

05

Item No.: 05

Date: JUN 20 2023

Republic of the Philippines
PROVINCE OF LEYTE
Palo, Leyte

SANGGUNIANG PANLALAWIGAN
14 June 2023
of
PROVINCE OF LEYTE

PROVINCIAL LEGAL OFFICE
2nd INDORSEMENT
June 6, 2023

Province of Leyte
Legal Office
Released: *JR*
Time: *9:07*
Date: *6-13-23*

Respectfully returned to the Sangguniang Panlalawigan of Leyte, through the SP Secretary, the attached Ordinance No. 30, Series of 2023-2025 of the Municipality of Villaba, Leyte, recommending for the declaration of its validity, pursuant to its power under Section 56 (C) of R.A. 7160.

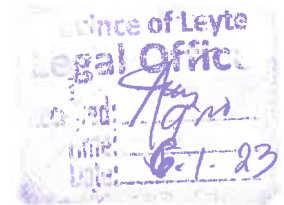
The Provincial Legal Office is of the opinion that the provisions contained in the proposed ordinance are in consonance with Section 16 of the Local Government Code which promotes the General Welfare, Health and Safety of its constituents in relation with Section 17 (2), (iv) of the same code to provide programs and services for women's welfare.

ATTY. JOSE RAYMUND A. ACOL
Asst. Provincial Legal Officer *JR*


Republic of the Philippines
PROVINCE OF LEYTE
Palo, Leyte

OFFICE OF THE SANGGUNIANG PANLALAWIGAN

1ST INDORSEMENT
31 May 2023



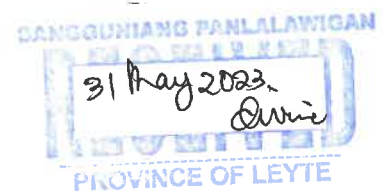
The Provincial Legal Office is respectfully requested to review and submit recommendations on the herein enclosed **MUNICIPAL ORDINANCE NO. 30, S. 2023-2025** of the **MUNICIPALITY OF VILLABA, LEYTE**, entitled: **AN ORDINANCE INSTITUTING THE GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF VILLABA, LEYTE AND FOR OTHER PURPOSES.**


FLORINDA JILL S. UYVICO
Secretary to the Sanggunian



May 31, 2023

THE SANGGUNIANG PANLALAWIGAN MEMBERS
New Provincial Government Complex
Campetic, Palo, Leyte




Honorable Sangguniang Panlalawigan Members:

We respectfully transmit herewith Fifteen (15) copies of:

Municipal Ordinance No. 30, S-2023-2025 "AN ORDINANCE INSTITUTING THE GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF VILLABA, LEYTE AND FOR OTHER PURPOSES" for review and approval.

God bless and more power.

Very truly yours,


MC QUIRIE P. UMPAD
Secretary to the Sangguniang Bayan



MUNICIPAL ORDINANCE NO. 30, S. 2023-2025

AN ORDINANCE INSTITUTING THE GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF VILLABA, LEYTE AND FOR OTHER PURPOSES

SANGGUNIANG PANGALAWIGAN
 31 May 2023
 [Signature]
 PROVINCE OF LEYTE

PREFATORY STATEMENTS

Introduced by: Hon. Rogelio J. Baay
 Sangguniang Bayan Member

Gender and Development (GAD) is a positively evident and workable process of growth that recognizes the impartial contributions of women and men in all aspects of development. It entails a series of actions to identify interventions which convert unequal gender relations into opportunities which equate women with men.

All local government departments and agencies of this municipality shall guarantee that women benefit equally with men and participate directly in promoting the programs and projects of said departments and agencies, particularly, those funded under national and local sources to foment full involvement of women in the prosperity of the LGU pursuant to R.A. 7192.

It shall be the stern duty of the local government of Villaba to support the rights of women and believe in their worth and dignity as human beings. Women shall be regarded as full and equal partners of men in nation-building and men shall share with them all forms of productive and reproductive activities.

To give force to the foregoing statements,

BE IT ORDAINED, as the Sangguniang Bayan in regular session assembled hereby ORDAINED, that

**ARTICLE I
 Title and General Policy
 And Related Principles**

Section 1. **Title.** This Ordinance shall be known as the “Gender and Development Code of Villaba, Leyte.”

Section 2. **Declaration of Policy.** The Local Government of Villaba, Leyte shall actively contribute to the establishment of a national and international economic order based on

 DENNIS L. SY Vice Mayor/ Presiding Officer	 JULCA KARINA LICON-UI Sangguniang Bayan Member	 VIOLETA T. SUMANG Sangguniang Bayan Member	 FELIPE S. CASAS, SR. Sangguniang Bayan Member
 MERIAM P. UMPAD Sangguniang Bayan Member	 NIEL ALBERT B. INOIQUEZ Sangguniang Bayan Member	 ROGUE M. COMPRA Sangguniang Bayan Member	 MARIANO V. DE CLARO LNB President
 ELYT MARIAN N. ENEVOLDSEN Sangguniang Bayan Member	 ROGELIO J. BAAY Sangguniang Bayan Member	 FEDERICO ENCOS R Federation Vice President	 MC QUIRRE P. UMPAD Secretary to the Sangguniang Bayan
 05/04/23 ENGR. CARLOS G. VELOSO Municipal Mayor			

sustained, equitable growth and balanced ecology. And that any development efforts it undertakes should enhance women's full potentials, uplift their status and lead to the improvement of their quality of lives, their families and that of their communities.

Towards this end, this Local Government shall pursue and implement vigorously gender responsive development policies, design gender and development support systems, taking into consideration women's immediate economic survival and advocacy for their efforts of empowerment and self-determination, and adopting measures to protect and promote their rights.

Related Principles

Section 3. **Rights of Women Defined.** Women Rights as declared by the United Nations during the Convention on the Elimination of Discrimination Against Women (CEDAW) are hereby adopted as follows:

- 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 in the political processes of their communities and nations.
- c. Women have the right to the means for assuring their economic welfare and security.
- d. Women have the right to the necessary knowledge and means for the full exercise of their reproductive choice in accordance with the Constitution and their beliefs and preferences.
- e. Women have the right to choose a spouse in accordance with their values and preferences, maintain equality in marriage or its dissolution, and obtain adequate support for rearing and caring their children.
- f. Women have the right to an adequate, relevant and gender-fair education throughout their lives, from childhood to adulthood.
- g. Women have the right to adequate nutrition and proper health care.
- h. Women have the right to Humane living condition.
- i. Women have the right to nurture their personhood, collectively and individually, to secure an image of themselves as whole and valuable human beings, to build relationships based on respect, trust and mutuality.
- j. Women have the right to equality before the law in principle as well as in practice.

Section 4. **Gender, Development, Discrimination Against Women, Commodification of Women Explained:**

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Vice Mayor/ Presiding Officer

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Sangguniang Bayan Member

ELLY MARIAN ENEVOLDSEN
Sangguniang Bayan Member

JULCA KATRINA L. CON-UI
Sangguniang Bayan Member

NIEL ALBERT B. INOPIQUEZ
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ROGENIO A. BAA
Sangguniang Bayan Member

VIOLETA T. SUMAPIG
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ROQUE M. COMPRÁ
Sangguniang Bayan Member

FEDERICO ENSO
Sangguniang Bayan Member

FELIPE S. CASAS, SR.
Sangguniang Bayan Member

MARIANO . DE CLARO
NB President

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Secretary to the Sangguniang Bayan

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Municipal Mayor

Gender – is a socially constructed difference between men and women. Differences are created artificially, partly through socialization and partly through positive- and-negative discrimination in the various institutions and structures of society.

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

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

Commodification of Women – is a practice which puts women in subordinate situation which results in the treatment of women as both consumers and objects. As consumers, women are allured to buy beauty products to enhance their physical attractiveness. As objects of consumption, women are reduced to a sexual commodity for manipulation and utilization for one's sexual desire or interest usually in exchange of money or goods so that women have no control or power to reject such utilization or manipulation.

ARTICLE II Violence Against Women

Section 5. **Violence Against Women Defined** – any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such act, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.

Section 6. Violence against women shall include but is not limited to:

- a. Physical, sexual and psychological violence occurring in the family and other close relationships, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation.
- b. Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution.
- c. Physical, sexual and psychological violence perpetrated against women and condoned by the State, wherever it occurs.
- d. Violations of the human rights of women in situations of armed-conflict, in particular, murder, physical and psychological torture, systematic rape, sexual slavery and forced pregnancy.

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L. Federation Vice President

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Sangguniang Bayan Member

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- e. Forced sterilization and forced abortion, coercive/force use of contraceptives, prenatal sex selection and female infanticide.
- f. Buying or selling a woman or any of her body parts for profit.
- g. Feminization of poverty which is regarded as a condition when gap between the rich and the poor widens and grassroots women bear the brunt as in economic instability and unequal distribution of wealth. Such gap reinforces non-response to both practical and strategic interests of women.

Section 7. **Sexual Abuse Defined.** Sexual abuse shall include, but not limited to, the following:

1. When a man inserts or attempts to insert his penis into the mouth or anus of a woman under any of the following:
 - a) Through force, threat or intimidation; b) by means of abuse of authority or relationship; c) when the offended party is deprived of reason or is otherwise unconscious; d) when the offended party is below twelve years old, even though none of the above circumstances is present.
2. When a person who inserts part of his or her body other than the sexual organ, or who introduced any object or instrument into the genital or anus of a women under any of the situations stated in paragraph 1.
3. When a person subjects another to have sexual intercourse with an animal under any of the circumstances stated in paragraph 1 or through any abnormal, unusual or ignominious sexual act.
4. Any intentional contact, however slight, of one's penis to the genital, mouth, breast or anus of a women or intentional contact thereof, however slight, to any part of her body other than her sexual organ, or the use of any instrument or object which intentionally touches the genital, breast or anus of a women.
5. Sexual abuse in intimate marital relations. Forced sexual act committed under intimate marital relations shall form part of sexual abuse such as those between man and woman, woman and man relations married or unmarried, legally separated or separated in fact.

Section 8. **Battering Defined.** – a series of physical, emotional and psychological abuse. It is repeated and habitual cyclic pattern as means of intimidation and imposition of the batterer's will and control over the survivor's life. Battering constitutes the following kinds of behavior but is not limited to:

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 ELY MARIA N. ENEVOLDSEN Sangguniang Bayan Member	 ROGELIO J. BAA Sangguniang Bayan Member	 FEDERICO EMSOL LK Federation Vice President	 MC LOURIE P. UMPAD Secretary to the Sangguniang Bayan





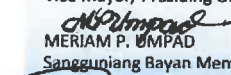
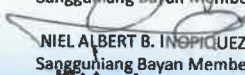
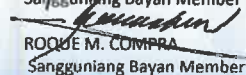


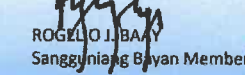

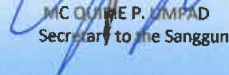
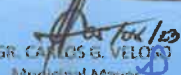

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 Municipal Mayor

- a. **Sexual battering** – this includes physical attacks on the women’s breasts/genitals or forced sexual activity, accompanied by either physical violence or the threat of physical violence.
- b. **Psychological battering** – this includes threats of suicide, violence against the woman or her family, punching, breaking or defacing or otherwise destroying the house or any part thereof; or of the personal belongings of a woman, threatening to take the children away, threatening deportation of wives with foreign citizenship, threatening to kidnap children or take them to a foreign country and forcing the victim to do degrading things; controlling the victim’s lawful or usual activities, the use of foul and insulting words or statements and threats of abandonment and expulsion such as forcing the wives to leave the conjugal dwelling. This provision shall likewise apply to common-law relations but does not include adulterous ones as contemplated in the Revised Penal Code.
- c. **Economic battering** – this includes deprivation of women of economic resources. Their generation and mobilization so as to create dependency and submissiveness to men and to any established structures of domination.

Section 9. Trafficking in Women Defined – is a covert or overt recruitment of women into the sex trade industry. It includes new forms of sexual exploitation such as sex tourism, the recruitment of domestic labor to work in developed countries, and organized marriages between women from third world countries and foreign nationals; promoting or initiating a system in which women become movable properties and objects of exchange.

Trafficking in Women shall include but not limited to, the following:

- a) For any persons’ association, cult religion or organization or similar entities to commit the following acts:
 - Establish or carry on a business for the purpose of matching women for marriage to foreigner either on a mail order basis or through personal introduction or cyberspace;
 - advertise, publish, print or distribute, or cause the advertisement, publication, printing or distribution of any brochure, flyer or propaganda material calculated to promote the above-mentioned prohibited acts for profit or advantage;
 - solicit, enlist or attack/induce any woman to join any club, association or organization whose objective is to match women for marriage to foreigners either on a mail-order basis or through personal introduction or cyberspace or any form which facilitate the act of solicitation;

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- use the postal services, cyberspace or satellite TV to promote the above-mentioned prohibited acts.

- b) Buy or sell a woman, or any of her body parts for profit; or to use her body by any pretest; to be used for experiments, research or the like without her consent.
- c) Act as a procurer of a sex worker.
- d) Threaten or use violence and force a woman to become a mail-order bride.

Section 10. **Mail Order Bride Defined** – It is a practice where a woman establishes personal relations with male-foreign national via mail or similar means upon recruitment by an individual or agency for the purpose of exploiting women in guise of marriage.





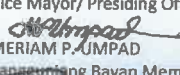
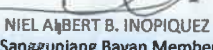


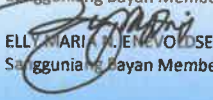
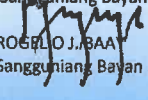

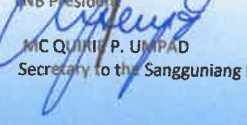

Section 11. **Sexual Harassment Defined** – It is a form of misconduct involving an act or a series of unwelcome sexual advances, requests for sexual favors, or other verbal or physical behavior of a sexual nature, made directly, indirectly or impliedly.

Sexual harassment shall be unlawful in the employment, education or training environment as prescribed in RA 7877.

Section 12. **Other Forms of Sexual Harassment** – Other than the definition provided by RA 7877, the following constitute sexual harassment some of which are covered by the Revised Penal Code under Acts of Lasciviousness:

- 1. Persistent telling of offensive jokes such as green jokes or other analogous statements to someone who finds them offensive or humiliating;
- 2. Taunting a person with constant talk about sex and sexual innuendoes;
- 3. Displaying offensive or lewd pictures and publications in the workplace;
- 4. Interrogating someone about sexual activities or private life; during interviews for employment, scholarship grant or any lawful activity applied for;
- 5. Making offensive hand or body gestures at someone;
- 6. Repeatedly asking for dates despite verbal rejection;
- 7. Staring or leering maliciously;
- 8. Touching, pinching or brushing up against someone's body unnecessarily or deliberately
- 9. Kissing or embracing someone against her will;
- 10. Requesting sexual favors in exchange for a good grade, obtaining a good job or promotion, etc.;
- 11. Cursing, whistling or calling a woman in public with words having dirty connotations or implications which tend to ridicule, humiliate or embarrass the woman such as "puta", "boring", "peste", etc.";
- 12. Any other unnecessary acts during physical examinations;
- 13. Requiring women to wear suggestive or provocative attire during interviews such as job hiring, promotion, admission.

Section 13. **Pedophilia Defined**. Pedophilia which is a form of sexual perversion where children are the preferred victims is defined under the following circumstances:

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- a) When the offender shall have sexual intercourse with a girl;
- b) When the offender shall have anal intercourse with a boy or girl.

Section 14. Prohibition of Printing, Publication, Display and Distribution of Pornographic Scenes on Movie/TV Trailers/Shows, Posters, Billboards and other Materials and Similar Literature. It shall be unlawful for any person to print, publish, display or distribute pornographic scenes on movie/TV trailers/shows, posters, billboards, literature and other visual materials which treat women as sex objects and commodities.



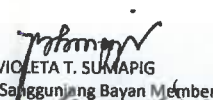

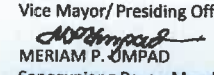



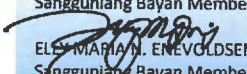
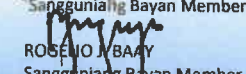



Section 15. Pornographic and Indecent Shows. Indecent shows as used in this Code include nude or other provocative gestures which further project and exhibit women as sex objects.

Any person or agency who engages in shows depicting women as sex objects in private or in public places or under scandalous circumstances shall violate women's rights.

Section 16. Liveshows. It shall be a violation of women's rights to influence or force a woman or girl-child to dance or do naked shows in public or private places for commercial or entertainment purposes.

Section 17. Comprehensive Support to Women-Survivors of Violence. The Local Government of Villaba, Leyte shall provide a comprehensive support to women-survivors of violence which consists of, but not limited to, the following:

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

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Section 18. **Psychosocial Program.** It is an intervention using a system approach to conditions of women as it views differentiated needs in a social context.

Section 19. **Survivor's Support Group Defined.** It is an organized group of women to whom a woman-survivor of violence voluntarily agrees to establish a professional helping process.

Section 20. **Support Services for Woman in the Entertainment Industry, Entertainment Industry Defined.** Includes establishments identified as places of amusements as defined in the Local Tax Code of the Municipality of Villaba.

Other places of Amusement – include all other places of amusement not specifically enumerated or otherwise provided for in this Ordinance, including but not limited to minus-one or sing along houses, fast food centers showing sport competitions or replay shows by direct hook up via satellite or those showing video cassette films/movies, beach resorts, and other places of amusement where one seeks admission to entertain himself whether by seeing or viewing or by direct participation.

The Local Government of Villaba, Leyte shall provide socio-economic support services for women in the entertainment industry in its desire to concretely respond to their practical needs.

Section 21. **Free Medical Routine Check-up.** Women in the entertainment industry shall be afforded with free medical routine check-up and medicines if needed.

Section 22. **Prostitution as a Violation of Women's Right.** Prostitution shall be recognized as a violation of human rights and exploitation of women who have no real choices for survival.


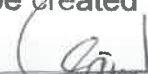


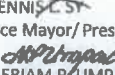
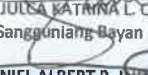
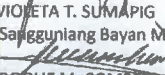
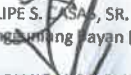
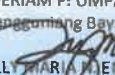
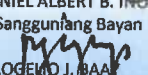
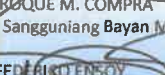


Section 23. **Creation of Women Complaints Relation Section (WCRS) and appointment of WCRS Officer.** The Local Government of Villaba shall create the WCRS and appoint WCRS Officer in the police stations of the Municipality to specifically handle concerns of women.

Section 24. **Role of Female Police Officers.** Complaints filed by women on battering and other forms of abuse against them shall be handled by female officers in the local police force who shall undergo special courses on handling cases affecting abused women.

Section 25. **Creation of Family Arbitration Committee within the Lupong Tagapamayapa.** There shall be created a Family Arbitration Committee within the Lupong Tagapamayapa of each barangay to resolve cases on family violence.

Section 26. **Creation of Medico-Legal Desk for Women At the Municipal Social Welfare and Development Office.** There shall be a Medico-Legal Desks for Women at the Municipal Social Welfare and Development Office to cater to specific women problems and concerns.

Section 27. **Creation of Multi-Disciplinary and Multi-Sectoral Coordinating Council on Family Violence.** A Multi-Disciplinary and Multi-Sectoral Coordinating Council on Family Violence shall be created by the Local Government of Villaba through the

 DENNIS C. SY Vice Mayor/ Presiding Officer	 JULIA KATRINA L. CON-UI Sangguniang Bayan Member	 VIOLETA T. SUMAPIG Sangguniang Bayan Member	 FELIPE S. LASAS, SR. Sangguniang Bayan Member
 MERIAM P. UMPAD Sangguniang Bayan Member	 NIEL ALBERT B. INOPIQUEZ Sangguniang Bayan Member	 ROQUE M. COMPRA Sangguniang Bayan Member	 MARIANO V. DE CLARO LMB President
 ELLY MARIA M. ENEVOLDSEN Sangguniang Bayan Member	 ROGELIO J. BAAS Sangguniang Bayan Member	 FEDERICO ENSUY SK Federation Vice President	 MC QUIJE P. UMPAD Secretary to the Sangguniang Bayan
 ENGR. CARLOS G. VELOSO Municipal Mayor			

Municipal Gender and Development Section in coordination with existing women NGOs engaged in program against family violence to design protocol and mechanism for identification, assessment and interventions on family violence.

Section 28. Inter-Agency Council Against Trafficking. An Inter-Agency Council Against Trafficking shall be established in the Municipality of Villaba with the following powers and functions:

- a) Formulate a comprehensive program to suppress the trafficking of women and children;
- b) Conduct massive information campaigns;
- c) Undertake guidance and counseling to women going abroad as fiancées of foreign nationals;
- d) Make representations to schools and universities for their inclusion of migration and its implications for women in all levels of curricula;
- e) Refer traffic victims to appropriate agencies;
- f) Formulate a program for returning victims in cooperation with local offices of DOLE, TESDA and other government agencies involved in training and livelihood development;
- g) Secure assistance from any of the local government units, departments or bureaus of the national government;
- h) Exercise all powers and functions necessary to attain its purposes and objectives.

ARTICLE III Political and Public Sphere of Women


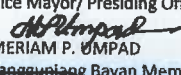
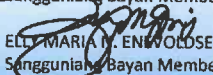

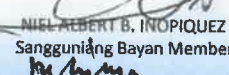
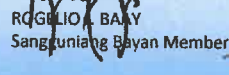


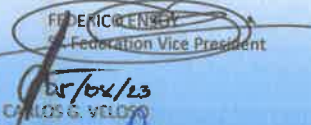


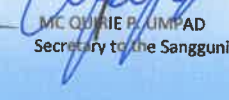
✓ **Section 29. Declaration of March 8 as International Women's Day.** March 8 shall be declared as a special public holiday through an Executive Order. There shall be a barangay-level set of activities on women and the law, current issues affecting and influencing women, and assessment of women's status in Villaba, Leyte and other forms of critical consciousness-raising activities.

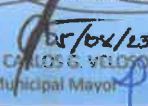
Section 30. Barangay Level Self-Organization of Women. Self-organization of women shall be organized at the barangay level to include young women.

Section 31. Creation of Council for Women. A Council for Women shall be organized at a municipal level from among the barangay level women organizations.

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

✓ **Section 32. Election of Women Sectoral Representative to the Sangguniang Bayan.** Women sectoral representative to the Sangguniang Bayan to attend meetings/hearings shall be elected by the members of the accredited women organizations in the Municipality of Villaba as concrete manifestation of women's place in local governance and in accordance with RA 7160.

 <p>DENNIS L. SY Vice Mayor/ Presiding Officer</p>  <p>MERIAM P. UMPAD Sangguniang Bayan Member</p>  <p>ELLY MARIA N. ENWOLDSEN Sangguniang Bayan Member</p>	 <p>JULIA KATRINA L. CON-LIT Sangguniang Bayan Member</p>  <p>NIEL ALBERT B. INOPIQUEZ Sangguniang Bayan Member</p>  <p>ROGELIO A. BANY Sangguniang Bayan Member</p>	 <p>VIOLETA T. SUMAPIG Sangguniang Bayan Member</p>  <p>ROQUE M. GOMPURA Sangguniang Bayan Member</p>  <p>FREDERIC ENGR. Federation Vice President</p>	 <p>FELIPE S. REYES, SR. Sangguniang Bayan Member</p>  <p>MARIANO Y. DE CLARO INB President</p>  <p>MC QUINE P. UMPAD Secretary to the Sangguniang Bayan</p>
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ENGR. CARLOS G. VELOSO
Municipal Mayor

Section 33. Representation of Women in Barangay Development Council (BDC)

Structure. The Local Government of Villaba, Leyte shall ensure that at least one third (1/3) of the members of the BDC are women to strengthen government's recognition of women's potentials in each barangay.

Section 34. Women Representatives to the Municipal Development Council (MDC).

The local government of Villaba, Leyte shall ensure that at least one third (1/3) of the members of the MDC are women.

Section 35. Peace Based on Justice. The network of women GOs and NGOs shall be formally consulted on peace and development issues on the basis of social equity and justice.

Section 36. Women in Law Enforcement Positions. All qualified women shall be given the opportunity to assume key law enforcement positions.

Section 37. Orientation on Sexual Harassment. All local offices, agencies, and establishments, government and private, in the Municipality of Villaba shall conduct orientation on sexual harassment in relation to labor and employment. Certificate of compliance shall be submitted to the Municipal Gender and Development Section.

Section 38. Setting-up of Grievance Machinery. A grievance committee shall be set up in all local offices, agencies or establishments to act on complaints related to sexual harassment.

Section 39. Gender-Sensitive Physical Plant. A physical plant appropriate for a gender-sensitive environment shall be adopted by all offices, agencies and establishment which shall help prevent sexual harassment, sexual abuse and other forms of maltreatment in the workplace.



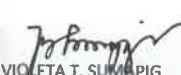


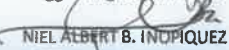
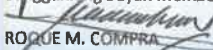





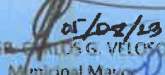
✓ **Section 40. Tax Incentives for Business Entities.** The Local Government of Villaba, Leyte shall provide tax incentives to business entities.

- a) Any amount used for the establishment, maintenance and operation of the child day care support system shall be tax-deductible;
- b) Annual tax credit per child regularly served for at least one year in the Center; and
- c) Annual tax credit per woman extended with maternity leave benefits for breastfeeding.

Section 41. Monitoring System for Labor Standards. A mechanism shall be installed in the Municipal Gender and Development Section to monitor all offices, agencies and establishments or companies violating Labor Code provisions and the provisions of this Ordinance.

**Article IV
Health Right**

Section 42. Budget for Women's Health. A substantial portion of the health budget of the Municipal Government shall be allocated for women's health and services.

 DENNIS ESY Vice Mayor/ Presiding Officer	 JULIA KATRINA L. CON-UI Sangguniang Bayan Member	 VIOLETA T. SUMMAPIG Sangguniang Bayan Member	 FELICES CASAS, SR. Sangguniang Bayan Member
 MERIAM P. UMPAD Sangguniang Bayan Member	 NIEL ALBERT B. INOPIQUEZ Sangguniang Bayan Member	 ROQUE M. COMPRA Sangguniang Bayan Member	 MARIAM D. DE CLARO LNB President
 ELY MARIA N. ENEVOLDSEN Sangguniang Bayan Member	 ROGELIO J. BALY Sangguniang Bayan Member	 FEDERICO ENSOY K Education Vice President	 MC LOURIE P. UMPAD Secretary to the Sangguniang Bayan
 05/02/23 ENGR. CARLOS G. VELOSO Municipal Mayor			

Section 43. **Upgrading of Health Care Delivery System.** Quality health care and services that are not discriminatory on account of their gender, age, sex, creed, religion and ethnicity shall be implemented in the Municipality of Villaba.

Section 44. **Reproductive Health Care Delivery, Reproductive Health Defined.** As defined in the International Conference on Population and Development and World Health Organization and affirmed in Beijing Conference, reproductive health is a state of complete physical, relating to the reproductive system and to its functions and processes, i.e. people are able to have a satisfying and safe sex life and have the capability to reproduce and the freedom to decide it, when and how to do so.

The Municipality of Villaba shall adopt the reproductive health care approach at all levels of health care delivery. Such approach integrates many issues not previously considered central to population; sexuality, reproductive tract infection, gender power relations and domestic violence and shall not be limited to family planning and child bearing.

Section 45. **Women's Control Over Their Bodies.** Women's decision to prevent and control pregnancy shall be given appropriate support and guidance by all health professionals, private and public, at very minimal cost.

Section 46. **Gender-Sensitive Crisis Intervention Unit.** The Local Government of Villaba, Leyte shall cause the establishment of a Gender-Sensitive Crisis Intervention Unit at all levels of health care, primary, secondary and tertiary and shall provide service training to all health and other allied personnel who shall be assigned in this unit.

Section 47. **Promotion of Gender-Sensitive Curricula.** The schools in this municipality shall actively promote gender-sensitive professional school counseling and career education programs to encourage females to pursue academic and technical courses in order to widen their future career opportunities.




Section 48. **Adult Education.** All women desiring to engage in functional and practical education shall enlist themselves in adult education program which shall be set up in all progressive barangay in the municipality.




ARTICLE V Special Sectoral Concerns


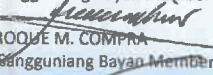

Section 49. **Special Education for Differently-abled Women, Differently-abled Women Defined.** Are women survivors of physical impairments and have differentiated needs and potentials.



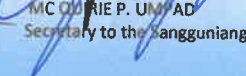
There shall be a special education school for differently-abled women in LGU-Villaba which shall offer appropriate technology curricula.

Section 50. **Advocacy on Differently-abled Women's Rights.** Active advocacy on the rights of differently-abled women shall be conducted by the Municipal Gender and Development Section.


DENNIS L. SY
Vice Mayor/ Presiding Officer

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Sangguniang Bayan Member

ELZY MARIA H. UNEVOLDSEN
Sangguniang Bayan Member


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Sangguniang Bayan Member

NIEL ALBERT B. INOIQUEZ
Sangguniang Bayan Member

ROMEO J. BAA
Sangguniang Bayan Member


VIOLETA T. SUMAPIG
Sangguniang Bayan Member

ROQUE M. COMPRA
Sangguniang Bayan Member

FEDERICO ENSOY
SK Federation Vice President


FELIPE S. GASAS, SR.
Sangguniang Bayan Member

MARIANO ADE-CLARO
LNB President

MC ORLIE P. UMPAD
Secretary to the Sangguniang Bayan


ENGR. CARLOS G. VELOSO
Municipal Mayor

Section 51. **Creative Employment Opportunities for Differently-abled Women.** The Local Government of Villaba, Leyte shall develop creative employment opportunities for differently-abled women recognizing their differentiated conditions and full potentials as human persons.

Section 52. **Reporting of Cases of Harassment Committed Against Differently-Abled Women.** The Local government of Villaba, Leyte through its Municipal Gender and Development Section shall require all barangays to monitor and report cases of harassment committed against differently-abled women.

Section 53. **Organization of Differently-abled Women.** Each barangay shall create a committee on differently-abled women within the Barangay Development Council in order to advance the interests of this special group of women.

Section 54. **Organization of the Elderly Women.** Each barangay shall create a committee on the elderly women within the Barangay Development Council in order to advance the interests of this special group of women.

Section 55. **Support to Women in Detention.** Rights of all women detainees shall be protected. a) Speedy trial of their cases shall be ensured by all concerned; b) An appropriate program shall be designed to respond to their specific needs and problems as detainees; and c) Separate structure and space for detention and rehabilitation shall be provided.

Section 56. **Respect for Women's Sexual Preference.** Women's right to sexual preference shall be respected and protected.



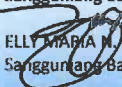

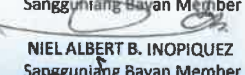
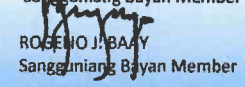

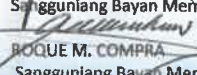
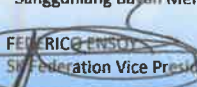


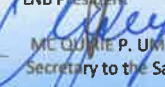

ARTICLE VI Women and Children Support System

Section 57. **Daycare Center.** The Local Government of Villaba, Leyte shall ensure that Day Care Centers are set up in every barangay to free women to engage in other activities such as taking a job or going back to school.

Section 58. **Parental Authority.** The father and mother shall jointly exercise parental authority over the persons of their common children. In case of disagreement, the couple shall consult their family counsel or shall bring the matter before the Lupong Tagapamayapa for conciliation.

ARTICLE VII Gender and Development

Section 59. **Gender and Development Defined.** Conscious efforts at improving the quality of lives of women and men based on sustained, equitable growth, and balanced ecology. It sees society as a gender system in all its aspects – economic, political and social. It views women's oppression in both the private and public spheres. It sees women as agents of change, instead of mere recipients of development assistance. It calls for structural change as well as reorientation of the patriarchal culture.

 <p>DENNIS L. SY Vice Mayor/ Presiding Officer</p>  <p>MERIAM P. UMPAD Sangguniang Bayan Member</p>  <p>ELLY MARIA N. ENEVOLDSEN Sangguniang Bayan Member</p>	 <p>JULCA KATRINA L. CONAUI Sangguniang Bayan Member</p>  <p>NIEL ALBERT B. INOPIQUEZ Sangguniang Bayan Member</p>  <p>ROGELIO J. BAAY Sangguniang Bayan Member</p>	 <p>VICLETA T. SUMAPIG Sangguniang Bayan Member</p>  <p>ROQUE M. COMPRÁ Sangguniang Bayan Member</p>  <p>FERRICQ ENSOS Sangguniang Bayan Member</p>	 <p>FELIPE S. CASAS, SR. Sangguniang Bayan Member</p>  <p>MARIANG MAE CLARO LNB President</p>  <p>MC QUIRIC P. UMPAD Secretary to the Sangguniang Bayan</p>
 <p>ENGR. CARLOS G. VELOSO Municipal Mayor</p>			

Section 60. **Gender Sensitivity and Training, Gender Sensitivity Defined.** It is an experimental and critical process of learning and unlearning by an individual, female or male, of the causes and effects of the culturally determined roles of women and men.

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

Section 61. **Active Support to Gender Studies.** A sufficient amount shall be allotted to gender-related documentations and researches which shall form part of the Municipality's data-based program development.

Section 62. **Popularization to Gender-Fair Materials.** There shall be an active promotion and publication of gender-fair materials in popular forms in Villaba, Leyte.

Section 63. **Gender and Development Officer.** A Gender and Development Officer shall be designated to initiate gender and development programs in the offices, establishments, departments or agencies of the Local Government of Villaba, Leyte in close coordination with the Office of Human Resource Development.



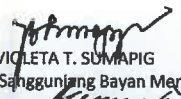



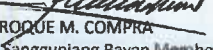

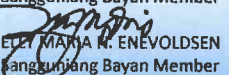
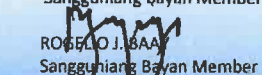

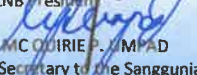

Section 64. **Gender-Sensitive and Environment-Friendly Zonification Plan of the Municipality of Villaba.** A gender-sensitive and environment-friendly zonification plan of this municipality shall constitute the following, to wit:

- a) The relocation of communities shall not deprive women of their sources of livelihood.
- b) The relocation sites shall not contribute to an increase in women's burden in economic, home and social production.
- c) The housing and industrial project sites shall be those unproductive lands unsuitable for economic purposes.
- d) The industrial center for light industries shall be place in key areas of the municipality.

Section 65. **Community-Based Environment Plans and Programs.** Both men and women shall participate in pollution control, zero-waste technology development and management preservation of the forest, marine and aquatic resources and indigenous reforestation with due respect for the peoples' culture and rights to self-determination.

Section 66. **Gender-Sensitive Natural Resource-based management Programs.** The Local Government of Villaba, Leyte shall engage itself in the development of gender-sensitive natural resource-based management programs.

Section 67. **Role of Women in Environmental Impact Assessment of Project.** The Local Government of the Municipality of Villaba, Leyte shall promote the active role of women in environmental impact assessment of projects. Instruments for environmental impact assessment shall consciously determine sex disaggregated data.

 DENNIS L. SY Vice Mayor/ Presiding Officer	 JULIA KATRINA L. CON-UI Sangguniang Bayan Member	 VIOLETA T. SUMAPIG Sangguniang Bayan Member	 FELIPE S. CASAS, JR. Sangguniang Bayan Member
 MERIAM P. UMPAD Sangguniang Bayan Member	 NIEL ALBERT B. INOPIQUEZ Sangguniang Bayan Member	 ROQUE M. COMPRA Sangguniang Bayan Member	 MARIAND V. DE LLANO LNB President
 ELY MARIA N. ENEVOLDSEN Sangguniang Bayan Member	 ROGELIO J. BAA Sangguniang Bayan Member	 FEDERICO ENSOT Sangguniang Bayan Vice President	 MC ODRIE P. UMPAD Secretary to the Sangguniang Bayan
		 ENGR. CARLOS G. VELOSO Municipal Mayor	

Section 68. **Promotion of Appropriate Technology.** The Local Government of Villaba, Leyte shall actively promote an alternative technology that is appropriate and safe for women.

Section 69. **Creation of Resource Management Council.** Each barangay shall create resource management council which shall ensure promotion and protection of ecological balance and full participation of women.

Section 70. **Sufficient Budget for Basic Social Services.** A sufficient amount for the basic social services for women and children in extremely difficult circumstances shall be allocated from all sources of funds.

Section 71. **Investments and Loans.** The Local Government of Villaba, Leyte shall hold consultative assemblies with women GOs and NGOs in establishing contracts for loans and investments to clarify implications of women's welfare and development at the barangay level.

Section 72. **Overseas Contract Worker's (OCW) Wives and Children Support.** The Local Government of Villaba, Leyte shall conduct at the barangay level a survey of overseas contract workers, results of which shall serve as basis for special support to women and children.

Section 73. **Special Course on OCW.** A special course on overseas contract work primarily to orient women on the issues and concerns relative to migration shall be systematically introduced to all women especially at the barangay level.

Section 74. **Education on National Policies.** Women and men shall undertake education on national policies and their implications on women.

Section 75. **Special Training for Lupong Tagapamayapa.** A special paralegal training for Lupong Tagapamayapa shall be conducted along gender question and related matters.

Section 76. **Gender Sensitization as a Pre-requisite to Employment and Promotion.** There shall be a gender-sensitive assessment to be conducted by the Gender and Development Section to all concerned as a pre-requisite to hiring and promotion of personnel.

Section 77. **Gender and Population.** The Municipal Health Office shall review and redesign the population program so that it would become reproductive health conscious instead of being contraceptive-based.

Section 78. **Training on Non-Traditional Occupation.** Women shall be given opportunity to acquire training on non-traditional occupations such as those related to science and technologies.

PENAL PROVISIONS

ARTICLE VIII

Violence Against Women and Children

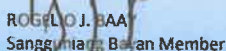

DENNIS L. SY
Vice Mayor/ Presiding Officer

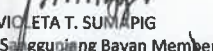

MERIAM P. UMPAD
Sangguniang Bayan Member



ELLY M. N. ENEVOLDSEN
Sangguniang Bayan Member


JULEA KATRINA L. CON QUI
Sangguniang Bayan Member


NIEL ALBERT B. INORQUEZ
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LNB President


MC QUIRTE P. UMPAD
Secretary to the Sangguniang Bayan


ENGR. CARLOS G. VELOSO
Municipal Mayor

Section 79. **Soliciting Women's Service.** It is unlawful for a person to solicit a women's service for sexual purposes as gift, representation, public relations, or as an act of goodwill regardless of whether the solicitor profits or not from such act without prejudice to the provisions of the Revised Penal Code.

Any witness may file complaint together with the affected women to the proper court. Penalty for such is a fine of P5,000 or an imprisonment of one year.

Section 80. **Other Forms of Trafficking in Women.** Any person or agency who with the use of force or deceit, lures a woman to work abroad or in other provinces or cities in the Philippines for a particular job on a promise of high fees, but instead lands on prostitution, domestic help or other odd jobs. Violators of this provision shall be penalized by an imprisonment of one year or a fine of P5,000 or both, at the discretion of the court.

Section 81. **Sex Trade.** An agency or person who shall engage in keeping women for sex for a fee shall suffer the penalty in accordance with the Revised Penal Code.

Section 82. **Sex Tours.** No hotels, beach resorts, sauna baths and related establishments shall be allowed to Operate as conduit for sex tours. Cancellation of business permit, a fine of P5,000 and an imprisonment of one year shall constitute the penalty for violation.

Section 83. **"Beauty" Contest.** Beauty contests which tend to commodify, abuse, humiliate and treat women as sex objects shall strictly be prohibited in schools, communities, barangays and by the Municipal Government in its special celebrations, but in their stead the projection of women's strengths and potentials, especially with regard to indigenous and culturally-relevant forms shall be encouraged.

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








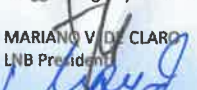
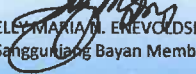
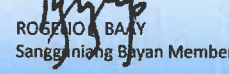

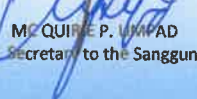
For business organization: a) Cancellation of business permit; b) Fine of P5,000; c) Others, as prescribed in the implementing rules and regulations of this Code.


For representatives of agencies, departments or units of the local government of Villaba, Leyte a) Suspension for one month without pay; b) Fine of P5,000; c) Others, as prescribed in the implementing rules and regulations of this Code.

For educational institutions, charity or welfare organizations: a) Cancellation of license to operate; b) Fine of P5,000; c) Others, as prescribed in the implementing rules and regulations of this Code.

Section 84. **Fund Raising Initiative Defined.** It refers to any activity, whether in whole or in part, integrated in any raffle draw, benefit or disco dance, premier showing or movies, or any similar fund-raising undertakings where women are used as donor prize, substitute for prizes won, a companion package for an award, prize or recognition, or any manner, activity, come-on display, or exhibition which depicts a woman as central, partial, or special focus in order to raise funds.

All fund raising initiatives as defined in this Code shall be strictly prohibited in the Municipality of Villaba. Violators of this provision pay a fine of P5,000 or imprisonment of six months or both at the discretion of the court.

 DENNIS L. SY Vice Mayor/ Presiding Officer	 JULIA KATRINA L. CON-UI Sangguniang Bayan Member	 VIOLETA T. SUMAPIG Sangguniang Bayan Member	 FELIPE S. CASAS, SR. Sangguniang Bayan Member
 MERIAM P. UMPAD Sangguniang Bayan Member	 NIEL ALBERT B. INOPIQUEZ Sangguniang Bayan Member	 ROQUE M. COMPRA Sangguniang Bayan Member	 MARIANO V. DE CLARO LNB President
 ELY MARIA M. ENEVOLDSEN Sangguniang Bayan Member	 ROSARIO B. BAY Sangguniang Bayan Member	 FEDERICO ENSOY Federation Vice President	 MC QUIRRE P. UMPAD Secretary to the Sangguniang Bayan


ENGR. CARLOS G. VELOSO
Municipal Mayor

Section 85. **Benefit Dance/Disco Defined.** It refers to a dance in the locality where women are in the process being commodified for fund raising purposes.

Section 86. **Women in Armed Conflict Situation.** a) No women shall be deprived of basic social services in armed conflict areas; b) No women or girl children shall be kept by any PNP/military personnel in police/military detachment/checkpoint or any analogous quarter for purposes of comfort. Violation shall be penalized through summary dismissal proceedings of the local AFP/PNP and/or at the discretion of the local Police Law Enforcement Board.

Section 87. **Forced Marriage.** No woman shall be forced to marry on the basis of vitiated consent. Any person or agency representative committing fraudulent or coercive act to cause and effect a forced marriage shall be liable under this Code by a fine of P5,000 or an imprisonment of one year, or both, at the discretion of the Court.

Section 88. **Conscious Surveillance of Entertainment Establishment.** A regular Task Force shall be created to conduct conscious surveillance of entertainment establishments exploiting women. Failure of the task Force to submit weekly report shall be subject to an administrative sanction.





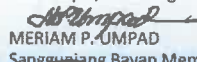
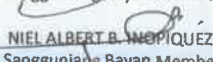
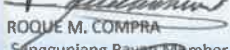

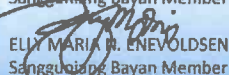
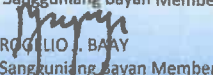

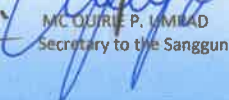

ARTICLE IX Labor and Employment

Section 89. **Equal Access to Job Training and Promotion.** No woman shall be deprived of job training and promotion on account of her gender, age, ethnicity, creed, religion and civil status. Violations by private employers shall constitute a fine of P5,000 and a cancellation of business permit or as prescribed by the Court. Government unit or agency head of office is liable for the penalty of three months suspension and a fine of P1,000.00

Section 90. **Wage and Benefits for Women.** Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or passed by the Congress and shall grant all benefits to all women employees such as maternity leave, sick and vacation leave, retirement, termination and other benefits provided by law. Violation by private employers shall constitute a fine of P5,000.00 and a cancellation of business permit or as prescribed by the Court. Government unit or agency head of office is liable for the penalty of three months suspension and a fine of P1,000.00.

Section 91. **Facilities and Support Systems for Women.** The Local Government of Villaba, Leyte shall ensure the safety and health of women employees. In appropriate cases, it shall require employers to:

- a. Provide seats proper for women and permit them to use such seats when they are free from work and during working hours, provided they can perform their duties in this position without detriment to efficiency;
- b. Establish separate toilet rooms, lavatories and lounge for men and women and provide at least a dressing room for women;
- c. Establish a creche in a workplace for the benefit of the women employees therein; and
- d. Provide breast feeding centers for women in the workplaces.

 DENNIS E. SY Vice Mayor/ Presiding Officer	 JULCA KATRINA L. CON-UI Sangguniang Bayan Member	 VIOLETA T. SUMAPIG Sangguniang Bayan Member	 FELIPE S. DASAS SR. Sangguniang Bayan Member
 MERIAM P. UMPAD Sangguniang Bayan Member	 NIEL ALBERT B. INOPIQUEZ Sangguniang Bayan Member	 ROQUE M. COMPTRA Sangguniang Bayan Member	 MARIANO V. DE CLARO LNB President
 ELY MARIA M. ENEVOLDSEN Sangguniang Bayan Member	 ROGELIO J. BAAY Sangguniang Bayan Member	 FEDERICO ENSUY SK Federation Vice President	 MC LOURIE P. UMPAD Secretary to the Sangguniang Bayan
 ENGR. CARLOS G. VELOSO Municipal Mayor			

Violation by private employers shall constitute a fine of P5,000.00 and a cancellation of business permit or as prescribed by the Court. Government unit or agency head of office is liable for the penalty of three months suspension and a fine of P1,000.00.

Section 92. **Reproductive Health Services.** Big companies as well as labor intensive establishments shall provide reproductive health services to working women regardless of civil status as a manifestation of concern for women's role in social production. Cancellation of business permit or license to operate and a fine of P5,000.00 shall constitute the penalty for violation of this provision.

Section 93. **Orientation on Sexual Harassment.** All local offices, agencies and establishments or companies, government and private, in Villaba, Leyte shall conduct orientation on sexual-harassment. Failure to comply with this provision shall cause the payment of a fine of not less than P3,000.00 or at the discretion of the Court. The head of office shall be held liable through an administrative sanction.

Section 94. **Gender-Sensitive Physical Plant.** A physical plant appropriate for a gender-sensitive environment shall be adopted by all offices, agencies and establishments which shall help prevent sexual harassment, sexual abuse and other forms of maltreatment in workplaces.



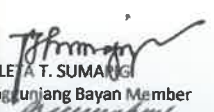

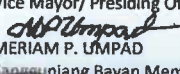
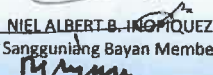
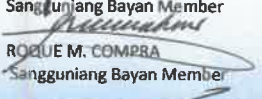


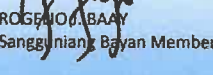

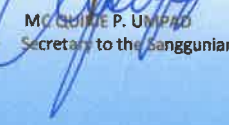

Monitoring team shall be composed of representative of the offices of the Municipal Engineer, Municipal Social Welfare and Development and Gender and Development to conduct inspection in compliance with the above provision.

Failure to comply with this provision shall mean payment of a fine and a suspension of business permit or license to operate for three months. For local government department or agency, an administrative sanction shall be imposed for which the head of Office shall be held liable.

Section 95. **Increase Maternity Leave Benefits as Incentives for Breast Feeding Mothers in the Public and Private Sectors.** Maternity leave benefits of 90days shall be extended to all women employees (public and private) who have rendered at least one year continuous service, provided that 90 days of the leave period shall be used for breast feeding her new-born baby.

Employer who violates this provision shall pay a fine of P5,000.00 and a suspension of business permit or license to operate for six months. For local government department or agency, an administrative sanction shall be imposed.

Section 96. **Barangay-Based Househelp Support.** All barangays in Villaba, Leyte shall conduct compulsory education for both house helper and house helper employers on gender-sensitivity. An administrative sanction shall be imposed to any Barangay Council which fails to comply with this provision.

 DENNIS L. SY Vice Mayor/ Presiding Officer	 JULIA KATRINA L. CON-UI Sangguniang Bayan Member	 VIOLETA T. SUMANG Sangguniang Bayan Member	 FELIPE S. CASAS, SR. Sangguniang Bayan Member
 MERIAM P. UMPAD Sangguniang Bayan Member	 NIEL ALBERT B. INGOIQUEZ Sangguniang Bayan Member	 ROQUE M. COMPRA Sangguniang Bayan Member	 MARIANO Y. DE CLARO INB President
 KELLY MARIAN. ENEVOLDSEN Sangguniang Bayan Member	 ROGELIO A. BAAY Sangguniang Bayan Member	 FERDINAND CLENSOR SK Federation Vice President	 MC QUIPE P. UMPAD Secretary to the Sangguniang Bayan
	 ENGR. CARLOS G. VELOSO Municipal Mayor		

Section 97. **Women in the Entertainment Industry.** Women engaged in the entertainment industry shall be recognized as wage earners and they shall receive a minimum wage and benefits afforded to women workers and shall render services as set in the job contract and only in the place of work as specified in the business permit of the establishment concerned. Violation of this provision shall be subjected to a fine of P5,000.00 or cancellation of business permit, or both, at the discretion of the Court.

Section 98. **Raids.** Police brutality shall not be allowed during conduct of raids in the entertainment establishment. Violation of this provision shall be subjected to an administrative sanction.

ARTICLE X

Special Sectoral Concerns

Section 99. **Barangay-Level Sanction on Cases of Harassment Committed Against Differently-Abled Women.** All barangays in the Municipality of Villaba shall formulate a barangay-level sanction on cases of harassment committed against differently-abled women. Failure to comply with this provision shall subject the barangay council to an administrative sanction.

ARTICLE XI

Women and Children

Section 100. **Support to Women and Children.** All agreements or settlements arrived at the barangay-level relative to the support of the women and children shall be final and executory. Violation of such agreements or settlements shall be subject to a fine of P1,000.00 and an imprisonment of one month.

ARTICLE XII

Gender and Development



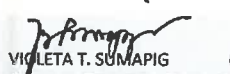

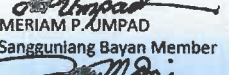
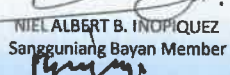
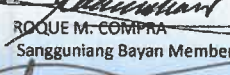

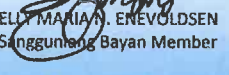
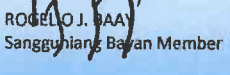
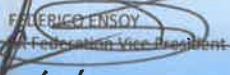
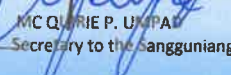
Section 101. **Gender Sensitivity Orientation and Training.** All schools, offices, establishments, departments and agencies including barangay officials of the Local Government of Villaba, Leyte shall initiate gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender justice. Non-compliance with this provision shall require the concerned party to pay a fine of P5,000.00 and issuance of warning by the Gender and Development Section.

Likewise, all establishments, schools, colleges and universities shall develop assessment tools for gender biases.

ARTICLE XIII

Provisions for Implementation

Section 102. **Creation of the Gender and Development Section, Gender and Development Section Defined.** It refers to the section, under the MSWDO, which shall

 DENNIS L. SY Vice Mayor/ Presiding Officer	 JULCA KATRINA L. CON-UI Sangguniang Bayan Member	 VIOLETA T. SUMAPIG Sangguniang Bayan Member	 FELIPE S. CASAS, SR. Sangguniang Bayan Member
 MERIAM P. UMPAD Sangguniang Bayan Member	 NIEL ALBERT B. INOPIQUEZ Sangguniang Bayan Member	 ROQUE M. COMPRÁ Sangguniang Bayan Member	 MARIANG UDE CLARO LNB President
 ELY MARIAN J. ENEVOLDSEN Sangguniang Bayan Member	 ROGELIO J. BAA Sangguniang Bayan Member	 FEDERICO ENSOY MSWDO Vice President	 MC QUIRIE P. UMPAD Secretary to the Sangguniang Bayan

05/04/23
ENGR. CARLOS G. VELOSITO
Municipal Mayor

be created by the Local Government of Villaba, Leyte and responsible for the implementation of this Ordinance. It addresses itself to the convergence of the local government efforts towards a municipal level coordination and cooperation in facilitating gender and development program planning, development implementation, monitoring and evaluation.

The Gender and Development Section of the Municipality of Villaba shall be created specifically to realize the provisions of this Ordinance. It shall be the coordinative, regulatory and monitoring body of the Local Government of Villaba to focus on gender-sensitive projects and activities. It shall become the local expression of the National Commission on the Role of Filipino Women (NCRFW).

Section 103. Functions of the Gender and Development Section. This Local Gender and Development Section shall have the following functions to ensure consistency in the implementation of the provisions of this Ordinance:

a. **Monitoring and Coordinative Functions.** These functions shall see through the realistic, measurable and tangible results of the implementation of this Ordinance. These include but not limited to:

a.1. **Gender-Sensitive Watch.** A system of services and facilities utilized in order to monitor status of women in the Municipality wherein all departments and agencies shall develop conceptual and practical methodologies for incorporating gender perspectives into all aspects of economy and policy-making. It shall collect gender and age disaggregated data on poverty situation and all aspects of economic activity and develop qualitative and quantitative statistical performance from a gender perspective. It shall also serve as the data bank on gender and development.

a.2. **Legal Aid Services Check.** A coordinated service for any legal actions needed by the women in protecting their rights shall be installed.


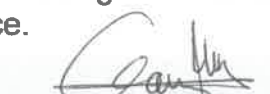
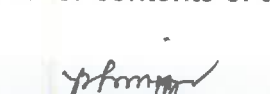

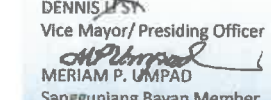
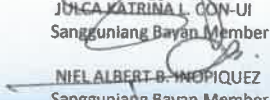
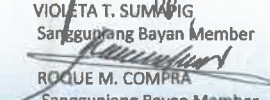

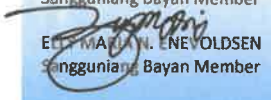
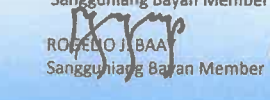
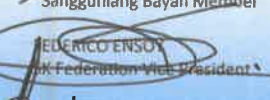
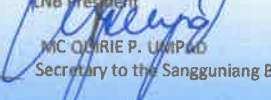

a.3. **Advocacy and Campaign Management.** A coordinated advocacy and campaign on all form of discrimination and violence against women shall be programmed.

a.4. **Sustainable and Gender-Sensitive Project Development.** A system of appraisals of projects to determine sustainable impact on women and men, local economy, Politics, Culture and ecosystem.

a.5. **Violence in Media Check.** An active dialogue with tri-media representatives shall be undertaken by the Sangguniang Bayan Committee on Women's Welfare and Development and women GOs and NGOs on incidence of all forms of violence in media.

b. **Regulatory Function.** This function shall include establishing protocols and standards relevant to the following concerns:

b.1. **Education and Training Benchmark.** Gender-sensitivity education and training for all departments and agencies of the Local Government at the barangay level shall be designed. Standards for contents of the course shall be established by the Office.

b.2. **Psychosocial Support Program.** A holistic and indigenous approach to women with social dysfunctioning which includes attendance to their physical/biological, emotional, psychological and social needs shall be set up. Indicators of program success shall be established by the Office.

b.3. **Early Childhood Care Development Programs and Services.** Appropriate support services for women and children creche and day care services for infants and toddlers as prescribed in RA 6972 and Children's Welfare Code. Indicators of quality of services shall be established by the Office.

It shall be involved in all the processes related to the conceptualization, development assessment and evaluation of programs and projects of the Local Government of Villaba, Leyte.

Section 104. **Role of the Council for Women of the Municipality of Villaba.** The Council for Women shall become the consultative-assembly of the Gender and Development Section for its periodic planning and programming, programs implementation, monitoring, assessment and evaluation.

Section 105. **Rules and Regulations.** Through an Executive Order, an Executive Committee composed of the Social Welfare and Development Office, and the Committee on Women's Welfare and Development of the Sangguniang Bayan shall promulgate the implementing rules and regulations necessary to carry out the provisions of this Ordinance.

A consultative body shall be convened periodically throughout the formulation of the Implementing Rules and Regulations which shall be composed of official representatives of the various agencies of the local Government and Women NGOs.

A Technical Working Group shall be formed for an effective and efficient realization of the Implementing Rules and Regulations.

Section 106. **Compliance Report.** Within six (6) months from the effectivity of this Code and every six (6) months thereafter, all departments, including its agencies and instrumentalities, shall submit a report to the Local Chief Executive on their compliance with this Code.

Section 107. **Appropriations.** For the effective implementation of this Ordinance, the Local Government of the Municipality shall implement the amount appropriated from official development assistance as stipulated in RA. 7192. It shall also appropriate six (6%) from its Annual Development Fund.

ARTICLE XIV Final Provisions

Section 108. **Separability Clause.** If for any reason any section or provision of this Ordinance is declared unconstitutional or invalid, the other sections or provisions hereof which are not affected thereby shall continue to be in full force and effect.

Section 109. **Repealing Clause.** All Ordinances, local issuances or rules inconsistent with the provisions of this Ordinance are hereby repealed or modified accordingly.

DENNIS L. SY
Vice Mayor/ Presiding Officer

MERIAM P. UMPAD
Sangguniang Bayan Member

ELLY MARIA N. ENEVOLDSEN
Sangguniang Bayan Member

JULSA KATRINA L. CON-UI
Sangguniang Bayan Member

NIEL ALBERT B. INOPIQUEZ
Sangguniang Bayan Member

ROGERIO J. BAA
Sangguniang Bayan Member

VIOLETA T. SUMAPIG
Sangguniang Bayan Member

ROQUE M. COMPRA
Sangguniang Bayan Member

FELIPE O. ENSOY
SK Federation Vice President

FELIPE S. CASAS, SR.
Sangguniang Bayan Member

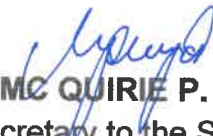
MARIANO V. DE CLARO
LNB President

MICHAEL P. UMPAD
Secretary to the Sangguniang Bayan

ENGR. CECILIO G. VELOSO
Municipal Mayor

Section 110. **Effectivity Clause.** This Ordinance shall take effect upon approval and after publication in the newspapers of general circulation.

On motion for approval by the Hon. Rogelio J. Baay, Sangguniang Bayan Member seconded en masse, this Gender and Development Code of Villaba, Leyte was approved on April 17, 2023.


MC QUIRE P. UMPAD
Secretary to the Sanggunian


ATTESTED:


DENNIS L. SY

Vice Mayor/Presiding Officer



JULCA KATRINA L. CON-UI
Sangguniang Bayan Member


NIEL ALBERT B. INOPIQUEZ
Sangguniang Bayan Member



VIOLETA T. SUMAPIG
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ELLY MARIA N. ENEVOLDSEN
Sangguniang Bayan Member


FEDERICO ENSOY
SK Federation President


MARIANO V. DE CLARO
LNB President

APPROVED:


05/04/23
ENGR. CARLOS G. VELOSO
Municipal Mayor



**Republic of the Philippines
Province of Leyte
Municipality of Villaba**

OFFICE OF THE SANGGUNIANG BAYAN

COMMITTEE REPORT

**ON THE PUBLIC HEARING RELATIVE TO THE
ORDINANCE ON GENDER AND DEVELOPMENT
CODE OF THE MUNICIPALITY OF VILLABA, LEYTE**

**SB SESSION HALL
March 24, 2023
9:00 A.M.**

This Public Hearing was attended by the Department Heads of the LGU, the women sector and the LGBTQ.

The persons invited to this public hearing were provided copies of the ordinance, but not everyone. So, this Chair was obliged to do the reading of this lengthy write-up.

It took the chair almost an hours before it was fully done, after which the open forum followed.

At this point in time the new MSWD Officer wanted to be clarified whether the establishment of a Gender and Development Office would mean that the office to be created would already be separate from the MSWD, so that by so doing, at least she would be relieved of an additional responsibility.

The Chair stated as an opinion that it would depend upon the volition of the Local Chief Executive.

The LGBT sector raised a question why they are not included in the protection against sexual abuse and harassment.

The Chair opined that its not that they are not included. It's because gender is defined as sex and sex is either of the two major forms that occur in many living things and are designated male or female according to their role in reproduction. It is also the qualities by which these sexes are differentiated and which directly or indirectly function in reproduction involving two parents.

What the Chair is trying to drive at is that the ordinance involves gender which is why the subjects are men and women. It does not preclude the participation of any organization, like the LGBT, because the provisions therein are specifically for men and women. Everyone is entitled to a protection against abuse or harassment of any kind.

There were no other questions asked, so the Committee Hearing adjourned at 11:15 A.M.


HON. ROGELIO J. BAAY
Chairman

SB Committee on Laws & Rules

**PUBLIC HEARING ON THE PROPOSED ORDINANCE, ENTITLED: "AN ORDINANCE
INSTITUTING THE GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF
VILLABA.."**

March 24, 2023
SB Session Hall

ATTENDANCE SHEET

NAME	POSITION	SIGNATURE
AL POCHOLO O. APAS	VIGALESA	
DECATORIA J. JING M.	VIGALESA	
Queenstein B. Resol	MAO - VPA	
Mark Raymond Bergamo	MAO -	
Antonio G. Calunin	Document	
Medardo V. Pundug	MUR	
MARION E. VASOR	WOMENS ASS. - PRES	
MA. ENOGAN INOPIQUEL	WOMENS ASS. - V-PRES	
VICTA P. CANOBS	MT	
MA. FLOR M. PASTOR	MCWDO	
VERENIAS R. LUCANAS	MEVMO	
JEFF PEREZAS	Staff	
FELIX S. ORSKI SA	SB	
UTA L. DITICERA	SB	
ANA LOU DALAO	SB	
LEEL CACE CACE	SB	
Uta Muntuch	SB	
Jorda Vanessa Marie	SB Staff	
MARICAN KERBI	J.O	
JADE JAYSON JORDA	J.O	
Ronaldo P. Dufay Jr.	SB Staff	
JOHN HERNANDEZ TA	SB JO	
Conce M. Cordova	SB J.O	
MARIE ANELLA	N. Malana	
Rosealis J. Prany	SB member	
LARRY ASIA	SB Staff	
Povic Jane Velaso	SB - J.O	
Lalaine Labay	Internship VII	
Mylene C. Inopiques	J.O	
JOAN GALLARDE	J.O	
Virgilio B. TADLA	Staff	

NOTICE OF PUBLIC HEARING

[MARCH 20, 2023]

THE GENERAL PUBLIC IS INVITED TO ATTEND IN THE PUBLIC HEARING OF THE PROPOSED ORDINANCE OF THE SANGGUNIANG BAYAN ENTITLED: "AN ORDINANCE INSTITUTING THE GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF VILLABA, LEYTE AND FOR OTHER PURPOSES." ON MARCH 24, 2023 AT 1:00 O'CLOCK IN THE AFTERNOON AT THE SB SESSION HALL.


MC QUIRIE P. UMPAD

Secretary to the Sanggunian



Hermosilla Drive, District 28, Ormoc City
Contact Nos. (053) 561-0809 & 09285549820
e-mail: easternvisayasmail@gmail.com

Republic of the Philippines)
City of Ormoc)S.S.

AFFIDAVIT OF PUBLICATION

I, JIMA ZANDRA VERGARA, being first duly sworn, deposes and says: that I am the Managing Editor of the EASTERN VISAYAS MAIL, a newspaper edited and published in the City of Ormoc and circulated in the cities of Ormoc, Tacloban Maasin and Calbayog, and in the islands of Leyte, Samar and Biliran, the rest of the Visayas islands, Mindanao, Manila and Luzon;

That the publication captioned:

Republic of the Philippines
Province of Leyte
Municipality of Villaba
OFFICE OF THE SANGGUNIANG BAYAN
MUNICIPAL ORDINANCE NO. 30, S. 2023-2025

AN ORDINANCE INSTITUTING THE GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF VILLABA, LEYTE AND FOR OTHER PURPOSES


APPROVED:
(SGD)ENGR. CARLOS G. VELOSO
Municipal Mayor

was published in said newspaper for (1) one consecutive weeks in its EV Mail _____ issues.

EV Mail May 8-14, 2023

That I am executing this affidavit to attest to the fact of the foregoing statements. Affiant further sayeth naught.

IN WITNESS WHEREOF, I have hereunto affix my signature this 16 day of MAY, 2023 in Ormoc City.


JIMA ZANDRA J. VERGARA
Affiant

VERIFICATION

SWORN AND SUBSCRIBED before me this MAY 16 2023 day of _____ with affiant exhibiting his Tax Identification Number 932-314-846-000 issued on July 9, 2016 at Ormoc City, Leyte, Philippines.

ATTY. ADELITO M. SOLIBAGA JR.
Notary Public for the City of Ormoc,
Municipalities of Kibanga, Matag ob,
Munisipalidad
NC No. ORM-22-12 038 Notarized on 01/01/2023
Valid until December 31, 2024.
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