Republic of the Philippines
Province of Ilocos Sur
MUNICIPALITY OF SAN VICENTE
OFFICE OF THE SANGGUNIANG BAYAN

Sangguniang Bayan Members:

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HON. CONRADO R. ROJO

HON. FIDEL R. ALDOS

HON. JUANITA R. RAGIL

HON. ALBERT R. ROLA

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HON. RENATO T. ROJAS

HON. LOU BERNARD R. LAZO

Ex-Officio Members

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HON. MARK JINDREI L. CAJIGAL

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CHAPTER I

GENERAL PROVISIONS

ARTICLE I
TITLE, SCOPE, DECLARATION OF PRINCIPLES AND POLICIES, GAD LEGAL BASIS AND MANDATES

Section 1.

a) **Title** – This ordinance shall be known as the **"GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF SAN VICENTE"** hereinafter referred to as the GAD CODE OF SAN VICENTE.
b) **Scope** – This Code covers all ordinances and resolutions concerning Gender and Development in the Municipality of San Vicente, Ilocos Sur.

Section 2. Declaration of Principles and Policies. – The Municipality of San Vicente adheres to the principle of gender equality and women empowerment and recognizes that women play an equally crucial role in nation- building. In view hereof, the Municipality of San Vicente shall promote, protect and fulfil the following rights of women:

1. The right to good and quality education;
2. The right to comprehensive health services;
3. The right to access loans and other forms of financial credit;
4. The right to join leisure, sports and cultural activities;
5. The right to decide on the number of children and on the number of years between pregnancies in accordance with the Constitution;
6. The right to share in parenting activities;
7. The right to have equal access to jobs, benefits and social security;
8. The right to be paid equally based on the job they do;
9. The right to be free from all forms of slavery and prostitution;
10. The right to vote, run for election and hold public office;
11. The right to represent the country internationally; and
12. The right to acquire, change or retain nationality and citizenship.

Section 3. GAD Legal Basis and Mandates. – The adoption of this GAD Code is in line with the municipality's promotion of women's economic empowerment, gender equality, gender-responsive development and governance, and fulfilment of women's human rights, as embodied in prevailing pertinent local and national mandates and policies and international commitments.

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ARTICLE II
DEFINITION OF TERMS AND ACRONYMS

Section 4. Definitions. – As used in this Code, the following terms shall mean:

4.1. Access - in the development context, the means or right to obtain services, products and commodities;

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

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

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

4.3. Battering – any single or sporadic act of physical, emotional, psychological and economic abuse which shall include repeated and habitual cyclic pattern as a means of intimidation and imposition of the batterer's will and control over the victim's life.

4.4. Commoditization of Women – is a practice which puts women in subordinate situation, which results from the treatment of women as both consumers and objects. As consumers, women are lured to buy products to enhance their sexual and physical attractiveness; as object of consumption, the body of a woman is used to promote and sell a product or promote an activity.

4.5. 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.

4.6. Differently-abled – those who experience one or a combination of physical and/or mental impairment with distinct needs and potentials.

4.7. Discrimination against Women – in the terminology of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women, it is any distinction, exclusion or restriction made on the basis of sex, which has the purpose or effect of denying equal exercise of human rights and fundamental freedoms in all fields of human endeavor.

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4.7.1. Discrimination – overt behavior in which people are given different and unfavorable treatment on the basis of their race, class, sex and cultural status; any practice, policy or procedure that denies equality of treatment to an individual/group.

4.8. Domestic Violence – is physical, psychological, social or financial violence that takes place within an intimate family-type relationship and forms a pattern of coercive and controlling behavior.

4.9. Domestic Worker/Household Help – one employed in the service of a family or private establishment of a person keeping the home; house servant.

4.10. Empowerment – in the context of development, empowerment is individual or collective action by the disadvantaged to overcome the obstacles brought about by structural inequality. In another sense, empowerment is not only a process but also an outcome of that process.

4.11. Gender and Development (GAD) – an approach to or paradigm of development focusing on social, economic, political and cultural forces that determines how differently women and men participate in, benefit from, and control resources and activities. It shifts the focus from women as a group to the socially determined relationship between women and men.

4.12. GAD Advocate – one who supports, defends, pleads or recommends active espousal of gender and development principles, objectives and processes.

4.13. GAD Budget – a portion of an agency's or local government unit's annual appropriation which is not an additional amount over and above its regular budget; the allocation of a substantial amount for implementing programs, projects and activities that address gender issues; the cost and sources of financing a GAD Plan.

4.14. GAD Focal Point – a mechanism created in all government offices to ensure the implementation, monitoring, review and updating of GAD plans; a person or group of persons tasked to facilitate and monitor the implementation of gender mainstreaming in each government agency.

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4.15. GAD Plan – a systematically designed set of programs, activities and projects with clear objectives for addressing gender issues and appropriate strategies and activities with monitoring and evaluation indicators; a blueprint of how an agency can achieve gender-responsiveness; a set of interventions designed to transform gender-blind agencies into organizations with a gender perspective; an instrument to make all aspects of the agency and its work gender-responsive; it provides the basis for the GAD budget.

4.16. Gender – refers to 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 which are created and maintained by social institutions such as family, government, community, school, church and media. Because of gender, certain roles, traits and characteristics are assigned distinctly and strictly to women and men.

4.17. Gender Awareness – ability to identify problems arising from gender inequality and discrimination, even if these are not evident on the surface and are "hidden" or are not part of the general and commonly accepted explanation of what and where the problem lies; means high level of gender conscientization.

4.18. Gender Equality – women and men enjoy the same status and conditions and have equal opportunity for realizing their potential to contribute to the political, economic, social and cultural development of their countries. They should also benefit equally from the results of development.

4.19. Gender Equity – moves beyond a focus on equal treatment; giving to those who have less on the basis of needs and taking steps to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity can be understood as the means, and equality is the end. Equity leads to equality.

4.20. Gender-Fair – a situation where women and men share equally in responsibilities, power, authority and decision- making.

4.21. Gender Issues and Concerns – issues, concerns and problems arising from the distinct roles of women and men and the relationships between them; affairs and involvement arising from societal expectation and

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perception on the roles of women and men reflected in and perpetuated by law, policies, procedures, systems, programs, activities and projects of the government. These impede the opportunities for women to participate in the development process and enjoy its benefits.

4.22. Gender Mainstreaming or GAD Mainstreaming – a set of processes and strategies that aims to ensure the recognition of gender issues on a sustained basis; a strategy to integrate women's and men's concerns and experiences in the design, implementation, monitoring and evaluation of policies, programs, projects in all political, economic and social agenda

4.23. Gender Planning – the practical application of the skills acquired from gender studies and gender training in designing government plans, programs and projects; it recognizes that women and men have different roles in society and often have different needs as well.

4.24. Gender-responsiveness – the consistent and systematic attention given to the differences between women and men in society with a view to addressing structural constraints to gender equality.

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

4.26. Gender Statistics – information and data that provide not only comparisons between women and men but ensure that women's and men's participation in and contribution to society are correctly measured and valued.

4.27. Governance – the manner in which power is exercised in the management of a country's/organization's resources and affairs for development; how a government/organization establishes, maintains and deepens its relationship with its constituents/members. It comprises the mechanisms, processes and institutions, through which citizens and groups articulate their interests and exercise their legal rights.

4.28. Indecent Live Shows – shows which include nude and/or other provocative gestures/acts in public or private places which further project and exhibit women and children as sex objects for commercial and entertainment purposes.

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

4.30. Local Economic Development – is the process by which actors within the localities (governments, private sector and civil societies) work collectively with the result that there are improved conditions for economic growth, employment generation and quality of life.

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

4.32. Micro-enterprise – business category whose total asset value ranged from P3, 000,000 or less with 1-9 employees (as defined by DTI).

4.33. Migrant Desk – a unit within the LGU which attends to the concerns of migrant workers and their families in the different phases or cycle of migration.

4.34. Participation – the direct involvement of the marginalized in the development process to build their capability to access and control resources, benefits and opportunities so as to gain self-reliance and an improved quality of life.

4.35. Pedophilia – when an adult has sexual desire for children or sexual intercourse or act of lasciviousness by an adult with a child.

4.36. Persons with Disability – are those with physical impairments that have differentiated needs and potentials.

4.37. Persons with Sexual Preference – persons of either the female or male sexes who by choice prefer to identify themselves other than their natural identity. This includes lesbians, gays, bisexuals, trans-gendered, etc.

4.38. Pornography – refers to a sexual explicit material such as films, magazines, writings, photographs, internet, mobile phones or other materials that are sexually explicit and intended to cause sexual arousal.

4.39. 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 purposes.

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4.40. Reproductive Health and Sexuality Education – state of complete physical, mental and social well-being and not merely the absence of disease or infirmity, in all matters relating to reproductive system and to its functions and processes.

4.41. Sex – refers to the natural distinguishing variable based on biological characteristics of being a woman or a man; also refers to the physical attributes pertaining to a person's body contours, features, genitals, hormones and reproductive organs.

4.41.1. Sexism – system and practice of discriminating a person on the basis of sex.

4.42. Sex-disaggregated Data – statistical information that differentiates between women and men and allows one to see where the gaps are in their position or condition.

4.43. Support Group – a number of persons who provide assistance to keep a person from falling or declining in a crisis situation.

4.44. Survivor-victim – one who endures any act of gender-based violence that results in physical, sexual or psychological harm or suffering including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private.

4.45. Women's Economic Empowerment – a state wherein women have access to and control over high-value productive resources and enjoys the benefits from wealth- creating opportunities equal with men, including information, credit, loans or financial assistance, training, market, technology, descent jobs and human working conditions and balanced family life.

Section 5. Acronyms – The following acronyms stand for:

5.1. ALS - Alternative Learning System
5.2. BPLS - Business Permit and Licensing Section
5.3. CODI - Committee on Decorum and Investigation
5.4. CSO - Civil Society Organization
5.5. LGU - Local Government Unit
5.6. GFPS - GAD Focal Point System
5.7. MSWDO - Municipal Social Welfare and Development Officer
5.8. NGA- National Government Agency
5.9. OFW - Overseas Filipino Worker
5.10. PESO - Public Employment Service Office
5.11. PO - People's Organization
5.12. RH - Reproductive Health
5.13. VAW-C - Violence against Women and Children
5.14. TIP - Trafficking in Persons

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CHAPTER II
GENDER AND DEVELOPMENT CONCERNS

ARTICLE I

GENDER-BASED VIOLENCE

Section 6. Adoption of National Laws. – In the effort of the Municipality of San Vicente to curb and eradicate gender-based violence in the municipality, the following shall be undertaken and enforced:

1. Strengthen and ensure the implementation of the Philippine statutes for the protection of women's rights against violence and imposing penalties for violation thereof, viz:

1.1. Republic Act No. 9262 or the "Anti-Violence against Women and Their Children (VAWC) Act of 2004"
(Summary: The only law protecting women against intimate partner abuse. It accepts the "battered women syndrome" as a valid defense in court. The law makes it possible to issue temporary or permanent protection orders at the barangay level. It also clearly identifies the duties of barangay officials, law enforcement officers, prosecutors, court personnel, health care providers, and other government agencies and local government units to provide the necessary support services to victims of violence against women and their children.)

1.2. Republic Act No. 8353 or the "Anti-Rape Law of 1997"
(*Summary: The law redefines rape as a crime against persons and broadens the meaning of rape to include having "carnal knowledge" of a woman under certain circumstances and/or committing acts of sexual assault, such as inserting objects into the genital or anal orifices. It notes that rape can occur without penile penetration, and it also recognizes marital rape and revokes the earlier notion of sexual obligations in marriage.)*

1.3. Republic Act No. 9208 or the "Anti -Trafficking in Persons Act of 2003"
(Summary: An Act to institute 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 violations, and for other purposes.)

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1.4. Republic Act No. 7877 or the "Anti-Sexual Harassment Act of 1995"
(*Summary: Specifies that a person who has authority, influence, or moral ascendancy over another and who demands, requests, or otherwise requires sexual favors is guilty of committing sexual harassment, whether or not the demand is accepted or not.*)

1.5. Republic Act No. 7610 or the "Special Protection of Children against Abuse, Exploitation, and Discrimination Act"
(Summary: An act providing for stronger deterrence and special protection against child abuse, exploitation and discrimination, providing penalties for its violation and for other purposes.)

1.6. Republic Act No. 11313 or the "Safe Spaces Act"
(*Summary: An act defining gender-based sexual harassment in streets, public spaces, online, workplaces, and educational or training institutions, providing protective measures and prescribing penalties therefore.*)

1.8. Republic Act No. 9775 or the "Anti-Child Pornography Act of 2009"
(Summary: An act defining the crime of child pornography, prescribing penalties therefor and for other purposes)

1.9. Republic Act No. 9995 or the "Anti-Photo and Video Voyeurism Act of 2009"
(Summary: This law is geared towards the prohibition of taking photo or video coverage of a person or group of persons performing sexual act or any similar activity or to capture an image of the private area of a person/s such as the naked or undergarment clad genitals, public area, buttocks or female breast without the consent.)

Section 7. Support to Survivors of Violence. – The Municipality of San Vicente, Ilocos Sur shall provide comprehensive support to women survivors of violence, which consists of but is not limited to the following:

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1. Immediately conduct an investigation within 24 hours;
2. Provide psychosocial/counseling services, legal and medical services, education or livelihood assistance for the offended party;
3. Gather evidence for the arrest and prosecution of the offenders;
4. Make a report of his/her investigation and on the basis of the offended party's testimony and additional evidence, if any, endorse the same to the proper prosecution office within 36 hours from time of filling, regardless of his/her evaluation of the case;
5. The investigation officer or the examining physician, if possible, 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;
6. Women victims 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;
7. All investigation/court trial involving rape cases and other forms of violence against women conducted in the PNP Station, Prosecutor's Office and the Trial Court shall recognize the survivor's social support groups as expressly allowed or requested by the offended party;
8. A temporary shelter with appropriate support services for women in crises shall be appropriately established under the management and supervision of the Municipal Social Welfare and Development Office;
9. Establish a separate counseling room for women and girl children;
10. Establish mechanisms to expedite medical examination procedure for rape victims by establishing partnership with the district hospital for its medico-legal accreditation;
11. Establish a private room equipped with needed facilities for medical examination purposes;
12. Ensure that cases of TIP and VAWC are handled and attended to by women police officers through the establishment and maintenance of the Women and Children Protection Desk (WCPD) at the San Vicente Police Station, which shall have a female police officer as in-charge.

Section 8. Establishing and/or strengthening VAW-C Desk in every Barangay. – The Municipality of San Vicente shall ensure the establishment and functionality of a Violence Against Women Desk in every barangay within its jurisdiction. It shall provide technical and logistic assistance for its operations to guarantee that cases of violence against women are fully addressed in a gender-responsive manner. Likewise, the Municipality of San Vicente shall ensure the following assistance is provided to the victim-survivors:

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8.a. medical assistance;
8.b. psychosocial/counseling services;
8.c. recovery and rehabilitation programs;
8.d. referral to concerned agencies or institutions; and 8.e. provision of shelter

Likewise, the Municipality of San Vicente shall adopt the Guidebook for 911 Emergency Telecommunicators in handling Violence Against Women and Children through the Emergency 911 Hotline pursuant to DILG- DSWD-DOJ Joint Memorandum Circular No. 2021-01: Guidelines in Handling Violence Against Women and Children (VAWC) and other gender-based violence emergencies reported through Emergency 911 National Emergency Hotline.

Section 9. Competencies of VAW-C Desk Officers. – The Municipality of San Vicente shall ensure that VAW- C desk officers at the municipal and barangay level are adequately competent and educated on handling gender-based violence through regular meetings, seminars, and training.

Section 10. Crisis Intervention Center. – A crisis intervention center shall be established and maintained to serve as a temporary shelter with appropriate support services for women and children in crisis under the management and supervision of the Municipal Social Welfare and Development Office.

Section 11. Education on Laws and Policies addressing gender-based violence. – The Municipality of San Vicente shall provide education on laws and policies addressing gender-based violence, which consists of but is not limited to the following: conduct of public information on gender-based violence to strengthen the awareness of men and women, boys and girls on gender-based violence through comprehensive and multi- level information and education campaigns in close coordination and partnership with the civil society organizations;

1. expand programs to educate and involve men in gender-based violence;
2. continuously develop the capacity of service providers and front liners in handling cases of trafficking in persons and violence against women through their attendance in training and other capability development activities; and
3. conduct capability development activities for barangay officials and workers on gender-based violence, especially in handling TIP and VAWC cases on an annual basis.

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Section 12. Monitoring of Entertainment Establishments. – The Business Permit and Licensing Office (BPLO) of the Municipality of San Vicente, together with the San Vicente Municipal Police Station personnel, Municipal Social Welfare and Development Officer and Municipal Health Officer shall conduct a regular inspection of entertainment establishments to ensure that these are not used as brothels or fronts of prostitution and trafficking.

Section 13. Monitoring of Audio-Visual Channels against Pornography. – A Municipal Monitoring Board shall be established, which shall monitor print, broadcast and multimedia, including movie houses, video shops, computer shops, cable companies, books, or other forms of audio-visual channels or instruments, against pornographic activities that degrade women and children.

Section 14. Other Support Services Against Gender-Based Violence. – The Municipality of San Vicente shall have the following support services against gender-based violence:

1. Conduct research on the nature and causes of gender-based violence to be spearheaded by the MSWDO, which shall collect, compile and maintain a database for proper intervention and legislation;
2. Counseling and Rehabilitation Program for perpetrators of violence; and
3. Assist in organizing men against gender-based violence.

ARTICLE II
HEALTH AND NUTRITION

Section 15. **Priority Areas on Health**. – As mandated by law, the Municipality of San Vicente shall continuously conduct, sustain, and monitor health programs within its locality. As such, the following programs are given priority:

15.a. Maternal Health Programs
15.b. Child Care Programs
15.c. Communicable and Non-Communicable Disease Program
15.d. Family Planning Program
15.e. Mental Health Program
15.f. Youth/Adolescence Health Program
15.g. Dental Health Program
15.h. National Voluntary Blood Donation Program
15.i. Health Promotions Program
15.j. Nutrition Program
15.k. Rabies Prevention and Eradication Program
15.l Emerging and re-emerging Infectious Diseases Program

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Section 16. Reproductive Health Care Approach. – The Municipality of San Vicente shall adopt the reproductive health (RH) approach at all levels of health care delivery. Such an approach shall be anchored on the following elements: (1) maternal and child health and nutrition; (2) family planning information and services; (3) prevention of abortion and management of its complications; (4) adolescent and youth health; (5) prevention and management of Reproductive Tract Infections (RTIs), HIV/AIDS and other Sexually Transmittable Diseases (STDs); (6) elimination of violence against women; (7) education and counseling on sexuality and sexual health; (8) treatment of breast and reproductive tract cancers and other gynecological conditions; (9) male involvement in reproductive health ; and (10) prevention and treatment of infertility and sexual dysfunction.

Section 17. Upgrading of Health Care Delivery. – Quality health care and nutrition services that are not discriminatory on gender, age, sex, religion, and ethnicity shall be implemented in the Municipality of San Vicente. The municipal and barangay level shall endeavor to upgrade health facilities to effectively and efficiently provide primary health and reproductive care services.

Section 18. Pregnant Women and Lactating Mothers. – The Municipality of San Vicente shall provide nutritional assistance to pregnant and lactating women.

Section 19. Men's Involvement in Reproductive Health. – Reproductive health programs and projects, which include, among others, training and seminars, shall involve men of all ages, recognizing their crucial role in the maintenance of women's health and well-being.

Section 20. Capacity Development for Health Providers. – The municipal government, through the GAD Focal Point System (GFPS), shall include capability-building activities for health personnel and health care providers, namely: Doctors, Nurses, Midwives, Sanitary Inspectors, Barangay Nutrition Scholars (BNS), and Barangay Health Workers (BHWs), to include, among others, Gender Sensitivity Training to ensure efficiency and gender-responsiveness in health care management and delivery.

Section 21. Gender-fair Approach to Pre- Marriage Counseling Program. – The Municipality of San Vicente shall continuously strengthen the Pre-Marriage Counseling Team, which facilitates Pre-Marriage Counseling to would-be couples to promote gender equality and shared responsibility of husband and wife in the development of the family and the community.

Section 22. Accessing Information on Sexuality and Reproductive Health. – The Municipality of San Vicente shall ensure the availability and accessibility of information on sexuality and reproductive health utilizing the tri-media.

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Section 23. Gender Sensitive and Responsive Health Service. – The Rural Health Center and Barangay Health Stations shall provide gender-sensitive and gender-responsive health services.

Section 24. Access to Safe Water. - The municipal and barangay level shall endeavor to provide access to a safe water supply through the San Vicente Water System to ease men and women's burden in accessing safe and potable water.

Section 25. Nutrition Plan. – The Municipal Nutrition Action Office, the Municipal Agriculture Office, the Municipal Health Office, and the Municipal Social Welfare and Development Office shall formulate a comprehensive plan on nutrition to promote good nutrition among its population.

A. **Support to Barangay Nutrition Scholars**. **–** The Municipality of San Vicente shall endeavor to provide support to the Barangay Nutrition Scholars for the implementation of Nutrition programs. These can be in the form of capacity building, uniforms, office and other supplies necessary in the fulfilment of their function.

Section 26. Promotion of Breastfeeding. – The Municipality of San Vicente shall promote exclusive breastfeeding for six (6) months and the continuation of breastfeeding for two (2) years. Accordingly, all establishments and offices shall be encouraged to provide breastfeeding facilities for their workers and clients.

Section 27. Adoption of national and sectoral policies on nutrition. – The Municipality of San Vicente shall ensure the adoption and implementation of national and sectoral policies thru resolutions/ordinances, which consists of but is not limited to the following:

27.a. Republic Act 11148 or the "Kalusugan at Nutrisyon ng Mag-Nanay Act of 2019"
27.b. Republic Act 11037or the "Masustansyang Pagkain Para sa Batang Pilipino"
27.c. Executive Order 51: National Code of Marketing Breastmilk Substitutes, Breastmilk Supplements and Other Related Products
27.d. Republic Act 10028 or the "Expanded Breastfeeding Promotion Act of 2009"
*27.*e. Republic Act 8172 or the "Act for Salt Iodization Nationwide (ASIN Law)
27.f. Republic Act 8976 or the "Philippine Food Fortification Act"
27.g. Republic Act No. 11037 or the "Masustansiyang Pagkain para sa Batang Pilipino Act"

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Section 28. Promotion of Physical Fitness Program. – The Municipality of San Vicente shall promote the conduct of physical fitness programs among offices, agencies, schools, and colleges, both private and public.

Section 29. Weighing of Infants, Children, Pregnant, and Lactating Mothers. – All barangay health stations shall undertake quarterly Operation Timbang (OPT) or weighing of infants, children, and pregnant and lactating mothers. Reports shall be submitted to the Municipal Health Office to program and identify and necessary interventions. This shall also include school children.

Section 30. Health Education for Adolescents and Youth. – The Municipality of San Vicente shall join and support the national government in providing age and development-appropriate reproductive health education to adolescents and youth which shall be taught by adequately trained teachers, and integrate relevant subjects such as, but not limited to values formation, knowledge and skills in self-protection against discrimination, forms of gender-based violence, teenage pregnancy, mental health concerns and issues, women's rights and children's rights, responsible teenage behavior, gender and development, and responsible parenthood.

Section 31. Budget for Women's Health. – At least three percent (3%) of the health budget of the municipal government shall be allotted for women's health care and nutrition services.

ARTICLE III

WOMEN IN GOVERNANCE

Section 32. Creation of Barangay-based Organization. – Women's organizations at the barangay level shall be organized and recognized by the barangay councils and/or accredited by the Sangguniang Bayan of San Vicente.

Section 33. Creation of the San Vicente Gimong dagiti Babai. – The San Vicente Local Council of Women shall be organized and be locally known as the Liga ng mga Kababaihan sa San Vicente - Local Council of Women Inc. (LKP-LCW Inc). The council shall be composed of representatives from accredited women's organizations and be strengthened to take an active role in local governance.

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Section 34. Representation of Women in Local Special Bodies. – The municipal and barangay level shall ensure the participation of women in all mandatory and special bodies, committees, and councils. Likewise, it must ensure that women sector representative/s is/are appointed to the Municipal or Barangay Development Council. It shall be provided that the women's organizations shall submit for accreditation with the Sangguniang Bayan or recognized by the Barangay Council, which is a requisite for an organization's membership in mandated local special bodies.

Section 35. Promoting Gender Balance at all levels of Local Government Positions. – The municipal government shall promote gender balance or an equal proportion of qualified women and men for the opportunity to key positions at all levels of local governance –municipal and barangay, whether elective or appointive. It shall form part of the effort to eliminate barriers to women's participation in the public sphere.

Section 36. Women in Law Enforcement Agency. – The Municipality of San Vicente shall have at least two (2) women as a member of the San Vicente PNP assigned for the Women's Desk and other women-related activities.

Section 37. Support for Women Capability Development. – Mechanisms to support women's capability development shall be adopted by the Municipality of San Vicente, which consist of but are not limited to the following:

1. Encouragement of women to run for public office at all levels;
2. Provision of opportunities for women's participation in governance;
3. Conduct training, especially leadership training for women, to be initiated and funded by the municipal government in coordination with NGOs and other stakeholders.
4. Adoption of R.A. No. 6949 which declares March 8 of every year as a working holiday to be known as National Women's Day.

ARTICLE IV
EMPLOYMENT AND ECONOMIC OPPORTUNITIES

Section 38. Mechanism to Monitor Compliance with Labor Laws. – The Municipality of San Vicente, in coordination with the Department of Labor and Employment (DOLE), the Civil Service Commission (CSC), and other concerned agencies, shall establish mechanisms to monitor all offices, agencies, and establishments operating within the municipality to ensure their strict compliance with the Labor Code and other provisions of existing laws, especially those pertaining to children, women, and labor.

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Section 39. Non-discrimination in Employment. – All institutions and establishments and their employers shall implement non-discriminatory policies concerning terms and conditions of employment, especially for women employees/workers.

a. The LGU hereby adopts RA 6725 that prohibits discrimination with respect to terms and conditions of employment solely on the basis of sex. Under this law, any employer favoring a male employee over a female in terms of promotion, training opportunities, and other benefits solely on account of sex is considered discrimination

b. Payment of lesser compensation, including wage, salary, or other forms of remuneration and fringe benefits to women employees or workers compared to male employees or workers for work of equal value.

Section 40. Employment Assistance Program. – In cooperation with DOLE and PESO, the Municipality of San Vicente shall endeavor to support poor students such as through the Special Program for Employment of Students (SPES), the unemployed and underemployed in securing gain full employment through employment facilitation activities.

Section 41. Equal Access to Employment, Livelihood Assistance, and Training Program. – No individual shall be denied and deprived of employment, livelihood, and training activities based on gender, age, ethnicity, religion, and civil status.

Section 42. Social Security/Protection for Workers and Employees. – The Municipality of San Vicente, through the Business Permits and Licensing Section (BPLS)/Municipal Treasurer's Office or its equivalent office, shall encourage the compliance of the provision in Section 24 (g) of the Social Security Act of 2007 by sustainable/stable business establishments operating within the municipality.

Section 43. Availment of the 105-Day Expanded Maternity Leave under the R.A. 11210. – Maternity leave benefits of 105-days shall be extended to all women employees (public and private) with an option to extend for an additional thirty (30) days without pay, and granting an additional Fifteen (15) days for solo mothers.

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Section 44. Orientation on Gender Sensitivity and Sexual Harassment. – The local government unit and all agencies and private establishments and institutions within the municipality shall conduct an orientation on gender sensitivity and gender-based violence through the assistance of the Municipal Gender and Development Focal Person. The municipal government shall issue a Certificate of Compliance to this effect. Failure to comply with the provision shall be penalized with a fine of One Thousand Pesos (Php 1,000.00).

Section 45. Committee on Decorum and Investigation (CODI). – A Committee on Decorum and Investigation shall be created and strengthened at the municipal and barangay level and encouraged to be set up in all private and business institutions. It shall serve as the grievance machinery to act on all complaints regarding gender-based violence in the workplace. For this purpose, a grievance procedure must be installed in the office mentioned above or the establishment.

Section 46. Facilities and Support System for Well-being of Women and Men Employees/Workers. – Employers shall ensure the health, safety, and well-being of their women and men employees/workers. In appropriate cases, employers shall:

- Establish separate toilets, lavatories, and lounge for women and men and provide at least a dressing room for women;

- Set up a home care center in the workplace where working parents may have breastfeeding, child- rearing, and early childhood care and development activities while on their respective jobs;

- Institute flexible working arrangements to accommodate the various responsibilities of women and men to their families;

- Ensure that the working environment shall be gender sensitive to prevent sexual harassment, sexual abuse, and other forms of maltreatment in the workplace and be conducive and safe to work for women and men employees/workers.

Section 47. Inventory of Domestic Workers/Household Help. – The Municipality of San Vicente, through the Municipal Public Employment Service Office (PESO) in coordination with DOLE, shall come up with an annual inventory of domestic workers/household help within the municipality to monitor cases of maltreatment, sexual harassment, and other forms of sexual abuse. Households shall be required to provide information regarding their domestic workers/household help for identification and other purposes. The local government shall provide assistance and support to domestic workers/household help.

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a. In appropriate cases, employers of domestic workers/household help within the municipality shall provide the latter with social security, Philippine Health insurance, and other benefits. They shall be treated humanely.

Section 48. Support to Overseas Filipino Workers (OFW) and their Families. – The Municipality of San Vicente adopts the Migrant Workers and Overseas Filipino Act of 1995. To strengthen its implementation in the locality, the municipal government shall create a Migrants' Desk to coordinate and assist in the concerns of the OFWs and their families in the different migration cycles.

- The Migrants' Desk, in coordination with the Municipal PESO, shall maintain a database on departing, deployed, and returning overseas migrants and relevant information therein and domestic labor migrants to be updated annually. Towards this effort, the barangay councils, through its Focal Person on Domestic and International Migration, shall submit relevant data annually.

- Tracking System of the legitimacy of recruitment agency/employment. The PESO, in coordination with the Tarlac Employment Public Office (TEPO) or its equivalent, shall keep a tracking and verification system of the veracity and legitimacy of employment and recruitment agencies, whether they are accredited by DOLE through the Philippine Overseas Employment Administration (POEA) and shall give public information and updates on the matter.

- Pre-Employment Orientation Seminar (PEOS) and Migrant Workers and Overseas Filipino Act of 1995 (RA 8042). The PESO shall ensure that PEOS and orientation on RA 8042 are conducted to prospective overseas workers and their families about the realities of overseas labor and employment conditions. Services of the POEA and migrant NGOS may be tapped for this purpose.

- Monitoring of OFWs during their deployment in the labor-receiving countries. The Municipality of San Vicente, in cooperation with the concerned families through coordination with the BEPO, POEA, Overseas Workers Welfare Administration (OWWA), and other concerned agencies and institutions, shall monitor and act with urgency on any violations of RA 8042 of concerned OFWs.

Section 49. Reintegration Program – To ensure that migration becomes an option rather than a necessity, overseas workers, including displaced and returning OFWs and their families, the Municipality of San Vicente shall assist them thru a reintegration program. Towards this direction, the Municipality of San Vicente can assist through:

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ARTICLE V
TRADE, INDUSTRY AND ECO-TOURISM

Section 50. Local Economic Development and Women Economic Empowerment. – Under the thrust of the Municipality of San Vicente to promote local economic development and women's economic empowerment, the following shall be undertaken:

1. **Establishment of San Vicente Sustainable Micro Enterprise Development Mechanism.** The Municipality of San Vicente shall establish a desk/unit/council which will serve as the One-Stop- Shop to promote and support entrepreneurial undertakings in the municipality. Said desk/unit/council shall be referred to as the **S**an **V**icente **S**ustainable **M**icro **E**nterprise **D**evelopment **(SVSMED**), whose general function is to formulate programs and projects, development strategies, structures, and processes to ensure local economic development and women's economic empowerment in line with the Comprehensive Development Plan.
2. **Establishment of Database on Enterprises within the Municipality.** The Municipality of San Vicente, through the Municipal Treasurer's Office, the Business Permits and Licensing Section, and the Municipal Planning and Development Office, shall undertake the mapping of enterprises within the municipality in coordination with the barangay councils towards keeping a database of registered enterprises and those in the informal sector. The data shall be submitted to SVSMED and will be used as a basis to craft policies and determine appropriate services, especially for the women micro-entrepreneurs and workers.
3. **Partnership and Linkage with Business Development Service Organizations, Government Agencies, and other Institutions.** The Municipality of San Vicente shall build partnerships with various institutions that provide technical assistance, research and development, capacity development, market links, microfinance, and other support services to capacitate women micro-entrepreneurs and expand market accessibility of their products.
4. **Accessing Loans and Financial Assistance.** The Municipality of San Vicente shall assist women entrepreneurs in accessing loans and financial assistance from government and private financing institutions. Efforts to continuously build the capacity of women entrepreneurs to access loans and to negotiate shall also be undertaken. Likewise, efforts for socialized lending or for special credit programs for women micro-entrepreneurs should be undertaken.
5. **Protection against Iniquitous and Excessive Interest Rates.** It shall be the policy of the Municipality of San Vicente to eliminate oppressive lending/credit schemes and imposition of iniquitous and excessive interest rates pursuant to the Anti-Usury Law as amended by PD 116 and other existing regulations of the Monetary Board of the Central Bank of the Philippines. Towards this effort, the municipal government shall study of existing interest rates provided by credit/lending institutions and individuals and take appropriate actions therein.

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6. **Financial Assistance to Group Enterprises.** The Municipal Government shall facilitate and/or provide access to capital/financial assistance to group enterprises in San Vicente that are registered with any national or provincial accrediting agency; accredited with the Sangguniang Bayan, and which have complied with funding requirements.
7. **Facilitating Enrolment to the Philippine Health Insurance.** Recognizing the importance of social security/protection measures against life contingencies, the Municipality of San Vicente shall encourage all cooperatives and people's organizations to enroll their members in PhilHealth. Measures shall be taken by the municipal government in coordination with PhilHealth to ensure sustained membership.

Section 51. Promotion for Eco-tourism and Family-Oriented Activities. – The Municipality of San Vicente shall promote equality for women and men by providing full opportunities for their development and participation in eco-tourism and family-oriented activities without exploiting the rights of women, men, and children.

Section 52. Gender and Culture. – The Municipality of San Vicente shall develop/formulate Local Cultural Inventory and promote local culture, arts, crafts, and artists. It shall also develop, promote and preserve the communities' positive local practices, traditions, and arts through socio-cultural development programs and activities.

ARTICLE VI
GENDER AND SPORTS

Section 53. Sports Development Activities. – The Municipality of San Vicente shall promote sports and physical development programs among women and men of all ages. It must be gender sensitive and non- discriminatory to both women and men. Sport development activities shall promote culture-based and must start from the grassroots to include traditional indigenous sports.

ARTICLE VII
EDUCATION AND MEDIA

Section 54. Scholarship and Educational Assistance Program. – The Municipality shall institutionalize its scholarship and educational assistance programs for poor and marginalized but deserving college students. It shall not disqualify any student because of status, race, sex, age, and religion.

Section 55. Promotion of Gender-Sensitive Counseling, Mental Health, and Career Guidance Program. – Public and private schools, colleges, and technical institutions within the municipality are encouraged to promote gender-sensitive counseling, mental health and career education programs for female and male students to pursue non-traditional professions, promote the importance of mental health awareness and widen their career opportunities.

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Section 56. Gender Sensitivity Education. – The Municipality of San Vicente, through its GAD Focal Point System (GFPS), in coordination with the respective school authorities, shall raise the level of awareness of teachers, administrators, and members of the Parents, Guardians, and Teachers Association (PGTA) within its jurisdiction about gender fairness and sensitivity.

1. Gender Sensitivity Orientation and Training shall be conducted for teachers, administrators, and the members of the PGTA;
2. Integration of sex and gender education in the formal education system as a special course shall be encouraged with due consideration to the level of need and comprehension of the students;
3. Popularization in the schools within the jurisdiction of the municipality of the six core messages on gender-fair education developed by the Department of Education: shared parenting; shared home management; shared decision making; equalized opportunities; equalized representation and enhanced participation of women in public affairs and business; and elimination of violence against women.

Section 57. Gender-Responsive Non-Formal Education for Adults and Out-of-School Youth. – The Municipality of San Vicente and the Alternative Learning System of the Department of Education (ALS DepEd) and other educational institutions within the jurisdiction of the municipality shall endeavor to promote the following:

1. Adult and out-of-school youth education programs. Anyone desiring to engage in functional education, literacy programs and practical education shall be enlisted in the said programs;
2. Technical and Vocational Education and Training through the Technical Education and Skills Development Authority (TESDA);
3. Inclusion of discussions/lectures on pertinent laws and concerns related to women and children in the education programs for adults and out-of-school youth.

Section 58. Support for Indigenous Forms and Other Media and Information Communication Technology. – Media advocacy on women's rights and gender-related concerns through indigenous forms and expressions as well as new technologies of communication shall be supported and encouraged.

ARTICLEVIII
PROMOTION OF JUSTICE, PEACE AND ORDER AND PUBLIC SAFETY

Section 59. Continuous Review of the Gender-Responsiveness of Laws and Policies. – The Municipality of San Vicente shall encourage the continuous review of local laws and policies to detect and eliminate all forms of discrimination based on sex and gender-based provisions.

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Section 60. Promotion of Legal Rights Literacy. – Information on GAD-related relevant national and local laws and their impact on women and men, a list of agencies and offices responsible for the administration of justice, and guidelines on how to use the justice system shall be made accessible to all.

Section 61. GAD Orientations and Training for Law Enforcers. – The Municipality of San Vicente shall strengthen its linkages with the law enforcers and para-legal to ensure that gender and development orientations and training are regularly conducted.

Section 62. Humane and Just Treatment of Female and Minor Offenders. – To promote humane and just treatment of females apprehended for light offenses and minor offenders, they shall not be handcuffed unless the rules of engagement of the PNP provides otherwise.

Section 63. Persons in Detention. – The Municipality of San Vicente shall provide support to persons in detention and shall ensure that their rights are protected through the following:

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

Section 64. Women and Children's Protection Desks (WCPDs). – In the Municipal Police Office, there shall be a Women and Children's Protection Desk (WCPD) handled by women police officers, adequately trained so that cases involving women and children shall be handled in accordance with the accepted standards of the PNP for cases of gender-based violence.

Section 65. Support to PNP Personnel. – The Municipality of San Vicente shall provide logistic assistance to PNP to continuously support the implementation of policies on gender-based violence. Likewise, the Municipality of San Vicente shall support the programs, projects, and activities included in the municipality's Peace and Order and Public Safety (POPS) Plan for the safety and security of men and women, especially the vulnerable group.

ARTICLE IX
GENDER IN ENVIRONMENT AND NATURAL RESOURCE MANAGEMENT

Section 66. Community-Based Environment Plans and Programs. – The Municipality of San Vicente shall ensure the participation of women in the planning and decision-making at all levels regarding the environment and natural resources management.

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Section 67. Promotion of Environmentally Sound Production Technologies. – Promote environmentally sound production technologies and practices in households and enterprises.

Section 68. Promotion of Land Agri-based Projects. – The Municipality of San Vicente and other partner agencies and institutions shall support and promote land-based projects to ensure food security for rural women by utilizing scientific, women-friendly, accessible, and appropriate technology.

Section 69. Public Education Campaigns. – The Municipality of San Vicente shall undertake public education campaigns on sanitation, health, coastal resource management, sustainable agriculture, renewable energy, clean air, clean water use, conservation, sustainable use of biological diversity, and climate change adaptation with a gender dimension.

Section 70. Women's Participation in All Water-System Related Projects. – In all water system-related projects, the participation of women in the planning and decision-making process shall be ensured.

ARTICLE X
GENDER IN DISASTER RISK REDUCTION MANAGEMENT

In consideration of the geographical characteristics of San Vicente, which makes it prone to various disaster risks and hazards, and the fact that it is the women, children, elderly, and persons with disabilities who suffer the most from the impact of disasters, the following shall be undertaken by the San Vicente Municipal Disaster Risk Reduction and Management Council and the Barangay Disaster Risk Reduction and Management Council:

Section 71. Measures in Pre-Disaster and Resilience Building.

1. Ensure that women and the other vulnerable groups participate in the public awareness and education campaigns on disaster risk management and climate change adaptation;
2. Ensure that women and the other vulnerable groups are involved in the Hazard, Vulnerability, and Capacity Assessment (HVCA) mapping and the formulation of disaster contingency plans;
3. Ensure that women and the other vulnerable groups are represented in the Municipal and Barangay Coordinating Council structures and are distributed in the different service committees to ensure their participation in decision-making processes;
4. Design an emergency response plan for vulnerable groups, including women, persons with disability, children, and the elderly, for search and rescue operations, evacuation management plans, and rehabilitation plans;
5. Build the capacity of women in managing community-based early warning system (CB-WWS);
6. Ensure that women have sustained livelihood and income;

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7. Build the capacity of women to manage trauma and in providing psychosocial intervention to survivors of disasters;
8. Train women in providing first aid medical response to cases resulting from disasters; and
9. Maintain updated sex-disaggregated data and statistics, especially on vulnerable groups (women, children, elderly, persons with disabilities, and others).

Section 72. Measures during Disaster.

1. Prioritize the vulnerable groups in the search and rescue operations;
2. Ensure updating of statistics;
3. In appropriate cases, provide a separate evacuation center for women and their children; and
4. Ensure that the minimum standards in disaster response as outlined in the Humanitarian Charter, including people's need for water, sanitation, nutrition, food, shelter, clothing, health care, and others, are met.

Section 73. Measures in Post Disaster (Recovery and Rehabilitation).

1. Ensure women's participation in resilience building and recovery efforts by:
    - Involving women in the conduct of Damage Assessment & Needs Assessment (DANA) to ensure that women and children's situation and the other vulnerable groups and their specific needs are well taken into account;
    - Involving women as participants of Food-for-Work and Cash-for-Work schemes in restoration work. It provides them with job and income opportunities that could ensure household food security and good health.
2. Involve women in the rehabilitation of the agricultural sector by providing them with training and agricultural inputs, including seeds and implements;
3. Ensure that psychosocial debriefing and stress debriefing interventions, especially for women, children, PWDs, and the elderly, are carried out by women providers to situate the intervention better; and
4. Ensure that women and children have access to and control water, sanitation, nutrition, food, shelter, and health care to ensure a full recovery.

Section 74. Funding. – The Municipality of San Vicente and the Barangay Councils shall ensure that portion of the 5% Calamity Fund is allocated for meeting the special needs of the vulnerable groups, especially women, children, the elderly, and persons with disabilities in the emergency and relief phase-up to the recovery and rehabilitation stage. The Municipality of San Vicente and barangay councils shall also appropriate a budget for disaster preparedness activities.

TIGNAY

Sangguniang Bayan Members:

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HON. FIDEL R. ALDOS

HON. JUANITA R. RAGIL

HON. ALBERT R. ROLA

HON. WARLITO R. RIDULME

HON. RENATO T. ROJAS

HON. LOU BERNARD R. LAZO

Ex-Officio Members

HON. MELECIO G. DAQUEP SR.

HON. MARK JINDREI L. CAJIGAL

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ARTICLE XI
GENDER IN INFRASTRUCTURE PROJECTS AND FACILITIES

Section 75. Facilities for Men, Women, and Persons with Disabilities. – All government and private offices, clinics/hospitals, and other establishments such as activity and training centers shall have separate toilets and lavatory for men, women, and persons with disabilities.

Section 76. Gender-Sensitive Physical Plan. – All public and commercial buildings and structures should be designed in a manner that helps prevent sexual harassment and sexual abuse and facilitates easy mobility and accessibility of women, children, the elderly, and persons with disabilities. In appropriate cases, the building official shall ensure that building and structural plans and designs conform to the minimum requirements before the issuance of building permits.

Section 77. Accessibility and Easy Mobility of Women, Children, Elderly and Persons with Disabilities. – In all infrastructure projects to be implemented, government or private initiated, accessibility and easy mobility of women, children, elderly, and persons with disabilities shall be considered.

ARTICLE XII
OTHER SPECIAL SECTORAL CONCERNS

Section 78. Differently-Abled Persons/Persons with Disabilities.

1. **Advocacy on the Rights of Differently-abled Women and Men.** Programs and projects shall be developed to promote the interest of differently-abled women and men and, simultaneously, protect their rights to all opportunities for advancement.

2. **Creative Employment Opportunities.** The Municipality of San Vicente, in coordination with MSWD and other concerned agencies, shall develop creative employment opportunities for differently- abled persons recognizing their different conditions and full potential as human beings;

3. **Organization of Differently-abled Persons.** The Municipality of San Vicente encourages and supports the organization of differently-abled persons at the municipal level with the assistance of the MSWD.

4. **Database of Differently-abled Persons.** The barangay councils shall be required to identify cases of differently-abled persons in their jurisdiction and submit profiles of the same to the MSWD to help design programs and interventions responsive to the group's needs.

5. **Reporting of Cases of Harassment/Discrimination Committed against Differently-abled Persons**. The Municipality of San Vicente shall require all barangay councils to monitor and report cases of harassment and discrimination against differently-abled persons to the MSWD and the PNP.

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6. **Magna Carta for Persons with Disabilities as amended (RA 9442):**

- Twenty percent (20%)discount from all establishments;
- Minimum of twenty percent (20%) on admission fees;
- At least twenty percent (20%) discount for the purchase of medicines;
- Atleast twenty percent (20%) discount on medical, dental and professional fees;
- At least twenty percent (20%) discount on fares for domestic air, sea travel and bus fare for the exclusive enjoyment of persons with disability;
- Educational assistance to persons with disability;
- To the extent practicable and feasible, the continuance of the same benefits and privileges given by GSIS, SSS and Pag-ibig, as the case may be, as are enjoyed by those in actual service;
- Provision of express lanes in all commercial and government establishments, in the absence thereof, priority shall be given to them
- The privileges mentioned above are available only to persons with disability who are Filipino citizens upon submission of any of the following proof of entitlement to it:
- An identification card issued by the Municipal Mayor or the Punong Barangay of the place where he or she resides;
- A certification issued by the Municipal Mayor or the Punong Barangay of the place where he or she resides.

Section 79. Elderly Women and Men or Senior Citizens.

a. **Representation in the Development Council.** The municipal and barangay government units shall endeavor to include a representation of the elderly women and men in the Municipal and Barangay Development Councils.
b. **Council of Senior Citizens.**The municipal and barangay government unitsshall support the establishment of councils for senior citizens.
c. **Support Funds for Senior Citizens.** The municipal and barangay government units shall endeavor to allocate funds for livelihood assistance, routine physical check-up, social group work programs, and other appropriate socio-economic activities.
d. **Center for Senior Citizens.** The municipal government shall endeavor to establish a center for abandoned and neglected senior citizens to provide them with comprehensive support in cooperation with the Provincial and National Social Development Offices and other concerned agencies.
e. **Additional Benefits and Privileges to Senior Citizens pursuant to RA 9257.** The municipal government shall ensure the implementation of Republic Act 9257, otherwise known as the "Act Granting Additional Benefits and Privileges to Senior Citizens."

TIGNAY

Sangguniang Bayan Members:

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Section 80. Solo Parent. – The Municipality of San Vicente shall ensure the implementation of the Solo Parent Act of 2000.

a. It shall also ensure that solo parents are not deprived of enjoying their privileges such as follows:

- Comprehensive Package of Social Development Services such as livelihood development services; counseling services, parent effectiveness service; critical incidence stress debriefing, and special projects for individuals in need of protection;
- Flexible Work Schedule;
- Non- Discrimination relative to Work. No employer shall discriminate against any solo parent employee concerning terms and conditions of employment on account of her/his status;
- ParentalLeave.Inaddition,toleaveprivilegesunderexistinglaws,parentalleave ofnomore 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;
- Educational, medical, and housing benefits.

b. Solo Parent Identification Card. Pursuant to PA 8972, all solo parents shall register with the MSWDO for the issuance of Solo Parent ID.

Section 81. The Muslims and Other Cultural Communities. – The Municipality of San Vicente shall ensure the preservation and enrichment of the cultural identity of the Muslims and other established cultural communities, and they shall enjoy the rights and opportunities in the social, economic, and political spheres.

a. **Recognition of Cultural Rights and Practices.** In deference to cultural practices and rights, the Municipality of San Vicente shall see that these are recognized and respected.

Section 82. Respect to Persons with Sexual Preference/Orientation. – It shall be the policy of the Municipality of San Vicente to respect and protect the rights of persons with sexual preferences and orientation. It shall recognize their full capacity and potential. No one shall discriminate against them concerning employment, access to health, livelihood, education, job training and promotion.

ARTICLE XIII
SPECIAL EVENTS AND ACTIVITIES

Section 83. Declaration of March 8 as INTERNATIONAL WOMEN'S DAY and the month of March as WOMEN'S MONTH. – The Municipality of San Vicente, through its Municipal GAD Focal Point System, shall lead the observance of International Women's Day and Women's Month in the municipality pursuant to Proclamation No. 227 and Proclamation No. 224. It shall initiate programs and activities to promote women's empowerment, including the holding of Municipal Women's Day celebrations.

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Section 84. San Vicente Women's Congress. – A Women's Congress shall be held in March of every year to be participated by organized women's groups in the municipality. It shall be among the highlights of the Women's Month celebration that will include a reporting of the accomplishments and initiatives to promote women's economic empowerment, human rights, and gender-responsive governance.

Section 85. International Day of Action for Women's Health. – The Municipality of San Vicente shall observe the International Day of Action for Women's Health every May 28, where issues and concerns concerning the protection and promotion of women's health shall be projected, deliberated, and acted upon.

Section 86. World Rural Women's Day. – The San Vicente Council of Women shall lead in the celebration of World Rural Women's Day every October 15 in recognition of the invisible contribution of rural women in our local communities.

Section 87. International Week of Action against Gender-based Violence. – The Municipality of San Vicente shall organize various events and activities to educate the constituency about violence against women and children every November 25 to December 12, marked as the International Week of Action Against Gender-based Violence or the "18-day Campaign to Eliminate Violence against Women and Children."

Section 88. Other Special Events Related to Women, Children, Elderly, and Persons with Disabilities Concerns. – The Municipality of San Vicente, through its GFPS, shall observe the celebration of special events with appropriate rites and activities.

CHAPTER III

PROHIBITED ACTS

ARTICLE I
VIOLENCE AGAINST WOMEN AND CHILDREN

Section 89. Immediate Action on Reports of Violence Against Women and Children. – All concerned offices of the municipal government, including the barangays, shall act immediately or within twenty-four (24) hours upon receipt of complaints and reports of violence against women and children. As provided for in RA 9262; RA 9208; RA 8353; RA 7610; RA 8972, and RA 7877; they shall provide the appropriate intervention to the complainants within the prescribed period. Failure to act within the prescribed period constitutes neglect in the performance of duty. It shall be penalized per the provisions of identified laws, the Civil Service Code, and the Local Government Code of 1991.

Section 90. Soliciting Women's Services. – It is unlawful for a person to solicit a woman or child's services 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 action without prejudice to the provision of the Revised Penal Code and other related laws.

TIGNAY

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Section 91. Sex Slavery. – Any agency or person who shall engage in keeping women and children for sex for a fee shall suffer the penalty under the Revised Penal Code and other pertinent national laws.

Section 92. Sex Tours. – No beach resorts, pension, lodging houses, and related establishments shall be allowed to operate as a conduit for sex tours. Organizers of sex tours and owners of the establishments shall be penalized under the penal provision of this code.

Section 93. Prohibited Fund-Raising Initiatives. – Fundraising activities wherein men and women are used as door prizes, substitutes for door prizes, or companion packages for an award, prize, or recognition to raise funds shall be strictly prohibited. Organizers and all other persons responsible for the conduct of said fundraising activity shall pay a fine of Two Thousand Five Hundred Pesos (Php 2,500) and/or suffer imprisonment for six months (6) or both, at the discretion of the Court.

Section 94. Contests which Degrade Women and Men. – Beauty contests and other similar activities whose purpose and presentation tend to abuse, humiliate and treat and degrade women, men, and children shall be strictly prohibited in schools, barangays, and communities within the municipality's jurisdiction. Instead, the projection of women and children's strengths and potentials shall be encouraged.

ARTICLE II
VIOLATION OF GENDER RIGHTS TO PROPER HEALTH CARE

Section 95. Socialized Reproductive Health Services. – No health care facilities within the municipality, public or private, shall deny any person, especially the marginalized, the right to avail himself/herself of appropriate health care at all times. Non-compliance by any health facility shall be a ground for revocation and non-renewal of the business permit or administrative charges to concerned officials in the case of government facilities. In cases of indigent patients coming from the Municipality of San Vicente, medical and social services personnel shall conduct an assessment for a possible recommendation of assistance.

ARTICLE III
VIOLATIONS TO LABOR AND EMPLOYMENT LAWS

Section 96. Equal Access to Job Training and Promotion. – No one shall be deprived of job training or promotion based on gender, sexual orientation, age, ethnicity, civil status, and religion. Employers who violate this provision shall be penalized with a fine of Two Thousand Five Hundred Pesos (P2,500.00), the cancellation of their business permits, or both at the court's discretion.

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Section 97. Wages and Benefits. – Every employer shall comply with the minimum wage as prescribed by the Regional Wage Board or as may be provided by existing laws and shall grant all employee benefits without discrimination against women. Violations by employers shall be penalized as provided in the Labor Code.

Section 98. Raids in Entertainment Establishments. – Police brutality shall not be allowed anywhere, at any time, and in any activity such as during raids in entertainment establishments and similar places. Raids shall be conducted according to the law and in a manner that shall not degrade or humiliate others. Violators of this provision shall be subject to appropriate administrative, civil, or penal sanctions.

ARTICLE IV
VIOLATIONS AGAINST JUSTICE, PEACE AND ORDER

Section 99. Non-Disclosure of Victims' and Offenders' Identities. – The confidentiality of the actual names, alias, personal circumstances, or any other information to establish the identities of offenders and victims shall be preserved. It shall not be disclosed to the public to protect their privacy and integrity unless authorized by law or for a lawful purpose. Any person who violates this provision shall be penalized with fifteen (15) days of imprisonment or payment of Two Thousand Five Hundred Pesos (P2, 500.00) or both or at the court's discretion. The offenders may also be persecuted for the revelation of secrets under Articles 229 and 230, as the case may be, of the Revised Penal Code or other related laws.

ARTICLE V
VIOLATIONS TO PERSONS IN THE SPECIAL SECTORAL CONCERNS

Section 100. Equal Treatment to Persons in the Special Sectors. – Any ridicule, embarrassment, insult, and harassment to persons with disabilities, elderly, solo parents, Muslim and other cultural communities, and those with sexual preferences shall be penalized under the penal provision of this code.

Section 101. Prohibition Against Degrading Programs and Publications. – It shall be unlawful for any person or entity to present reports, programs, or advertisements in print, broadcast, electronics, film, or other forms of media, including stage shows or presentations, that degrade or treat women and men, minors and children as inferior beings or which in any manner subject them to humiliation and ridicule. Publishers, reporters, station or program managers, advertisers, producers, directors, actors, or other persons responsible for such, shall be penalized with a fine of Two Thousand Five Hundred Pesos (P2,500.00) or imprisonment of one (1) month or both at the discretion of the court. The court may impose suspension or revocation of the business permit or franchise to operate.

CHAPTER IV
PROVISIONS FOR IMPLEMENTATION, MONITORING AND EVALUATION

TIGNAY

Sangguniang Bayan Members:

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ORDINANCE NO. 1
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ARTICLE I

INSTITUTIONAL MECHANISMS

Section 102. Gender Mainstreaming. – The Municipality of San Vicente shall ensure the integration of Gender and Development and adopt gender mainstreaming as a strategy for promoting gender responsive governance. It shall integrate gender equality goals into the municipal government's development plans, programs, projects, and services and the whole planning and budgeting cycle. The development plans referred to are the Comprehensive Land Use Plan (CLUP); Comprehensive Development Plan (CDP); Local Development Plan Investment Program (LDIP); Executive Legislative Agenda (ELA); Annual Investment Plan (AIP), and other plans to be formulated by the LGU out of the main instruments which are the CLUP and the CDP.

Section 103. Sex-Disaggregated Database System. – The Municipality of San Vicente shall have a database system through CBMS (Community-Based Monitoring System) to identify gender disparities, comprehend the situation of men and women in the locality, and further develop better policies and programs to address identified GAD issues. It shall serve as a basis for gender-responsive planning, budgeting, and policy formulation.

Section 104. Participatory Governance and Partnership. – The Municipal and Barangay government units shall lead in implementing this Code. The Municipality of San Vicente shall establish partnerships and linkages with other concerned individuals, agencies, colleges, universities, and other educational institutions, whether public or private, in the conduct of advocacy and capability-building programs and other GAD-related undertakings.

Section 105. Mainstreaming Gender and Development (GAD) in Cooperatives. – The Municipality of San Vicente shall ensure the promotion of gender equality and institutionalization of GAD in policies, programs, and other activities of the cooperatives. Moreover, it shall mandate the monitoring of progress in the implementation of GAD programs and activities of cooperatives towards achieving gender equality.

Section 106. The GAD Focal Point System (GFPS). – In order to carry out the general objectives of this Code, the Municipality of San Vicente shall create or strengthen their GFPS to catalyze gender mainstreaming in the locality.

Section 107. Composition of the GAD Focal Point System. – The GAD Focal Point System of the Municipality shall be composed of the Executive Committee and the Technical Working Group and shall be composed of the following:

107.a. The GFPS Executive Committee:

Chairperson:	Municipal Mayor
Vice Chairperson:	Municipal Vice Mayor

Sangguniang Bayan Members:

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Members: SB Committee Chairperson on Social Welfare and Gender and Development
SB Committee Chairperson on Appropriation
ABC President
MPDC
Municipal Treasurer
Municipal Accountant
Municipal Budget Officer
Municipal Engineer
Municipal Assessor
MSWDO
MHO
MHRMO
LCR
BPLO
Municipal Agriculture Officer MDRRMO
PESO
MENRO
MNAO
DILG-MLGOO CHIEF-PNP PNP-WCPD
SK Federation President DepEd
CSO Representatives

107.b. The Technical Working Group:

Chairperson: MPDC

Members: DILG-MLGOO
MSWDO
MBO
MNAO
CSO Representatives

107.c. **The GFPS Chairperson or Head of Agency shall:**

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

107.d. **Roles and Responsibilities of the Executive Committee**:

1. Provide direction and give policy advice to the Agency Head to support and strengthen the GFPS and agency's GAD mainstreaming activities;
2. Direct the identification of GAD strategies, programs, activities, and projects based on the results of the gender audit, gender analysis and according to the identified priorities of the agency in response to the gender issues faced by its clients and employees;

TIGNAY

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3. Ensure the timely submission of the agency GAD Plan and Budget, Accomplishment Report, and other GAD-related reports to the DILG, PCW and DBM;
4. Ensure the effective and efficient implementation of the agency's GAD programs, activities, and projects and the judicious utilization of the GAD Budget;
5. Build and strengthen the partnership of the agency with PCW, GAD experts, advocates, women's groups, and other stakeholders in pursuit of gender mainstreaming;
6. Recommend approval of agency GAD Plans and Budgets and GAD ARs; and
7. Recommend awards or recognition to outstanding institutional GAD programs, activities, and projects and /or GFPS members.

107. ***e.*** **Roles and Responsibilities of the Technical Working Group (TWG).** The TWG or the Secretariat shall:

1. Facilitate the implementation of the gender mainstreaming efforts of the agency through the GAD planning and budgeting process;

2. Formulate agency GAD Plan and Budget in response to the gender gaps and issues faced by their clients and constituencies, women and men employees, following the conduct of a gender audit, gender analysis, and/or review of dis-aggregated data;

3. Assist in the capacity development of and provide technical assistance to the agency, and as needed, to officers in the other offices or units. In this regard, the TWG shall work with the human resource development office on the development and implementation of an appropriate capacity development program on gender equality and women's empowerment for its employees and, as requested or deemed necessary, for other offices under the Department or Agency, as the case may be;

4. Lead the conduct of advocacy activities and the development of IEC materials to ensure critical support of agency officials, staff, and relevant stakeholders to the activities of the GAD Focal Point System and GAD mainstreaming activities;

5. Monitor the implementation of GAD-related programs, activities, and projects in their respective offices and suggest corrective measures to improve implementation of GAD PPAs and GFPS activities;

6. Prepare and consolidate agency GAD accomplishment reports; and

7. Provide regular updates and recommendations to the head of the agency or ExeCom on the activities of the GFPS and the progress of agency GAD mainstreaming activities based on the feedback and reports of the various units of the agency.

TIGNAY

Sangguniang Bayan Members:

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Section 108. Functions, Roles and Responsibilities of the GAD Focal Point System.

1. Lead in the gender mainstreaming in policies, plans, programs, projects, and activities (PPAs) and the assessment of gender-responsiveness of systems, structures, policies, procedures, and programs based on priority thrusts, needs, and concerns of DepEd for its stakeholders, particularly students, teachers, and employees;

2. Analyze programs and projects using the Harmonized GAD Guidelines for Programs and Projects to determine their gender sensitivity;

3. Recommend formulation/revision of policies in advancing women's status and child protection;

4. Lead in the review and updating of sex-disaggregated data for the GAD database to serve as a basis

   for performance-based gender-responsive planning;

5. Implement advocacy activities, including the development of information, education, and communication materials to ensure consciousness-building and generate support for GAD;

6. Identify gender issues arising from gender analysis and audit to serve as a basis for determining PPAs in the GAD Plan;

7. Prepare GAD plans and budgets and accomplishment reports and ensure their timely submission to the Central Office (CO) GAD Focal Point;

8. Ensure the effective and efficient implementation of the GAD Plan and PPAs and the judicious utilization of the GAD budget;

9. Recommend awards, recognition, and other incentives (including a performance-based bonus (PBB) to outstanding institutional GAD programs, activities and projects for GAD Focal Point members and other personnel/teachers;

10. Build and strengthen partnerships with all GAD Focal Point Persons in the Department, the Philippine Commission on Women (PCW), National Economic and Development Authority (NEDA), Department of Budget and Management (DBM), GAD-non-government organizations (NGOs) and other partners; and

11. Coordinate GAD efforts of all offices/units.

Section 109. Establishment of GAD Monitoring and Evaluation Team. – The Municipality of San Vicente shall establish, strengthen, and maintain a gender-responsive Monitoring and Evaluation (M&E) System. In establishing and/or the M&E System, the Local Chief Executive shall issue an Executive Order creating the M&E Team, which shall include but shall not be limited to the following:

TIGNAY

Sangguniang Bayan Members:

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HON. CONRADO R. ROJO

HON. FIDEL R. ALDOS

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109.a. Composition of GAD M&E Team

Chairperson: MPDC Members: DLG-MLGOO
MSWDO
MBO
MNAO
CSO Representatives

Section 110. Functions of the GAD M&E Team. – The GAD M&E Team shall monitor the implementation of GAD-related programs, projects, and activities and evaluate the outcomes of the LGU GAD policies and programs. Likewise, the GAD M&E Team shall submit GAD Evaluation Report to the DILG Regional Office at the end of the Local Chief Executive's three-year term.

Section 111. Change in Administration. – In the event of a change in local administration, the remaining members of the GFPS ExeCom and TWG shall facilitate the immediate reconstitution of the GFPS, and the conduct of GAD competency development activities for newly-elected local officials.

Section 112. Documentation of GAD Activities. – The activities, programs, and projects shall be well- documented to enhance further and strengthen the efforts to promote GAD and mainstream gender in the Municipality and monitor the implementation progress.

Section 113. GAD Corner. – The Municipality of San Vicente shall establish a GAD Bulletin Board and GAD Website wherein information and updates related Gender and Development can be accessed and obtained by the constituency.

Section 114. Barangay GAD Focal Point System. – Each sixteen (16) Barangays in the Municipality of San Vicente are encouraged to establish their own GAD Focal Point System to facilitate gender mainstreaming in their respective areas.

Section 115. Functions, roles, and responsibilities of the Barangay GAD Focal Point System. – The functions, roles, and responsibilities shall consider that of the municipal level as deemed appropriate.

ARTICLE II
TRAINING ON GENDER AND DEVELOPMENT

Section 116. Training/Seminar on Gender and Development. – All personnel of the Municipality of San Vicente, including the local chief executive, members of the Sangguniang Bayan, and Municipal Department Heads, involved in the protection defense of women against gender-based violence, shall regularly undergo mandatory training on the Magna Carta on Women and gender and human rights. Municipal GFPS, in partnership with DILG, shall ensure the regular training of all municipal government employees and elected officials starting from the barangay on all gender-related laws, gender sensitivity training, GAD Planning and Budgeting, Barangay VAW Desk, especially Violence Against Women and Magna Carta of Women.

TIGNAY

Sangguniang Bayan Members:

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HON. FIDEL R. ALDOS

HON. JUANITA R. RAGIL

HON. ALBERT R. ROLA

HON. WARLITO R. RIDULME

HON. RENATO T. ROJAS

HON. LOU BERNARD R. LAZO

Ex-Officio Members

HON. MELECIO G. DAQUEP SR.

HON. MARK JINDREI L. CAJIGAL

ORDINANCE NO. 1
SERIES 2024

ARTICLE III
GAD OFFICE AND RESOURCE CENTER

Section 117. GAD Office. – If feasible, the LGU shall establish a GAD Office or unit under the Office of the LCE that will coordinate all GAD related PPAs and concerns of the LGU GFPS. Until such office/unit has not been set-out, the Municipal Planning and Development Office shall serve as the center of GAD activities.

CHAPTER V
GAD BUDGET

Section 118. Appropriation. – The municipal and barangay government units shall appropriate at least 5% of the total annual budget of the LGU to GAD programs, projects, and services. The GAD budget shall be drawn from the municipality's Maintenance and Other Operating Expenses (MOOE), Capital Outlay (CO) and Personal Services (PS). The GAD Budget shall not constitute an additional budget over an LGU's total budget appropriations. The five percent (5%) GAD budget shall endeavor to influence the remaining 95% of the LGU budget toward gender-responsiveness. To gradually increase the gender-responsiveness of the program and projects, the municipality may attribute a portion or whole of their budgets to the GAD budget supporting gender-responsive PPAs using the Harmonized Gender and Development Guidelines (HGDG).

CHAPTER VI
FINAL PROVISION

Section 119. Separability Clause. – If any part or provision of this Code is declared unconstitutional or invalid, the other parts or sections hereof which are not affected shall remain valid and shall continue to remain in force and effect.

Section 120. Repealing Clause. – All ordinances, resolutions, circular memoranda, rules, and regulations, or part thereof, in conflict with or inconsistent with any provisions of this ordinance, are hereby repealed or modified accordingly.

Section 121. Supplementary Clause. – On matters not provided for in this code, any existing applicable laws and their corresponding Implementing Rules, Executive Orders, and other issuances issued therefore shall apply in a supplemental manner.

Section 122. Effectivity Clause. – This Code shall take effect upon approval and compliance with the mandatory posting and publication requirements prescribed under RA 7160, otherwise known as the Local Government Code of 1991.

UNANIMOUSLY ADOPTED: January 23, 2024.

Sangguniang Bayan Members:

HON. PAULA CYNTHIA R. VALENCIA

HON. CONRADO R. ROJO

HON. FIDEL R. ALDOS

HON. JUANITA R. RAGIL

HON. ALBERT R. ROLA

HON. WARLITO R. RIDULME

HON. RENATO T. ROJAS

HON. LOU BERNARD R. LAZO

Ex-Officio Members

HON. MELECIO G. DAQUEP SR.

HON. MARK JINDREI L. CAJIGAL

ORDINANCE NO. 1
SERIES 2024

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Certified Correct:

Sgd.

MARIUS CLIFFORD R. BILLEDO
SB Secretary

ATTESTED:

Sgd.

JOSE C. TABANDA III
Vice Mayor/Presiding Officer

APPROVED:

Sgd.

JONAN D. TABANDA
Municipal Mayor