitive Watch. A system of services and facilities in order to monitor status of men, children and women in the City wherein all departments and agencies therein shall develop practical methodologies for incorporating gender-perspectives into all aspects of economy and policy-making. It shall collect gender and age disaggregated data on poverty situation and all aspects of economic activity and develop qualitative and quantitative statistical indicators to facilitate the assessment of economic performance from a gender fair perspective. It shall also serve as the databank of the City Government on gender and development.
 - a.2. Legal Aid Services. A coordinated services for any legal actions needed in protecting men, women, children and special group of person's rights shall be installed.
 - a.3. Advocacy and Campaign Management, A coordinated advocacy and campaign on all forms of discrimination and violence against any person shall be programmed.
 - a.4. Sustainable and Gender Sensitive Project Development. A system of appraisals of projects to determine sustainable impact on women and men, local economy, politics, culture and ecosystem.



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- b. Regulatory Function. This function shall include establishing protocols and standards relevant to the following concerns:
- b.1. Education and Training Benchmark. Gender-sensitivity education and trainings for all departments and agencies of the City Government of Tanauan and at the barangay level shall be established by the Office.
 - b.2. It shall be involved in all the processes related to the conceptualization, development, assessment and evaluation of gender development and advocacy programs of the City Government.

Section 3. The City Gender and Development Office shall be headed by a Department Head with the following qualifications:

- a. Must be holder of any relevant college degree;
- b. Must be a bonafide resident of Tanauan City;
- c. Must have 5 years experience on Management and Supervision;
- d. Must have appropriate Civil Service Eligibility; and
- e. Other qualifications relevant and necessary therefore.

Upon recommendation of the City Mayor, the SangguniangPanlungsod shall create positions that will assist in the implementation of this Code and man the operation of the City Gender and Development Office taking into consideration the service requirement and financial capability of the City Government subject to the minimum standard prescribed by the Civil Service Commission as well as the appropriate position titles and salary grades prescribed by the Department of Budget and Management.

Section 4. Compliance Report. Within six (6) months from the effectivity of this code and every six (6) months thereafter, the City Gender and Development Office shall submit report to all offices concerned, copy furnished the SangguniangPanlungsod, of their compliance report with this Code.

Section 5. Funding. An amount as maybe necessary to implement the provisions of this Code is hereby appropriated from any available sources in the general fund of the city in pursuance of this Code subject to the existing laws, rules and issuances.

Article III Final Provisions

Section 1. Separability Clause. If for any reason, any portion or provisions of this Code is declared unconstitutional or invalid, the other sections or provisions hereby which are not affected thereby shall continues to be in full force and effect.



Republic of the Philippines
Province of Batangas
CITY OF TANAUAN



Office of the Sangguniang Panlungsod

Section 2. Applicability of other laws, rules and regulations. On matters not provided for in this Code, any existing applicable laws, corresponding implementing rules, regulations and relevant issuances issued therefore shall apply in suppletory manner.

Section 3. Declaration of Intent to Conform with Law. This ordinance is subject to national law, rules and regulations governing this matter.

Section 4. Effectivity Clause. This Code shall take effect fifteen (15) days after its posting/publication as requirement prescribed under RA 7160, otherwise known as the Local Government Code of 1991.

ENACTED this 20th day of July 2015 at the City of Tanauan.

Certified Correct:



REGINA M. AALA

Secretary to the Sangguniang Panlungsod

Attested:


ATTY. JHOANNA C. CORONA
City Vice Mayor and Presiding Officer

Approved: JULY 28, 2015


ANTONIO C. HALILI
City Mayor