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Date: APR 25 2023

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Republic of the Philippines  
PROVINCE OF LEYTE  
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SANGGUNIANG PANLALAWIGAN  
**RECEIVED**  
13 April 2023  
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PROVINCE OF LEYTE

PROVINCIAL LEGAL OFFICE

2<sup>nd</sup> INDORSEMENT  
April 4, 2021

Respectfully returned to the Sangguniang Panlalawigan of Leyte, through the SP Secretary, the attached Ordinance No. 2022-13 of the SB of Hindang, Leyte, recommending for the declaration of its validity pursuant to its power under Section 56 (c) of R.A 7160, for it is within the powers of the local council to repeal/amend its prior acts either expressly, or by the passage of an essentially inconsistent resolution (Constantino v. Desierto, 288 SCRA 654).

**ATTY. JOSE RAYMUND A. ACOL**  
Asst. Provincial Legal Officer *[Signature]*


Republic of the Philippines  
PROVINCE OF LEYTE

OFFICE OF THE SANGGUNIANG PANLALAWIGAN

1<sup>ST</sup> INDORSEMENT  
03 April 2023

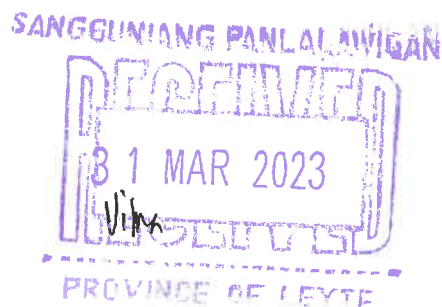


The PROVINCIAL Legal Office is respectfully requested to review and submit recommendations, on the herein enclosed **ORDINANCE NO. 2022-13 OF THE MUNICIPALITY OF HINDANG, LEYTE, : " AMENDED GAD CODE OF THE MUNICIPALITY HINDANG, LEYTE"**.

  
**FLORINDA JILL S. UYVICO**  
Secretary to the Sanggunian



Republic of the Philippines  
Province of Leyte  
MUNICIPALITY OF HINDANG  
-oOo-



OFFICE OF THE SANGGUNIANG BAYAN

20 March, 2023

**HON. LEONARDO M. JAVIER, JR.**  
*Vice Governor/Presiding Officer*  
*Sangguniang Panlalawigan*  
*Province of Leyte*

**THRU: FLORINDA JILL S. UYVICO**  
*Secretary to the Sangguniang Panlalawigan*  
*Province of Leyte*

*Sir:*

I am submitting herewith to your office Sixteen (16) sets of ORDINANCE No. 2022-13 of the Sangguniang Bayan, Hindang, Leyte, RE: "An Ordinance providing amendments and expanding the existing articles and some provisions of Ordinance No. 01 series of 2014, An Ordinance providing for a Gender and Development Code of the Municipality of Hindang, Leyte and for other purposes", for review and approval of this Body.

Hoping for consideration on this matter.

Thank you.

  
**ANNABEL A. MABALE**  
*Secretary to the Sanggunian*



Republic of the Philippines  
Province of Leyte  
MUNICIPALITY OF HINDANG  
-oOo-

SANGGUNIANG PANLALAWIGAN



PROVINCE OF LEYTE

## OFFICE OF THE SANGGUNIANG BAYAN

EXCERPTS FROM MINUTES OF THE SANGGUNIANG BAYAN OF HINDANG, LEYTE, IN ITS REGULAR SESSION HELD ON DECEMBER 13, 2022 AT THE SB SESSION HALL

### ORDINANCE NO. 2022-13

AN ORDINANCE PROVIDING AMENDMENTS AND EXPANDING THE EXISTING ARTICLES AND SOME PROVISIONS OF ORDINANCE NO. 01 SERIES OF C.Y. 2014, "AN ORDINANCE PROVIDING FOR A GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF HINDANG, LEYTE AND FOR OTHER PURPOSES."

#### ARTICLE I

#### TITLE, GENERAL PROVISIONS, DECLARATION OF PRINCIPLES AND DEFINITION OF TERMS

BE IT ENACTED by the Sangguniang Bayan of Hindang, Leyte in its regular session assembled this date, that:

**SECTION 1. SHORT TITLE.** This ordinance shall be known as the "*Amended GAD Code of the Municipality of Hindang, Leyte.*"

**SECTION 2. GENERAL POLICY.** It shall be the policy of the Municipality of Hindang, Leyte to uphold the right of women and men and believe in their worth and dignity as human beings. Women shall be recognized as full and equal partners of men in their development and nation building, and men shall equally share in all forms of productive and reproductive activities.

The municipality of Hindang, Leyte shall actively contribute to the establishment of the national international economic order based in sustained, equitable growth and balance ecology. It shall endeavor to undertake development efforts that shall enhance women's full potential, uplift their status and improve quality of their lives and their families.

**SECTION 3. DECLARATION OF PRINCIPLES.** The Municipality of Hindang, Leyte adheres to the democratic principle that women and men as equal as well as to the declaration of the United National to wit:

- a. Women have the right to the prevention of and protection from all forms of violence and coercion against their person, their freedom, their sexuality and their individuality;
- b. Women have the right to freely and fully participate - individually or collectively- the political process prevalent under community and nation;
- c. Women have the right to knowledge and education necessary for the full exercise of their productive rights according to their beliefs and preferences;
- d. Women have the right to the means of insuring their economic welfare and security;

*Betty A. Cabal*

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(ORDINANCE NO. 2022-13 of the Municipality of Hindang, Leyte, entitled: "The amended GAD Code of the Municipality of Hindang, Leyte...continued")

- e. Women have the right to choose their spouses in accordance with their values and preferences maintain equality in marriage, work for the dissolution if need be, and obtain adequate support for the raring and caring of their children;
- f. Women have the right to adequate nutrition and proper health care.
- g. Women have the right to human living conditions.
- h. Women have the right to nurture and enhance their personhood collectively and individually, to secure and image of themselves as whole and valuable human beings, and to build relationship based on respect, trust and mutuality;
- i. Women have the same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children, in all cases the interest of the children shall be paramount;
- j. Women have the same rights to decide freely and responsibility on the number of spacing of their children and to have access to the information, education and means to enable them to exercise these rights.
- k. Women have the same rights and responsibilities with regards to guardianships, warship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interest of the children shall be paramount.;
- l. The personal rights as husband and wife, including the rights to choose a family name, profession and an occupation.
- m. Women have the same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.
- n. Women have the right to equality before the law in principle and in practice.

**SECTION 4. DEFINITION OF TERMS.** Whenever used in this ordinance, the following terms and phrases shall mean:

- a. *Accredited Women's Association* - include those, but not limited to, groups of women's organized either formally, informally or voluntarily, and certificate of recognition by the municipal network of women organizations and Gender and development None-Government Organizations after undergoing gender sensitivity, conscientization, leadership and other capability building processes.
- b. *Battery* - refers to an act inflicting physical harm upon the women or her child resulting to the physical and psychological or emotional distress. A series of physical, emotional and psychological abuse. It is the repeated habitual and cyclic pattern used as a means of intimidation and imposition of the batterers will and control over the victim's life. By Marsaci Hamsen Miichael Hanway 1993.

**Forms of battering are:**

- 1. **Sexual Battering**- This includes physical attack on the women's breast and genital. It may come in the form of forced sexual activity accompanied by either physical violence or threats of physical violence.

*Atty. G. Celad*

(ORDINANCE NO. 2022-13 of the Municipality of Hindang, Leyte, entitled: "The amended GAD Code of the Municipality of Hindang, Leyte....continued")

2. Psychological battering- This includes threats addressed to the woman and or her family, punching holes on walls, threatening to take the children away, threatening departation of wives of foreign citizenship, threatening to kidnap children or take them to a foreign country forcing the victim to do degrading things. It may also include controlling the victim's lawful or usual activities, the use of foul words or statements and threats of abandonment and expulsion (forcing wives to leave the conjugal dwelling). It may also include premeditated and intentional destruction of property and pets, usually the victims favorite.
- c. Battered Women Syndrome - refers to scientifically define of psychological and behavioral symptoms found in human livings in battering relationship as a result of cumulative abuse.
- d. Differently-Abled Women - a woman of physical impairments and have differentiated needs and potential.
- e. Discretion Against Women – is any discretion, exclusion or restriction, made on the basis of sex which has the purpose or effect of impairing nullifying the recognition, enjoyment or exercise by women of their rights irrespective of their marital status;
- f. Domestic Violence – is any form of abuse or battering which a person's inflicts upon a member of his/her immediate family his/her relatives. Violence Against Women (VAW) shall include but not limited to physical, sexual and psychological violence occurring in the family and other relationships, including battering, sexual abuse of female wife and children in the household dowry-women, non-spousal violence and violence related to exploitation.
- g. Gender - is the sets of characteristics, roles, and expectations attribute particularly to women and men by society.
- h. Gender and Development or GAD - is an approach to or a paradigm of development that focuses on how social, economic, political and cultural forces determine how differently women and men participate in benefit from and control resources and activities for development. It is a framework of analysis that seeks to understand the role of gender in the attainment of development goals.
- i. Gender Mainstreaming - is a strategy of integrating including and addressing gender and development concerns and issues at all levels of governance;
- j. Gender-Sensitive - Understand the marginalized position of women vis-a –vis men.
- k. Land-Based Projects - are activity design systematically in order to provide women the opportunity to have full access and control over the maximum utilization of land and other indigenous resources.
- l. Mail Order Bride - is a practice where a woman establishes personal relation with a male foreign national via mail, cyberspace similar means, upon recruitment by an individual or agency for the purpose of exploiting women in the guise of marriage.
- m. Pedophilia - is a form of sexual perversion where the children are the preferred victims and is committed under the following circumstances.
  - i. When the offender shall have sexual intercourse with a girl.
  - ii. When the offender shall have anal intercourse with a boy or girl.
  - iii. Other pedophilic acts other than sexual or anal intercourse which will include custodial abuse

Betty A. Cabal



(ORDINANCE NO. 2022-13 of the Municipality of Hindang, Leyte, entitled: "The amended GAD Code of the Municipality of Hindang, Leyte....continued")

- n. Pornography - is a written, graphic or other form of communication intended to execute lascivious feeling (The Grolier International Dictionary, Volume 2).
- o. Provincial Gender and Development Council - is the highest policy making and determining body on matters of gender issues and concerns, which shall implement the provisions of this Code; it shall be the coordinating, regulatory and monitoring body of municipality of Hindang which shall focus on gender, related projects and activities.
- p. Prostitution - is the sale, purchase and exchange of men and women and minors for sexual exploitation, cash, profit and other economic consideration by an individual including but not limited to pimps, procurers of the service, parents, owner of establishments, such as disco houses, bars, sauna baths, massage hotel and restaurants and any other persons who uses various schemes to prostitute men, women, and children.
- q. Sexually - is one expression of personhood on the basic of administration and self-appreciation and satisfaction on needs.
- r. Sexual harassment - is an act, or a series of act involving any unwelcome sexual advances request or demand for sexual favors or other verbal or physical behavior of a sexual nature known as the " *anti-sexual harassment act of 1995*".
- s. Sex Trafficking - is the covered or overt recruitment of men, women and children into the sex industry. It includes new forms of sexual exploitation such as sex tourism. The recruitment of laborer for sexual purposes in guise of hiring them as domestic in development countries, and organized marriage between women from third world countries and foreign male national. It is a system in which men and women and children become movable properties and objects of exchange.
- t. Survivor's Support Group - is an organized group of women and men to whom a survivor of violence voluntarily agrees to establish a professional helping/rehabilitation process.
- u. **Addendum to Sec. 4 of Article 1. – Definition of Terms:**
- v. Adolescents- refers to young people between ages 10 and 19 years who are in transition from childhood to adulthood
- w. Children – refers to person below eighteen (18) years of age or those over but are unable to fully take care of themselves from abuse, neglect, cruelty, exploitation or discrimination because of a physical, mental disability or condition (RA 7610)
- x. Gender Analysis – refers to a framework to compare the relative advantages and disadvantages faced by men and women in various spheres of life, including the family, workplace, school, community and political system. It also takes into account how class, age, race, ethnicity, culture, social and other factors interact with gender to produce discriminatory results.
- y. Gender Audit – refers to a form of "social audit" or quality audit which determines whether the organizations internal practices and related support systems for gender mainstreaming are effective, reinforcing each other and are being followed. The tool or process assists in establishing a baseline, identifying critical gaps and challenges and ways of recommending them.

*Patricia A. Cabal*

**(ORDINANCE NO. 2022-13 of the Municipality of Hindang, Leyte, entitled: "The amended GAD Code of the Municipality of Hindang, Leyte....continued")**

- z. Gender and Development (GAD)- refers to the development perspective and process that is participatory and empowering, equitable, free from violence , respectful of human rights, supportive of self-determination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices and contends that women are active agents of development, not just passive recipients of development.
- aa. GAD Focal Point System (GFPS) -is an interacting and interdependent group of people in all government instrumentalities tasked to catalyze and accelerate gender mainstreaming. It is a mechanism established to ensure and advocate for, guide, coordinate and monitor the development, implementation, review and updating of their GAD plans and GAD related programs, activities and projects.
- bb. GAD Database - is a compilation of relevant data that serves as basis in planning organization and client focused programs, projects and activities
- cc. Involuntary Servitude – refers to a condition of enforced and compulsory service induced by means of scheme, plan or pattern, intended to cause a person to believe that he or she did not enter into or continue in such condition, he or she or another person would suffer serious harm or other forms of abuse.
- dd. Trafficking in Persons – refers to the recruitment, obtaining , hiring, providing, offering transportation , transfer, maintaining, harboring, or receipt of persons with or without the victims consent or knowledge within or across national borders by means of threat, or use of force, or other forms of coercion , abduction , fraud, deception, abuse of power or of position , taking advantage of the vulnerability of the person having control over another person for the purpose of exploitation which includes at a minimum, the exploitation or the prostitution of others or other forms of sexual exploitation , forced labor or services, slavery, servitude or the removal of sex organs.
- ee. Lactation Station – a rooming in facility where mothers can express their milk and feed their babies
- ff. Diaper Changing Area – an area in the Lactation Room where a mother can change the diaper of her baby.
- gg. Pabasa sa Nutrisyon – is a participative small group informal reading discussion of nutrition information contained in the nutrition guide as a learning experience for mothers.
- hh. Solo Parents – are those who are left alone with the responsibility of rearing their children by themselves either because of death of a spouse, abandonment, separation, or those who have children as a result of rape.
- ii. De facto separation is a condition when two spouses agree to cease living together, or when one of the spouses leaves the family home
- jj. THE LGBTQ+A is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual and more. These terms are used to describe a persons sexual orientation or gender identity.

*Betty A. Cabal*

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**ARTICLE II**

**VIOLENCE AGAINST WOMEN**

**SECTION 5. DOMESTIC VIOLENCE.** Domestic violence shall include but not limited to physical, sexual, and psychological violence occurring in the family and other relationship, including battering, sexual abuse of wife and children in household. Downy-related violence, marital rape, female, genital, mutilation and other traditional practices harmful to women, non-exposal violence related to exploitation.

**SECTION 6. VIOLENCE IN THE HOME COMMUNITY AND INSTITUTIONAL.** Domestic violence and other forms of violence (a) occurring within the general community including sexual abuses, intimidation at work in educational institution elsewhere or (B) physical, sexual, and psychological violence perpetrated against women and condoned by the state, wherever and whenever it occurs.

**SECTION 7. WOMEN TRAFFICKING.** Barangays shall pass ordinance averting human trafficking. The Barangays shall coordinate with other agencies to conduct information campaign against trafficking. It shall support, community initiatives against trafficking specially in the monitoring and documentation of trafficking cases, providing support to trafficking victims and their family and in the arrest and apprehension of perpetrators of trafficking.

**SECTION 8. VIOLENCE IN ARMED CONFLICT.** Women's right in armed conflict are violated particularly in cases of murder, physical and psychological torture, systematic rape, sexual slavery and force pregnancy.

**SECTION 9. VIOLENCE IN REPRODUCTIVE RIGHT.** The local government shall ensure that women reproductive rights are not violated through forced sterilization and forced abortion, coercion, forced used of contraceptives, prenatal sex selection and female infanticide.

**SECTION 10. FEMINIZATION OF POVERTY.** It is a condition when gap between the rich and the poor within and grass roots women bear the brunt as in economic instability and unequal distribution of wealth such gap reinforces non-response to both practical and strategic interest in women (e.g women are forced to incur financial obligation to augment and insufficient income of the family).

**SECTION 11. PROSTITUTION AS A VIOLATION OF MEN AND WOMEN'S RIGHT.** Prostitution is then a violation of human rights and exploitation of women and men who have no real choices to survival. The local government shall implement measures to prevent prostitution by providing alternative livelihood, and psychological services shall be provided to women and men who are victims of prostitution. Persons and establishments that are responsible for prostitution of women and men should be prosecuted in accordance with law.

**SECTION 12. PRINTING, PUBLICATION, DISPLAY AND DISTRIBUTION OF PORNOGRAPHIC MATERIALS AND SHOWS.** The printing, publication, display and distribution of pornographic materials and shows exhibiting women as sex object and commodities are violation of women's right. As such they are punishable by law.

**SECTION 13. OTHER FORMS OF VIOLENCE AGAINST WOMEN.** (a) Sex Trade (b) Sex Tours. Individual and establishments that engage in sex trade and sex tours shall be prosecuted in accordance with law.

*Atty. A. Cabal*

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**ARTICLE III**

**RAPE**

**SECTION 14. RAPE.** Women and how Committed - Rape is committed:

1. By a man who shall have carnal knowledge of a women under any of the following circumstances :
  - a. Through force, trait or intimidation;
  - b. When the offended party is deprived or reason or otherwise unconscious.
2. By any person who, under of the circumstances mentioned of the paragraph 1 hereof, shall commit an act of sexual assault by inserting his penis into other person's mouth or anal orifice or any instrument or object inserted into the genital or anal orifice of another person.

**SECTION 15. RAPE IN INTIMATE RELATION.** Intimate or marital relation shall not be a legal impediment to any compliant against an act of rape as provided for in section 14 of this code. Further marital relationship shall not serve as legal impediment to the prosecution of rape where;

- a. *Spouses are legally separated*
- b. *There is separation in fact of at least six (6) months*

**SECTION 16. SUPPORT FROM LAW ENFORCERS.** The law enforcers preferably of the same sex or his/her authorized alternatives as the offended party, upon receipt of compliant of rape.

- a. Immediately **conduct** investigations within 24 hours.
- b. Arrange for counseling of the offended party.
- c. Gather evidence for the arrest and prosecution of suspects;
- d. Make a report of his /her investigation and on the basis of the offended party testimony and additional evidence if any, endorse the same proper prosecution office within 36 hours from filling, regardless of his /her evaluation of the case.

**SECTION 17. INVESTIGATION AND EXAMINATION OF RAPE SURVIVOR.** It shall be the duty of the investigation officer of the examining physician to ensure that only person expressly authorized by the examining physician and or the rape survivor are allowed inside the room where the investigation or medical or physical examination is being conducted .The local government and the Philippine National Police (PNP) must provide a private room for the investigation of such cases.

**SECTION 18. SUSPENSION OF GOVERNMENT OFFICIALS OR EMPLOYEES.** The following steps shall be undertaken against the government official or employee charged with rape;

- a. The immediate preventive suspension for a period of sixty (60) days must be imposed upon any government officials or employee charged with rape, provided that the verified compliant has been filed therefore; and
- b. It is the duty of the superior officer if respondent public official or employee to facilitate the free, speedy and objective investigation of the compliant and to ensure the protection of compliant.

*Peter A. Cabal*

(ORDINANCE NO. 2022-13 of the Municipality of Hindang, Leyte, entitled: "The amended GAD Code of the Municipality of Hindang, Leyte....continued")

**SECTION 19. PROTECTIVE MEASURES.** At any stage of preliminary examination or investigation, prosecution of a compliant and trial for a compliant for rape, the following measures shall be observed:

- a. The right to a closed door hearing unless expressly waived by the offended party;
- b. The right of a social support group to witness hearing as expressly allowed or request by the offended party.
- c. Non- disclosure of the name and personal circumstance of the offended party, or any information tending to establish his/her identity and
- d. Any other analogous measures that will ensure the protection of the identity of the offended party and his/her family from undue sensationalized publicity.

**ARTICLE IV  
HEALTH RIGHTS**

**SECTION 20. BUDGET FOR WOMEN AND MEN HEALTH.** A reasonable portion of health-related budget of the Municipal Government shall be allocated for women and men services.

**THE AMENDED PROVISION OF SECTION 20, Budget for Women and Men's Health-** A reasonable portion of health related budget of the Municipal Government shall be allocated for women and men services. This includes but not limited to appropriation for the following programs and services:

- a. Reproductive Health Forums
- b. HIV AIDS Prevention Forums
- c. Regular check-up annually for LGU Officials and employees.
- d. Paps Smear for women
- e. Sports and Physical Fitness Program
- f. Mandatory Annual Health Check Up Among all Officials and Employees in public and private establishments

**SECTION 21. UPGRADING OF HEALTH CARE DELIVERY SYSTEM.** Quality health care and services that are not discriminatory on account of gender, age, creed and religion shall be implemented in the municipality of Hindang, Leyte.

The Municipal Government of Hindang, Leyte shall encourage the use of preventive and alternative approaches to health care and shall continuously address the leading causes of death among women of reproductive age, (e.g heart diseases, tuberculosis, breast cancer, pregnancy related deaths, cervical cancer and other diseases.)

**THE AMENDED PROVISION OF SECTION 21. UPGRADING OF HEALTH CARE DELIVERY SYSTEM.** Quality health care and services that are not discriminatory on account of gender, age, creed and religion shall be implemented in the municipality of Hindang, Leyte.

The Local Government Unit of Hindang, Leyte shall encourage the use of preventive and alternative approaches to health care and shall continuously address the leading causes of death among women of reproductive age (e.g. heart disease, tuberculosis, breast cancer, pregnancy related deaths, cervical cancer and other diseases.

The Local Government Unit of Hindang, Leyte shall likewise advocate for the improvement of the health seeking behavior of men and adopt the use of preventive and

*Atty. G. Cabal*

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**(ORDINANCE NO. 2022-13 of the Municipality of Hindang, Leyte, entitled: "The amended GAD Code of the Municipality of Hindang, Leyte....continued")**

alternative approaches to health care. It shall continuously address the 10 leading causes of death among men such as Heart Diseases, Cancers, Unintentional Injuries, Hypertension, Chronic Obstructive Pulmonary Disease (COPD), Diabetes, Influenza and Pneumonia, Suicide, Kidney Diseases and Alzheimers Disease.

**SECTION 22. NUTRITIONAL SUPPORT AND EDUCATION FOR PREGNANT AND LACTATING WOMEN.** The municipal Government of Hindang, Leyte through the Municipal Health Office shall promote and uphold nutritional support and education for pregnant and lactating women. Men shall be included in the nutritional literacy campaign.

**THE AMENDED PROVISION OF SECTION 22. Nutrition Support and Education for Pregnant and Lactating Women** (Source: Municipal Nutrition Action Plan)

The Local Government Unit of Hindang, Leyte through the Municipal Nutrition Committee shall promote and uphold nutritional education thru Pabasa sa Nutrisyon, Promotion of Breastfeeding and conduct of other related activities. The pregnant and lactating mothers can also improve their health and nutritional status by engaging in Home, School and Community Garden where the technical input and provision of seeds and other agricultural paraphernalia will be addressed by the Municipal Agriculture's Office. Men shall be included in the nutritional literacy campaign.

**SECTION 23. PROTECTION AGAINST MEN AND WOMEN AGAINST HAZARD AND RISK.** Women and men shall be protected against all kind of environmental, occupational, and health hazard and risks.

**SECTION 24. REPRODUCTIVE HEALTH CARE DELIVERY.** The Municipal Government of Hindang Leyte, shall:

1. Ensure the implementation of resolution ordinance created, passed and approved by the Sangguniang Panlalawigan, specifically over reproductive health care.
2. Adopt program and guidelines from the national, regional and provincial level of the Department of Health on health care delivery.
3. Appropriating an amount on upgrading health care families specifically on reproductive health care delivery.

**SECTION 25. WOMENS CONTROL OVER THEIR BODIES.** Women's decision to prevent and control pregnancy excepting abortion, shall be given appropriate support and guidance by health professionals, private and public at very minimal cost.

**SECTION 26. GENDER-SENSITIVE CRISIS INTERVENTION UNIT.** The Municipal Government of Hindang, Leyte shall cause the establishment of Gender Sensitive Crises Intervention Unit at all levels of health care and shall provide service training to all health and other allied personnel who shall be assigned to this unit.

**SECTION 27. GENDER - FAIR APPROACH TO PRE - MARITAL COUNSELING PROGRAM.** The Municipal Government of Hindang, Leyte shall review the redesign Pre-Marital Counseling Program. It shall be jointly undertaken by the Municipal Gender and Development Office and the Municipal Health Office and the other concerned agencies. Agencies involved shall adhere to the principle of gender fair pre -marital counseling service.

**SECTION 28. GENDER FAIR APPROACH TO PRE- NATIONAL CHECK-UP AND IN MARITAL CARE SERVICE.** Health provision in this municipality should be gender sensitive and should give due courtesy and respect to pregnant women seeking prenatal check- up and other marital care service.

*Artemio A. Cabal*

(ORDINANCE NO. 2022-13 of the Municipality of Hindang, Leyte, entitled: "The amended GAD Code of the Municipality of Hindang, Leyte....continued")

**SECTION 29. PRIMARY HEALTH CARE SERVICES.** The Municipality Government of Hindang, Leyte shall strengthen the delivery of primary health care services in the context of reproductive health, which shall primarily be undertaken by the Municipal Health Office. For this purpose, it shall assign personnel once a day every month to address women health problem.

**SECTION 30. SEPARATE AND CLEAN COMFORT ROOMS FOR MEN, WOMEN & LGBT'S IN ALL ESTABLISHMENTS, WORKPLACE AND PUBLIC PLACES.** All government and private establishment shall have separate and clean comfort rooms for men, women and LGBT's. Women should be provided with more comfort rooms.

**SECTION 31. ESTABLISHMENT OF LACTATION STATION WITH DIAPER CHANGING AREA.** The establishment of Lactation or Breastfeeding Station is required in order to support the practice of breastfeeding. Thru rooming in Lactation Stations, it can create an environment where the basic physical, emotional and psychological needs of mothers are fulfilled.

All Lactation Station should be provided with a Diaper Changing Area to help the mothers change the diaper of their babies. This is aimed to prevent their babies from rashes or infection which is due to the prolonged contact of urine and feces with the skin in the baby's diaper area. All Local Government Units (Municipal and Barangays) may use their GAD fund for this purpose. Lactation Station with Diaper Changing Area shall be established in:

1. Evacuation Centers
2. Municipal/Barangay Halls
3. Schools
4. Banks and other Lending Institutions
5. Public Market and other Commercial Areas
6. Terminals
7. Tourism Sites
8. Gymnasiums /Sports Facilities
9. Health Clinics, Spa and Saloon

**SECTION 32. ESTABLISHMENT OF HAND WASHING AREA.** All Establishments whether public or private shall establish a "Hand Washing Area" as a measure to promote cleanliness and prevent the outspread of diseases. All Local Government Units (Municipal and barangay) may use their GAD fund for this purpose. Hand Washing Areas shall be established in:

1. Evacuation Centers
2. Municipal/Barangay Halls
3. Schools
4. Banks and other Lending Institutions
5. Public Market and other Commercial Areas
6. Terminals
7. Tourism Sites
8. Gymnasiums /Sports Facilities
9. Health Clinics, Spa and Saloon

**SECTION 33. ESTABLISHMENT OF HINDANG TEEN CLINIC.** The Local Government Unit of Hindang, Leyte shall establish the Hindang Teen Clinic. This is in response to the prevalence of health risky behaviors among children and adolescents. The Teen Clinic is a facility where the children and adolescents shall be provided with information, education and communication activities and services concerning reproductive and sexual health, including the prevention of early pregnancies, sex education and the prevention of HIV and other sexually transmitted diseases.

*Betty A. Cabal*

They can also be provided access to quality and adolescent-friendly health care services, counselling and pre-natal services including access to quality hospitals and health care facilities. The expenses for the establishment and maintenance of the same shall be charged to the GAD fund of municipality. (Source: DOH Adolescents Health and Developments Programs).

**ARTICLE V**  
**EDUCATIONAL RIGHTS**

**SECTION 34. ALTERNATIVE LEARNING SYSTEM FOR MEN AND WOMEN.** The Municipal Government should adopt and implement alternative and learning system to provide women and men to basic education. This could be done in home study program and other non-formal education.

**SECTION 35. PROMOTION OF GENDER SENSITIVE CURRICULA.** The schools of the municipality shall promote gender sensitive counseling and career education program to encourage women to pursue academic and technical courses in order to widen their future career opportunities.

Schools curricula in both formal and non-formal technical and vocational schools and educative materials must not be gender discriminatory or based against women.

**SECTION 36. NON-TRADITIONAL COURSES FOR WOMEN.** The Municipal Government of Hindang, Leyte shall make accessible men dominated non- traditional courses such as welding, carpentry and plumbing to all women desiring to all men dominated functional and practical education in all barangays in the locality.

**SECTION 37. LITERACY PROGRAM FOR WOMEN IN RURAL AREAS.** The municipal Government of Hindang through the Municipal Gender and Development Council shall device and conduct literacy programs for women in rural areas.

**SECTION 38. ADMISSION TO FORMAL EDUCATION.** Admission to formal education shall be non- discriminatory on account of gender and civil status.

**SECTION 39. GENDER FRIENDLY SCHOOLS FACILITIES AND AMENITIES - SCHOOL administrators in Hindang, Leyte shall ensure the provision of Gender friendly school facilities and amenities.**

**SECTION 40. SEX EDUCATION.** Sex education shall be integrated in the curricular offering of all schools in the Municipality of Hindang, Leyte.

**SECTION 41. MONITORING AND REPORTING OF STEREOTYPED PORTRAYAL OF ROLES AND WOMEN AND MEN IN THE EDUCATION MATERIALS.** The Municipal Gender and Development Council shall coordinate closely with the Department of Education (DepEd), Hindang District in monitoring and reporting of stereotyped portrayal on the role of women and men as projected in educational materials.

**SECTION 42. NON-DISCRIMINATION OF UNMARRIED PREGNANT WOMEN.** Women who became pregnant while in school without the benefit of marriage should be allowed to continue their education. No school may require or compel women to get married for school admission or graduation purposes.

*Benigno A. Cobal*



**ARTICLE VI**

**CULTURAL AND RELIGIOUS RIGHTS**

**SECTION 43. POLICY ON CULTURAL AND RELIGIOUS RIGHT.** The Gender and Development paradigm in the Municipality of Hindang, Leyte shall encourage, promote and enhance the mutual, harmonious, and complimentary male-female relationship and shall be contextualized within the Filipino culture, and the same shall not hamper the development of each.

To ensure the development of gender fair, gender-sensitive and critical mass of Hindang, consciousness, raising, cognitive and affective capability-building and educational activities shall be given priority in gender based.

**SECTION 44. DEGRADING EXHIBITIONS.** Shows, context and performance and commodifying women and men shall be banned. Likewise advertisement presented in multi-media forms depicting the same shall be prohibited.

**SECTION 45. SCHOOL CURRICULA ON GENDER CONCERNS.** To correct stereotyping of gender in schools curricula the Municipal shall empress upon the District Supervisor and all School Administrators the need, even the agency of instituting integrating and promoting gender sensitivity and quality into their curriculum.

**SECTION 46. RELIGIOUS AFFILIATION.** Each spouse have the right to choose his/her religious affiliation and abide by his moral teaching and shall have the right to freely exercise its right, practices, activities and beliefs as long as the same is not contrary to law, morals, goods customs, good order and public policy. Children when they reach the age of majority shall enjoy the same right.

**SECTION 47. RECREATIONAL INFRASTRUCTURE FACILITIES.** The Municipal Government of Hindang, Leyte shall provide recreational infrastructure facilities for both women and men.

**ARTICLE VII**

**POLITICAL AND PUBLIC SPHERE OF WOMEN**

**SECTION 48. OBSERVANCE OF WOMEN'S MONTH IN MARCH.** In accordance with a national celebration of Women Month in the month of March, the municipality shall implement activities highlighting the contribution of women in national building.

The eight day of March shall be devoted for the celebration of the International Women's day. In the observance there shall be municipal set of activities in women, highlighting the laws and issues affecting women and other forms of critical consciousness -raising activities including the conduct of women assembly.

**SECTION 49. HINDANG WOMEN ASSEMBLY.** The women assembly shall be held during the municipal Day of Action for Women.

**SECTION 50. SELF-ORGANIZATION OF WOMEN.** Self-organization of Women shall be encouraged and recognized in the municipality and barangays. The municipality government shall support the formation of organizations, groups, association, and chapter in all levels, including the coalition's federation, alliances or aggravation in the municipal and barangays level.

*Betty G. Cabal*

**SECTION 51. REPRESENTATIVE IN LOCAL SPECIAL BODIES.** The municipal government shall ensure representation of women all Local Special Bodies of municipal and barangay level, in accordance with the pertinent provisions of the Local Government Code of 1991 and its implementing rules and regulations.

**SECTION 52. ELECTIVE AND APPOINTIVE GOVERNMENT OFFICIALS.** Local government officials shall be gender sensitive legislations, policies, and program.

**SECTION 53. GENDER MAINSTREAMING.** Barangay shall mainstream gender concern in local government program and projects planning implementing and management.

**SECTION 54. ROLE OF WOMEN IN PEACE AND JUSTICE ISSUES AND PROCESS.** The network of women organization and non-government organization shall be formally consulted on peace and development issues and processes on the basis of social equity and justice. Women shall likewise be represented in peace negotiation and processes.

**SECTION 55. WOMEN IN LAW ENFORCEMENT POSITIONS** - All qualified women shall be accorded the opportunity to assure at least 20% of law enforcement positions in the municipality.

## ARTICLE VIII

### LABOR AND EMPLOYMENT

**SECTION 56. ANTI-SEXUAL HARASSMENT.** All local offices, agencies and establishments or companies of Hindang, Leyte both government and private, shall conduct seminars/orientations on sexual harassment. A Committee on Decorum and Investigation (CODI) shall be created in the municipal government in accordance with Civil Service Rules.

- a. Receive complaints of sexual harassment
- b. Investigate sexual harassment complain
- c. Submit a report of its findings with corresponding recommendations
- d. Lead in the conduct of discussions about sexual harassment within the office to increase understanding and prevent incident of sexual harassment

**Composition of CODI:**

- 1- representative each from the management
- 1- from the 1st level employee
- 1- from the 2<sup>nd</sup> level employee

**Who are persons liable in Sexual Harassment**

- a. Directly participates in the execution of any act of sexual harassment
- b. Induce or directs another to commit sexual harassment
- c. Cooperates in the commission of sexual harassment by another through an act without which the sexual harassment would not have been accomplished
- d. Cooperates in the commission of sexual harassment by another through previous or simultaneous acts

**SECTION 57. EQUAL OPPORTUNITY FOR WOMEN WORKERS.** Women workers shall be afforded equal opportunity in employment in the implementation of government and private projects.

*Bertina A. Celod*

(ORDINANCE NO. 2022-13 of the Municipality of Hindang, Leyte, entitled: "The amended GAD Code of the Municipality of Hindang, Leyte....continued")

**SECTION 58. CREATION AND PROMOTION OF EMPLOYMENT AND ENTREPRENEURIAL OPPORTUNITIES FOR WOMEN.** To prevent out migration of workers, especially women, the municipal government of Hindang, Leyte shall develop programs and projects that will promote employment opportunities for women. It shall ensure the implementation by all establishments of the provisions on minimum wage law, fringe benefits and other incentives provided for employees and workers.

**SECTION 59. NON- DISCRIMINATION IN HIRING AND EMPLOYMENT.** Physical attributes, religion, civil status, creed, ethnicity, among others, shall not be reason for disqualification in the hiring and employment both by the government and private institution, agencies, and establishments.

**SECTION 60. LABOR UNIONS IN PUBLIC AND PRIVATE EMPLOYMENT.** The Municipal Government of Hindang, Leyte recognized the right to self-organization and determination of employees especially women workers.

**SECTION 61. BENEFITS OF DOMESTIC HELPERS.** Labor Law Education for Employees - The Municipal government of Hindang, Leyte with the assistance of the Department of Labor shall spearhead the continuing education for private employees on labor laws and standards.

**SECTION 62. GRIEVANCE MACHINERY.** It shall be mandatory for all government and private offices and establishments or companies to set up Grievance Committee which shall be act on complaints and violations of the provisions of this code.

**SECTION 63. FACILITIES AND SUPPORT SYSTEM FOR WOMEN.** The municipal government of Hindang, Leyte shall ensure the safety and health of women employees. In appropriate cases, it shall require employers to:

- a. Provide proper seats for women and permits them to use such seats during working hours, provide they can perform their duties in this position without detriment to efficiency.
- b. Establish separate toilet rooms, lavatories and lounge for men and women and provide at least dressing room for women before the business permits issued.
- c. Establish a crèche in a workplace for the benefit of the women employee therein
- d. Provide breastfeeding center for women in the workplace.

**SECTION 64. REPRODUCTIVE HEALTH SERVICES.** Companies as well as labor intensive establishments shall provide reproductive health services to working women and men, regardless the civil status.

**SECTION 65. MONITORING SYSTEM FOR LABOR STANDARDS.** A mechanism shall be installed by the municipal Gender Development Council to monitor all Offices and establishments or companies violating Labor Code provisions and the provisions of this code.

**ARTICLE IX**

**SOCIO- ECONOMIC BENEFITS FOR WOMEN**

**SECTION 66. CAPITAL ASSISTANCE FOR WOMEN.** It shall be the policy of all local government and agencies engaged in socio economic programs and activities to provide capital assistance and/or subsidy to women especially on land base projects encouraging community bank approach.

*Betty A. Cabal*

*[Handwritten signatures and initials on the right margin]*

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(ORDINANCE NO. 2022-13 of the Municipality of Hindang, Leyte, entitled: "The amended GAD Code of the Municipality of Hindang, Leyte....continued")

**SECTION 67. AVAILMENT OF CAPABILITY BUILDING ASSISTANCE.** Prior to extension and availment of financial assistance, women group shall have attended consciousness raising activities ,gender and development (GAD) orientation, and sensitivity trainings, community organizing and other capability and project related training and/or educational activities conducted by competent training organization upon presentation of certificates of completion as evidence.

Livelihood projects shall encourage family involvement to lessen the burden of women in managing projects.

**SECTION 68. PREFERENCE TO LAND DISTRIBUTION.** Qualified women headed house hold and families shall be given preference to equitable distribution of alienable and disposable public land.

**SECTION 69. PROMOTION OF LAND AND FISHERIES BASED PROJECTS.** Women shall have full access and control over the maximum utilization of land and fisheries and other indigenous resources. All women shall be provided opportunity or access to social, financial, technical support and services which includes the following:

- a. Access to value adding activities
- b. Access to skills in livelihood training for marine and aquatic resources

## ARTICLE X

### SPECIAL SECTORAL CONCERNS

**SECTION 70. SPECIAL EDUCATION FOR THE ELDERLY AND PERSONS WITH DISABILITY.** There shall be a special education program for the elderly and Persons with Disability in Hindang, Leyte as provided in Republic Act No. 7277, otherwise known As "*Magna Carta for Disabled Person*".

**Persons with Disability Affairs Office.** The LGU shall establish the PDAO or the Persons with Disability Office (PDAO) which shall serve as the Office of the persons with disability. The PDAO shall conduct profiling of PWD's and the same should be encoded in the Philippine Registry of Persons with Disability (PRPWD) which serves as the national database for all PWD's in the country.

An annual appropriation shall be allotted for their programs, activities and projects. The LGU thru the Persons with Disability Affairs Office (PDAO) shall ensure that all PWD's can avail of the PDAO services namely:

- a. Issuance of PDAO ID and Purchase Slip Booklet
- b. Health and Dental Services in coordination with RHU
- c. Self and Social Enhancement Services
- d. Training and Livelihood
- e. Referral to other Institutions
- f. Establishment of Priority/Express Lanes ,Ramps and Rails
- g. Act as Liason in availing the Unconditional Cash Transfer (UCT), AICS and other programs from DSWD or other agencies

*Atty. A. Cebal*

**SECTION 71. CREATIVE EMPLOYMENT OPPORTUNITIES FOR DIFFERENTLY-ABLED WOMEN.** The Municipal Government of Hindang, Leyte shall develop creative employment opportunities for differently-abled women, recognizing their differentiated conditions and full potentials as human being.

**SECTION 72. SUPPORT SERVICES FOR THE ELDERLY WOMEN.** The municipal government of Hindang, Leyte through the Municipal Social Welfare and Development Office (MSWD) and other national offices, shall provide support services alternative sources of income for elderly women.

**SECTION 73. REPORTING OF CASES OF HARASSMENT COMMITTED AGAINST ELDERLY AND DIFFERENTLY-ABLED WOMEN.** The municipal government of Hindang, Leyte through the Municipal Gender and Development Council, shall require all Barangays to monitor a report cases of harassment committed against elderly and differently-abled women.

**SECTION 74. ORGANIZATION OF ELDERLY AND DIFFERENTLY-ABLED WOMEN.** Each municipality shall create a committee for the elderly and differently -abled women within the Municipal Gender and Development Council.

**SECTION 75. DAYS CENTER FOR SENIOR CITIZEN.** There shall be a center for the elderly in the municipality to render comprehensive support services. It shall be called the Senior Citizens Center. All barangays are likewise encouraged to establish a Senior Citizens Center for the elderly if the resources warrant.

All senior citizens 60 years old and above should be profiled by the Office of Senior Citizens Affairs (OSCA). Such profile should be updated quarterly as basis for planning, budgeting and programming.

An annual appropriation shall be allotted for the senior citizens programs, activities and projects. The LGU thru the Office of the Senior Citizens Affairs (OSCA) shall ensure that all senior citizens can avail of the following services namely:

- a. Issuance of OSCA ID and Purchase Slip Booklets
- b. Health and Dental Services in coordination with RHU
- c. Self and Social Enhancement Services
- d. Training and Livelihood
- e. Referral to other Institutions
- f. Facilitate the establishment of Priority/Express Lanes, Ramps and Rails
- g. Centennarian Bonus
- h. Act as liason in availing the Social Pension, Unconditional Cash Transfer, AICS and other programs from DSWD or other agencies

**SECTION 76. PROGRAM FOR WOMEN AND DETENTION.** The right of all women and detainees shall at all times be protected and the speedy trial and early disposition of their cases shall be ensured by all concerned. An appropriate program shall be designed to respond to the specific needs and problem of women and for their immediate and full rehabilitation.

The Municipal government of Hindang, Leyte shall ensure that there shall be separate detention cells for male and female.

**SECTION 77. SOLO PARENTS** - Solo Parents who seek counseling and other services shall be given the response appropriate to her needs. She shall have equal access to support services and be assured non-discriminatory treatment from both public and/or private institution.

*Atty. A. Cabal*

**(ORDINANCE NO. 2022-13 of the Municipality of Hindang, Leyte, entitled: "The amended GAD Code of the Municipality of Hindang, Leyte....continued")**

**The Amended Provision of Section 77-** Solo Parents who seek counselling and other services shall be given the response according to their needs. She or He shall have equal access to support services and be assured of non- discriminatory treatment from both public and /or private institution.

a. Persons who are eligible for the said benefits should first get a Solo Parent ID to be able to claim the said benefits. They should present the following documents to the Social Welfare and Development Office the following:

- Barangay Certification certifying solo Parents residency in the barangay for the last 6 months, including information of the income level of the solo parent ; non-support and existence of de facto separation
- Birth Certificate of his/her child or children
- Copy of the Court Order declaring separation
- Death Certificate if spouse is deceased

Once the documents are received and verified, He or She will be included on the Registry of Solo Parents. Solo Parent ID will be issued by the MSWD Office and renewable every year.

b. Avail the Benefits of Solo Parents

b.1. Parental Leave – Parental leave shall be granted to a solo parent which should not be more than 7 days every year. It is extended to solo parents who have rendered at least 1 year of service whether continuous or broken. The 7-days parental leave is not cumulative.

b.2 Flexible Work Schedule

b.3. Package of Social Services in coordination with local and national agencies to include the following:

- Livelihood Assistance
- Vocational Skills Training
- Counselling
- Parent Effectiveness Service
- Scholarship Programs
- Non formal education

**SECTION 78. SPECIAL FACILITIES.** All establishments whether or not private governed shall observe the accessibility law.

## ARTICLE XI

### SUPPORT SERVICES

**SECTION 79. COMPREHENSIVE SUPPORT FOR SURVIVORS OF VIOLENCE.** The municipal government of Hindang, Leyte shall provide an immediate comprehensive support to the survivors of violence which consist of but not limited to the following: legal, medical, psychological, shelter and other forms of support services.

**SECTION 80. SURVIVORS SUPPORT GROUP.** There shall be organized group of whom a survivor of violence voluntarily agrees to establish a professional helping process. All investigation and hearing involving rent cases and other forms of violence against women and children shall be conducted in the police station. Prosecutions office and trial courts shall recognize and allow the survivors support group to be present in the courtroom as observers in order to provide moral support.

*Atty. A. Cabal*



(ORDINANCE NO. 2022-13 of the Municipality of Hindang, Leyte, entitled: "The amended GAD Code of the Municipality of Hindang, Leyte....continued")

**SECTION 81. ROLE OF FEMALE- POLICE OFFICIAL.** Complaints filed by women on battering and other forms of abuse against them shall be handled by available female police officer in the local police force who shall undergo special courses and handling cases affecting abused women.

**SECTION 82. REPRESENTATION OF WOMEN IN THE LUPONG TAGAPAMAYAPA.** Women organizations shall be represented in the "Lupong Tagapamayapa" in accordance with pertinent provisions of law, rules and regulations.

**SECTION 83. CREATION OF CRISIS INTERVENTION UNITS.** There shall be Crisis Intervention Unit for women in each Social Welfare and Development Office to cater women in crisis.

**SECTION 84. INTER- AGENCY COUNCIL AGAINST TRAFFICKING AND VIOLENCE AGAINST WOMEN AND CHILDREN.** An Inter-Agency Council Against-Trafficking and Violence Against Women and Children shall be established in Hindang and members thereof shall be appointed by the Government with the following powers and functions:

- a. Formulate a comprehensive program to suppress the trafficking and violence against women and children.
- b. Conduct massive information campaigns.
- c. Undertake guidance and counseling for women for the inclusion as fiancé of foreign national.
- d. Make representation with schools and universities for the inclusion of migration and its implication for women in all levels of curricula.
- e. Refers victims to appropriate agencies.
- f. Formulate a program for returning victims in cooperation with local office of the Department of Labor and Employment (DOLE) Technical Education and Skills Development Authority (TESDA) and other government agencies involved in training and development.
- g. Secure assistance from any local government units, departments and bureaus of the national government, and
- h. Exercise all powers and functions necessary to attain its purpose and objectives.

**ARTICLE XII**

**GENDER AND DEVELOPMENT**

**SECTION 85. RESOURCE GENERATION.** In the implementation of the provisions of this code and that of Republic Act No. 7192, the Barangays of Hindang, Leyte shall ensure the five percent (5%) of their annual budget and its shall be allocated and appropriated for gender concerns, as provided for in Rule II, Section 6 ( b ) ( 2) of the implementing Rules and regulations of Republic Act No. 7192, otherwise known as the Gender and Development (GAD).

**SECTION 86. SUPPORT TO GENDER STUDIES.** A sufficient amount shall be allotted and appropriated to gender related documentation and researches, which shall form part of Hindang Database program development.

*Atty. A. Cabal*

(ORDINANCE NO. 2022-13 of the Municipality of Hindang, Leyte, entitled: "The amended GAD Code of the Municipality of Hindang, Leyte....continued")

**SECTION 87. INSTITUTIONALIZATION OF Gender.** Fair material there shall be institutionalized promotion and publication of gender fair material in popular forms in Hindang, Leyte.

**SECTION 88. ATTENDANCE TO PUBLIC HEARING.** It shall be mandatory for women organization to attend and be presented in public hearings and consultation on matters that may directly or indirectly involved issue and concerns women and youth issue and/or gender and development.

**SECTION 89. ROLE OF IMPACT ASSESSMENT.** The Municipal Government of Hindang, Leyte shall promote and recognized the active role in women in environment on social impact assessment of projects. Instrument for environmental assessment consciously determine sex dis-aggregated safe for women.

**SECTION 90. PROMOTION APPROPRIATE TECHNOLOGY.** The Municipal Mayor of Hindang, Leyte shall actively promote and alternative technology that is appropriate and safe for women.

**SECTION 91. RESOURCE MANAGEMENT.** The Municipal Government of Hindang, Leyte through the Municipal Resource Management Committee shall ensure the promotion and protection of ecological balance and full participation of women in decision making.

**SECTION 92. BUDGET FOR BASIC SOCIAL SERVICES.** A sufficient and reasonable amount for the basic social services for women and children in extremely difficult circumstances shall be allocated and appropriated.

**SECTION 93. INVESTMENT AND LOANS.** The Municipal Government of Hindang, Leyte shall hold consultative assemblies with government and non-government women organization in establishing contracts for loans and investment on women welfare and development in all levels.

**SECTION 94. OVERSEAS WORKERS WELFARE WIVES AND CHILDREN.** The Municipal Government of Hindang, Leyte shall conduct at the barangay level survey of overseas conduct workers and results of which shall serve as a basis for special support of women and children.

**SECTION 95. SPECIAL COURSE ON OVERSEAS CONTRACT WORKS.** A special course on overseas contract worker primarily to orient women in the issue and concerns relative to migration shall be systematically introduced and institutionalized specially at the barangays level.

**Addendum to Article XII-Gender and Development.**

**SECTION 96. CREATION OF A GAD FOCAL POINT SYSTEM** (Source- Phil. Commission on Women) Memorandum Circular No 2011-01" Guidelines for the Creation, Strengthening and Institutionalization of the Gender and Development (GAD) Focal Point System)

**A GAD FOCAL POINT SYSTEM (GFPS)** shall be established in all LGU's and other government instrumentalities. At the Local Government Unit, the GAD Focal Point System shall be headed by the Local Chief Executive. Its function is to formulate gender development plans, implement the plan, monitor and evaluate the effective implementation of the program, projects and activities. The purpose is to mainstream GAD perspective in all government programs and projects. This is to address gender issues, promote empowerment among men and women and achieve gender equality.

*Atty. A. Cabal*

(ORDINANCE NO. 2022-13 of the Municipality of Hindang, Leyte, entitled: "The amended GAD Code of the Municipality of Hindang, Leyte....continued")

**a. Role of the Local Chief Executive as head of the GAD Focal Point system:**

1. Issue policies and directives
2. Ensure the implementation of GAD Plan and Budget and approve the GAD Accomplishment Report (GAD AR)

**b. THE GAD POINT SYSTEM: The GAD Focal Point System shall be composed of:**

1. Executive Committee
2. Technical Working Group

**c. The Executive Committee:** The Executive Committee is composed of all department heads, and representatives of the Civil Society Organizations (CSO's) whose functions are the following:

1. Serves as a policy making body
2. Direct the identification of GAD Strategies, programs, activities and projects as a result of gender audit and gender analysis
3. Ensure the timely preparation and submission of GAD Plan and Budget and GAD Accomplishment Report
4. Strengthen partnership with stakeholders

**d. The Technical Working Group:** The Technical working group is composed of key employees from various divisions in the LGU whose functions are the following:

1. Facilitate the gender mainstreaming efforts of the LGU
2. Formulate the Gad Plan
3. Assist in competency development
4. Participate in conducting advocacy activities
5. Consolidates GAD Plan and Budget and GAD Accomplishment
6. Provides secretariat support in all GAD related activities

**e. CREATION OF A GAD DATA BASE:**

Gad Database shall be created in every LGU. It shall compile sex disaggregated data which serve as a basis in identifying organization focused and client's focused programs, activities and projects. It shall be spearheaded by the Local Planning and Development Officer.

LGBTQ+A. The Local Government Unit shall take the lead in creating a welcoming environment for the LGBTQ+A. No LGBTQ+A shall be bulleyed or discriminated by virtue of his/her gender identity, expression and orientation. As such they shall be mainstreamed and recognized as important citizens in the community with equal rights and opportunities with that of men and women to include Livelihood opportunities, protection against sexual violence and abuse, access to health and social services (Senate Bill No. 689)

Declaration of LGBTQ+A DAY. Every 1st Sunday of October (the day when the SOGIE was approved) shall be celebrated as the LGBBTQ+ Day. As such a portion of the GAD fund shall be allotted for this purpose.

*Peter A. Cabal*

ARTICLE XIII

PENAL PROVISIONS

**SECTION 97. DOMESTIC VIOLENCE.** Any act of violence against women and children shall be prosecuted and penalized in accordance with provisions of R.A 9262 , otherwise known as " Anti – Violence Against Women and their Children Act of 2004".

**SECTION 98. SOLICITING WOMEN SERVICES.** It is unlawful for a person to solicit a women service for sexual purpose as gift, representation, public relation, as an act of goodwill regardless of whether the solicitor profits not from such an act.

Any violator ,shall upon conviction, suffer an imprisonment of not less than three ( 3) months or more than six (6) months and/or a fine of Two Thousand Five Hundred Pesos (Php 2,500.00) upon the discretion of the Court.

**The Amended Article XIII – TRAFFICKING IN PERSONS.** RA 10364 "An Act Expanding Republic Act No. 9208, Entitled "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 ".

RA 10364 "An Act Expanding Republic Act No. 9208, Entitled "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 "The short title of this Act shall be known as the "Expanded Anti Trafficking in Persons Act of 2012"

Trafficking In Persons shall include recruitment, obtaining , hiring, providing, offering transportation , transfer, maintaining, harboring, or receipt of persons with or without the victims consent or knowledge within or across national borders by means of threat, or use of force, or other forms of coercion , abduction, fraud, deception, abuse of power or of position , taking advantage of the vulnerability of the person having control over another person for the purpose of exploitation which includes at a minimum, the exploitation or the prostitution of others or other forms of sexual exploitation , forced labor or services, slavery, servitude or the removal of sex organs.

Emphases shall be given to the new sections inserted on RA 9208 pursuant to RA 10364 or the" Expanded Anti- Trafficking in Persons Act of 2012" to read as follows:

**Sec 4b. Accomplice Liability** - Whoever knowingly aids, abets, cooperates in the execution of the offense by previous or simultaneous acts defined in this Act shall be punished in accordance with the provisions of Section 10© of this Act".

**Sec 4c. Accessories** - Whoever has the knowledge of the commission of the crime, and without having participated therein, either as principal or as accomplices, take part in its commission in any of the following manners:

- a) By profiting themselves or assisting the offender to profit by the effects of the crime
- b) By concealing or destroying the body of the crime in order to prevent its discovery
- c) By harbouring concealing or assisting in the escape of the principal of the crime

*Atty. A. Cabal*

**(ORDINANCE NO. 2022-13 of the Municipality of Hindang, Leyte, entitled: "The amended GAD Code of the Municipality of Hindang, Leyte....continued")**

**On Prosecution of Cases/Affidavit of Desistance.** Cases involving trafficking in persons should not be dismissed based on the Affidavit of Desistance executed by the victims or their parents or legal guardians

**PROGRAMS AND SERVICES FOR VICTIMS OF HUMAN TRAFFICKING.** The victims of human trafficking shall be provided a Comprehensive Social Services:

- a. Psycho social services
- b. Medical Services
- c. Legal services in coordination with the PNP and Prosecutors Office
- d. Financial Assistance

**SECTION 99. WOMEN TRAFFICKING.** Any person or agency, who with the use force or deceit lures a women to work abroad or in Hindang, Leyte, or cities of the country for a particular job on a promise of high fees, but instead landed on prostitution, domestic helper or other odd jobs, shall be prosecuted and penalized under R.A 9208, otherwise known as the Anti - Trafficking in Persons Act of 2003.

**SECTION 100. SEX TRADE.** Any agency or persons who shall engage in keeping women for sex trade shall suffer the penalty provided under the existing law.

**SECTION 101. SEX TOURS.** Hotels, beach resorts, sauna baths and related establishments shall not be allowed to separate of sex tours .Cancellation of business permits a fine of Two Thousand Five Hundred Pesos (Php2,500.00) and an imprisonment of six (6) months shall constitute the violation hereof.

**SECTION 102. WOMEN IN ARMED CONFLICTS SITUATION.** ( a) No woman shall be deprived of a basic social services in areas with armed conflict ( b) no woman shall kept by any Philippine National Police/ military personnel/military detachment/checkpoint or any analogous quarter for purposes of comfort. Violation hereof shall be penalized through the summary dismissal proceedings.

**SECTION 103. FORCE MARRIAGE.** No person shall be forced to marry other person against her/his will. Any person or any agency representative committing fraudulent or coercive acts to cause and effect a force of marriage shall held liable under this code by paying the fine of Two Thousand Five Hundred Pesos (Php2,500.00) or an imprisonment of six (6) months both such fine and imprisonment at the discretion of the court.

**ARTICLE XIV**

**FINAL PROVISION**

**SECTION 104. REPEALING CLAUSE.** All ordinances, resolution, circular, memoranda or rules and regulations inconsistent with the provisions of this code are hereby repealed and modified accordingly.

**SECTION 105. SUPPLETORY CLAUSE.** In matters not provided in this code, existing applicable laws and their corresponding implementing rules and regulations, executive fiats and relevant issuances therefore, shall apply in supplemental manner.

**SECTION 106. EFFECTIVELY CLAUSE.** This ordinance shall take effect after three (3) consecutive weeks of publication by way of posting copies at the bulletin board of the municipal building and in at least in two (2) in conspicuous places within the Municipality of Hindang, Leyte.

*Betty A. Carol*

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**(ORDINANCE NO. 2022-13 of the Municipality of Hindang, Leyte, entitled: "The amended GAD Code of the Municipality of Hindang, Leyte....continued")**

**ENACTED this 13th day of December, 2022** by this Sanggunian in its regular session held for the purpose at the SB Session Hall, this Municipality, with the following votes:

**Yes (9)**

**No (0)**

**Abstain (0)**

  
**MIKHAEL ANNE GERO D. ABOYME**  
*SB Member*

  
**JOSE NAPOLEON D. MONTERO**  
*SB Member*

*(On leave)*  
**LEONIDA A. CAVITE**  
*SB Member*

  
**ROMULO D. BASAÑEZ**  
*SB Member*

  
**BENEDICTO L. YANOLA**  
*SB Member*

  
**SERAFIN A. CAVERO**  
*SB Member*

  
**SORIANO B. DELALAMON**  
*SB Member*

  
**SALVADOR E. BAÑEZ, JR.**  
*SB Member*

  
**ABSALON A. BARDOS**  
*Ex Officio Member LIGA President*

  
**JESSA MONICA C. BUENAFE**  
*Ex- Officio Member-SK Fed President*




(ORDINANCE NO. 2022-13 of the Municipality of Hindang, Leyte, entitled: "The amended GAD Code of the Municipality of Hindang, Leyte....continued")

CERTIFIED CORRECT:

  
ANNABEL A. MABALE  
Secretary to the Sanggunian

ATTESTED TO BE DULY ADOPTED:

  
ELHIDIO B. CABAL, JR.  
Municipal Vice Mayor  
Presiding Officer



APPROVED:

  
BETTY A. CABAL  
Municipal Mayor



Republic of the Philippines  
Province of Leyte  
MUNICIPALITY OF HINDANG  
-oOo-

OFFICE OF THE SANGGUNIANG BAYAN

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CERTIFICATION

TO WHOM IT MAY CONCERN:

THIS IS TO CERTIFY *that* ORDINANCE NO. 2022-13 of the Sangguniang Bayan, Hindang, Leyte, RE: *"An Ordinance providing amendments and expanding the existing articles and some provisions of Ordinance No. 01 series of 2014, An Ordinance providing for a Gender and Development Code of the Municipality of Hindang, Leyte and for other purposes"*, had been correspondingly posted in three (3) conspicuous places of the municipality as prescribed under the Local Government Code of 1991 otherwise known as Republic Act 7160.

GIVEN this 10th day of March, 2023 at Hindang, Leyte, Philippines.

  
ANNABEL A. MABALE  
Secretary to the Sanggunian