

Item No.: 24  
 Date: 07 2025 JAN



Republic of the Philippines  
**PROVINCE OF LEYTE**  
 Provincial Capitol  
 Tacloban City

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Province of Leyte  
 Legal Office  
 Released by: *[Signature]*  
 Time: *[Signature]*  
 Date: 12-19-24

SANGGUNIANG PANLALAWIGAN

PROVINCIAL LEGAL OFFICE



2<sup>nd</sup> INDORSEMENT  
 December 9, 2024

Respectfully returned to the Sangguniang Panlalawigan of Leyte, through the SP Secretary, the attached Ordinance No. 11 s. 2024 of the Sangguniang Bayan of Abuyog, Leyte.

**Issues/concerns for review/recommendation/legal opinion is/are as follows:**

- Ordinance No. 11 s. 2024 entitled: **“An Ordinance updating the Gender and Development Code of the Municipality of Abuyog”**

**REVIEW/RECOMMENDATION/LEGAL OPINION:**

This office is of the opinion that the subject Ordinance is generally in accordance with its power under Section 447(a)<sup>1</sup> of the Local Government Code of 1991 (R.A 7160) in consonance with Provincial Ordinance No. 06-06 series of 2006<sup>2</sup>. Hence, we recommend for the declaration of its validity.

We hope to have assisted you with this request. Please note that the opinion rendered by this Office are based on the facts available and may vary or change when additional facts and documents are presented or changed. This opinion is likewise without prejudice to the opinions rendered by higher and competent authorities and/or the courts.

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

<sup>1</sup> (a) The sangguniang bayan, as the legislative body of the municipality, shall enact ordinances, approve resolutions and appropriate funds for the general welfare of the municipality and its inhabitants pursuant to Section 16 of this Code and in the proper exercise of the corporate powers of the municipality as provided for under Section 22 of this Code,

<sup>2</sup> An Ordinance Providing for a Gender and Development Code of the Province of Leyte and other Purposes

**OFFICE OF THE SANGGUNIANG PANLALAWIGAN**

**1<sup>ST</sup> ENDORSEMENT**  
**16 August 2024**



Respectfully indorsed to the **PROVINCIAL LEGAL OFFICE** the herein **ORDINANCE NO. 11 s. 2024** of the **MUNICIPALITY OF ABUYOG, LEYTE**, **"AN ORDINANCE UPDATING THE GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF ABUYOG"**, for review and recommendations.

  
**FLORINDA JIL SUYVICO**  
Secretary to the Sanggunian

SP Records  
8/15/2024

SP



Republic of the Philippines  
MUNICIPALITY OF ABUYOG  
Province of Leyte



Office of the Sangguniang Bayan Secretary

August 14, 2024

**FLORINDA JILL S. UYVICO**  
Secretary to the Sanggunian  
Sangguniang Panlalawigan of Leyte  
Legislative Building  
Capitol Grounds  
Tacloban City



Ma'am:

Respectfully transmitting herewith as attached Ordinances of the Sangguniang Bayan of Abuyog, Leyte for the review of the Honorable Sangguniang Panlalawigan, Province of Leyte, to wit:

1. **ORDINANCE NO. 11, s. 2024**  
"AN ORDINANCE UPDATING THE GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF ABUYOG"
2. **ORDINANCE NO. 12, S. 2024**  
"AN ORDINANCE AUTHORIZING THE MUNICIPAL TREASURER TO COLELCT BARANGAY CLEARANCE FEES IN THE APPLICATION FOR THE ISSUANCE OF BUSINESS PERMITS AND/OR LOCATIONAL CLEARANCE OF THE MUNICIPALITY OF ABUYOG, LEYTE"

Thank you and more power.

Very respectfully yours,

  
**ARSENIO Y. VILLOTE**  
Sangguniang Bayan Secretary

a/s



Republic of the Philippines  
MUNICIPALITY OF ABUYOG  
Province of Leyte



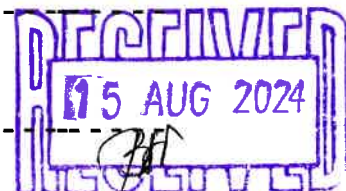
Office of the Sangguniang Bayan

ORDINANCE NO.11, SERIES 2024

AN ORDINANCE UPDATING THE GENDER AND DEVELOPMENT  
CODE OF THE MUNICIPALITY OF ABUYOG

SANGGUNIANG PANLALAWIGAN

Authored by: *SBM Melliza Jane C. Traya*  
*Sangguniang Kabataan Federation President*



EXPLANATORY NOTE

PROVINCE OF LEYTE

WHEREAS, there is a need to update the 2006 Gender and Development Code of the Municipality of Abuyog;

WHEREAS, Art. II, Sec. 14 of the 1987 Philippine Constitution provides that the State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men;

WHEREAS, Art. XIII, Sec. 14 of the 1987 Philippine Constitution further provides that the State shall protect working women by providing safe and healthy working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the Nation;

WHEREAS, A GAD Code is a comprehensive piece of local legislation or ordinance to support the LGU's efforts in promoting, protecting and fulfilling women's human rights towards the attainment of women's empowerment and gender equality in the locality;

WHEREAS, the Sanggunian Bayan of Abuyog, in coordination with the Executive Department of the Municipal Government of Abuyog, introduced a proposed updated Gender and Development Code of the Municipality of Abuyog;

WHEREAS, after the public hearing and after undergoing three readings before the Sangguniang Bayan of Abuyog, the said legislative branch have come up with a final copy of the above-mentioned measure;

Hence this ordinance.

*Melliza Jane C. Traya*  
HON. MELLIZA JANE C. TRAYA  
SB Member, SK Federation President  
Author



Republic of the Philippines  
**MUNICIPALITY OF ABUYOG**  
 Province of Leyte



**Office of the Sangguniang Bayan**

EXCERPT FROM THE MINUTES OF THE 24<sup>TH</sup> REGULAR SESSION OF THE 19<sup>TH</sup> HONORABLE SANGGUNIANG BAYAN OF ABUYOG, LEYTE HELD AT ITS SESSION HALL, LEGISLATIVE BUILDING MUNICIPAL COMPOUND, ABUYOG, LEYTE ON JUNE 18, 2024

**PRESENT:**

Hon. James L. Bohol	Municipal Vice-Mayor, Prsdg. Officer
Hon. Jeannette A. Valida	SB Member, Prsdg. Pro-tempore
Hon. Antonio C. Almendra, Jr.	SB Member
Hon. Arnold R. Allera	SB Member
Hon. Editha C. Deloy	SB Member
Hon. Edmundo P. Saño	SB Member
Hon. Francisco B. Landia	SB Member, Floor Leader
Hon. Erwin V. Belleza	SB Member

**ABSENT:**

Hon. Patrocinio A. Risos, Jr.	SB Member – O.B.
Hon. Dario P. Llave	SB Member, ABC President, O.B.
Hon. Melliza Jane C. Traya	SB Member, SK Fed. Pres – O.B.

**ORDINANCE NO. 11, S. 2024**

Authored by: HON. MELLIZA JANE C. TRAYA  
 Sponsored by: HON. ARNOLD R. ALLERA



**AN ORDINANCE UPDATING THE GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF ABUYOG**

**CHAPTER I  
 GENERAL PROVISIONS**

**ARTICLE I**

**TITLE STATEMENT OF PRINCIPLES AND DEFINITION OF TERMS**

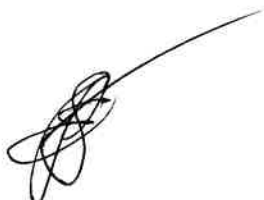
**SECTION 1. TITLE.** This ordinance shall be known and cited as the “**2024 GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF ABUYOG, LEYTE**” herein after referred to as the GAD Code.

**SECTION 2. STATEMENT OF PRINCIPLES.** This gender code is the instrument that would illustrate the full adherence of the Municipality of Abuyog to the democratic principle that women and men are created equal. This initiative is aimed at mainstreaming women’s concern to create a wider arena for women’s active participation in the development process, to protect women’s right and to provide them with opportunities equal to those available to men.

It is the general principle and policy of the Local Government of Abuyog, Leyte to promote women’s empowerment, gender equality, women’s human rights and gender-responsive development, as indispensable social intervention in the task of building a progressive yet peaceful and harmonious community.

Moreover, legal bases do not only support this code, but it is also coherent with declarations of the United Nations, to wit:

- a. Women have the right to the prevention of and protection from all forms of violence and coercion against their person, their freedom, their sexually and their individuality.
- b. Women have the right to freely and fully participate individual or collectively in the political process prevalent in their communities and nation.
- c. Women have the right to the knowledge and means of their reproductive rights according to their beliefs and preferences.
- d. Women have the right to the means of ensuring their economic welfare and security.
- e. Women have the right to choose their spouse in accordance with their values and preferences maintain equality in marriage, work for its dissolution if need and obtain adequate support for the rearing and caring of their children.
- f. Women have the right to adequate nutrition and proper health care.
- g. Women have the right to humane living condition.
- h. Women have the right to nurture and enhance their personhood collectively and individuality to secure an image of themselves as whole and valuable human beings, and to rebuild relationships based on their respect, trust and mutuality.
- i. Women have the same rights and responsibilities as parents irrespective of their marital status, in matter relating to their children; in all cases the interests of the Children shall be paramount.
- j. Women have the same rights to decide freely and responsively on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights.
- k. Women have the same rights and responsibilities with regard to guardianship, warship, trustees and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interest of the children shall be paramount.
- l. The personal rights as husband and wife, including the right to choose a family name, a profession and an occupation.
- m. Women have the same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.
- n. Women have the right to equality before the law in principle and in practice.

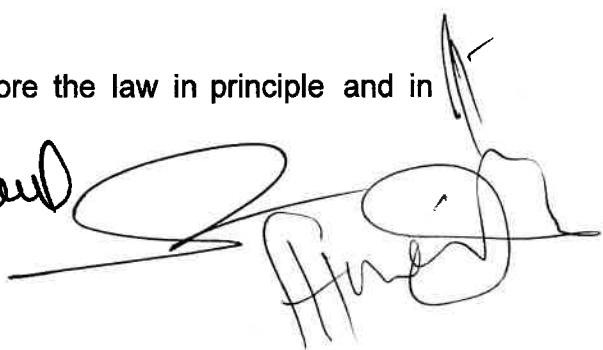


*Patricia  
Asencio*

*Michelle*



*Brend*



In the light historical gender biases, inequalities and inequities, this local legislation shall provide the Municipality of Abuyog with a policy direction to formulate programs and strategies among others that would:

- a. Mainstream GAD in all plans, programs, projects, and services to ensure that the enforcement of the GAD Code is a responsibility of all the offices in the LGU with active partnership of Civil Society Organizations (CSO) and the private sector;
- b. Allocate, utilize and monitor the use of the GAD budget;
- c. Institute affirmative actions for women in various areas of concerns and enhance women's participation in local development and in decision-making;
- d. Eliminate gender biases in all policies, systems, procedures and maintain these to be gender fair and adherent to the principles of empowerment and equality;
- e. Develop and strengthen mechanisms for mainstreaming GAD;
- f. Maintain constant awareness and vigilance in addressing existing and emerging gender issues and concerns in the LGU to fully address discriminations and inequalities;
- g. Take measures aimed at the eradication of all forms of abuse against women and their children;
- h. Promote Women's Economic Empowerment;

**SECTION 3. DEFINITION OF TERMS.** The following terms and or phrases used in this GAD code shall means as follows:

1. **Access** - is an opportunity for a person to make use of existing political, economic and time resources or benefits.
2. **Accredited Women's Organizations** - include those but not limited to groupsof women organized either formally, informally or voluntarily, and given certificate of recognition by the Provincial Network of Women Organizations and Gender Development Non-Government Organizations after undergoing gender sensitivity, conscientization, leadership and other capability buildingprocess.
3. **Anticipatory Action** - is a set of actions taken to prevent or mitigate potential disaster impacts before a shock or before acute impacts are felt. It is increasingly recognized as a key solution to reducing the impacts of climate change and extreme weather events.
4. **Battered Woman Syndrome** - refers to a scientifically defined of psychological and behavioral symptoms found in women living in battering relationships as a result of cumulative abuse.
5. **Battering** - this is as series of physical, emotional, and or psychological abuse. It is a repeated, habitual and cyclic pattern used as means of intimidation and imposition of the batterer's will and control over the victim's life. This likewise refers to an act of inflicting physical harm upon the woman or her child resulting to the physical and psychological or emotional distress.



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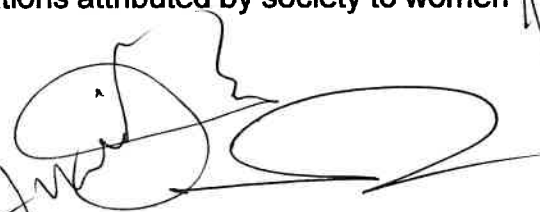
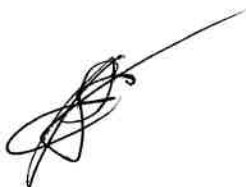
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The forms of battering are:

- **Sexual Battering.** This includes physical attacks on women's breast and or genitals. It may come in the form of forced sexual activity accompanied by either physical violence or threats of physical violence.
  - **Psychological Battering.** This includes threats addressed to the woman and her family, punching holes on the wall, threatening to take the children away, threatening deportation of wives of foreign country and forcing the victims to do degrading things. It may also include controlling the victim's lawful or usual, the use of premeditated and intentional destruction of property and pets, usually the victim's favorite.
  - **Economic Battering.** This includes deprivation of women of economic resources, their generation and mobilization so as to create dependency and submissiveness to men or to any established structures of domination.
6. **Child Labor** - employment of children below 15 years of age in public and private undertaking as provide in RA 7610 and as amended in RA 7858.
  7. **Children** - refers to persons below eighteen (18) years of age or those over but are unable to fully take care of themselves from abuse, neglect, cruelty, exploitation or discrimination because of a physical or mental disability or condition.
  8. **Commoditization of Women** - is a practice which puts women in subordinate situation. As consumers, women are lured to buy products to enhance their sexual and physical attractiveness; as objects of consumption, the body of a woman is used to promote and sell a product or promote an activity;
  9. **Control** - is the ability of a person to define the use of resources and impose on others.
  10. **Development** - the improved well-being, or welfare, of people and the process by which this is achieved. The sustained capacity to achieve a better life.
  11. **Differently-Abled Women** - are women of physical and/or mental impairments and have differentiated needs and potentials.
  12. **Discrimination against Women** - is any distinction, exclusion or restriction made on the basis of gender which has a purpose or effect of impairing or nullifying the recognition, enjoyment or exercise by women of their rights irrespective of marital status.
  13. **Domestic violence** - is physical, psychological, social or financial violence that takes place within an intimate family-type relationship and forms a pattern of coercive and controlling behavior; any form of abuse or battering which a person inflicts on a member of this immediate family or his/her relatives.
  14. **Domestic workers** - one employed in the service of a family or private establishment of a person keeping the home, a house servant.
  15. **Family Members** - are persons intimately related to one another such as spouses, live-in partners or other similar relations, whether living together or not, or between persons with a common child family members may also include relatives by consanguinity or affinity up to the fifth civil degree, including stepparents and stepchildren.



16. **Feminization of Poverty** - is a condition when gap between the rich and the poor widens and grassroots women bear the brunt of poverty as in economic instability and unequal distribution of wealth. Such gap reinforces non-response to both physical and strategic needs/interests of women.
17. **GAD Budget** - a portion of an agency's or local government unit's yearly appropriation which is not an additional amount over and above its regular budget; the allocation of a substantial amount for implementing programs, projects and activities that address women's issues; the cost and sources of financing a GAD plan.
18. **GAD Plan** - a systematically designed set of programs, activities and projects with clear objectives for addressing gender issues and appropriate strategies and activities with monitoring and evaluation indicators. A blueprint of how an agency can achieve gender responsiveness. A set of interventions designed to transform gender-blind agencies into organizations with a gender perspective. An instrument to make all aspects of the agency and its work gender-responsive. It provides the basis for the GAD budget.
19. **Gender** - is a socially and culturally constructed differentiation between men and women for all sexual orientation and gender identities, created partly through socialization and partly through positive and negative discrimination in the various institutions and structures of society; it is the set of characteristic, role and expectation attributed particularly by women and men in society.
20. **Gender and Development** - shall refer to the respective, which recognizes the equal contribution of women and men to all aspect of well-being and development. Such a perspective involves the process of searching for new and innovative initiatives, which would help transform unequal gender relations into opportunities beneficial to both men and women.
21. **Gender Discrimination** - any overt behavior, practice, policy or procedure in which people are given different and unfavorable treatment on the basis of their race, class, sex, and cultural status which has the purpose or effect of denying equal exercise of human rights and fundamental freedoms in all fields of human endeavor;
22. **Gender Equality** - is the ideal sought by women and men who are aware of social realities.
23. **Gender Equity** - is the process of being fair to women and men. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a "level playing field." Gender equity also means that health needs, which are specific to each gender, receive appropriate resources (e.g. reproductive health needs) and also special needs relating to women's greater vulnerability to gender-based violence.
24. **Gender-Fair** - people are given favorable treatment regardless of race, class, sex and cultural status. Any practice, policy or procedure should have equal treatment to an individual or group
25. **Gender Issues and Concerns** - problems and concerns that arise from the unequal status of women and men including the differential characteristics, roles and expectations attributed by society to women and men.

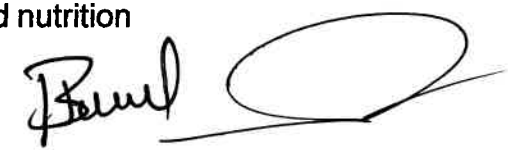



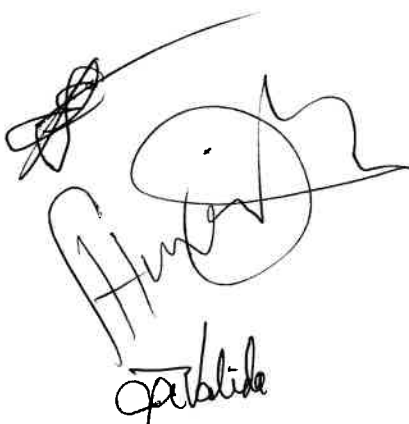


26. **Gender Mainstreaming** - is strategy of integrating, including and addressing gender and development concerns and issues at all levels of governance.
27. **Gender Perspective** - is a way of viewing issues, problems and condition that take into consideration the different realities of women's and men's lives and recognizing that there is unequal relationship between the two.
28. **Gender Responsive** - Laws, policies and procedures made, should be accommodating to people regardless of race, class, sex and cultural status;
29. **Gender Sensitive** - means having understanding of the marginalized position of women's vis-à-vis men.
30. **Gender Sensitization** - is an experiential 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 and root causes of inequitable gender relations.
31. **Indigenous Peoples**- are peoples or groups of people who have continually lived in organized communities or are communally bound in defined territory, and who have claims of land ownerships since time immemorial, occupied, possessed and utilized such territories sharing common bonds of language, customs, traditions and other distinctive cultural traits.
32. **Land - Based Projects** - are activities designed systematically in order to provide women the opportunity to have full access and control over the maximum utilization of land and other indigenous resources.
33. **Law Enforcers** - refers to the members of the Philippine National Police, the Barangay Tanod and anybody who is tasked or deputized by an appropriate authority in enforcing national and/or local laws.
34. **Live Shows** - include dancing naked or doing sexually titillating or indecent acts in public or private places for commercial or entertainment purposes.
35. **Mail Order Bride** - is a practice where a woman establishes personal relations with a male-foreign national via mail, cyberspace or similar means, upon recruitment by an individual or agency for the purpose of exploiting women in the guise of marriage.
36. **Mainstream** - in the context of GAD, an interrelated set of dominant ideas and development directions and the organizations that make decisions about resource allocation and opportunities for development.
37. **Mainstreaming** - the Philippine government's strategy for making agencies and local government units work for women's empowerment and gender equality. It is the process of analyzing existing development paradigms, practices and goals; assessing the implications for women and men of existing and planned actions in legislation, policies, programs, projects and institutional mechanisms; and transforming existing social and gender relations by consciously integrating gender concerns in development goals, structures, systems, processes, policies, programs and projects.
38. **Migrant Desk** - a desk where migrants could present their issues and concerns, and seek assistance.
39. **Micro-enterprise** - any business engaged in manufacturing, trading services, and production with an asset size ranging from One (1) Peso (Php1.00) to Three Million (Php 3M) Pesos.



40. **Microfinance** - the provision of a broad range of financial services such as deposits, loans payment of services, money transfers, and insurance products to the poor and low-income households and their micro enterprises.
41. **Municipal Gender and Development Council** - is the highest policy making and determining body on matters of gender issues and concerns, which shall implement the provisions of this code. It shall be the coordinating, regulatory and monitoring body of the Provincial Government of Leyte which shall focus on gender-related projects and activities.
42. **Pedophilia**- is a form of sexual perversion where children are the preferred victim and are committed under the following circumstances;
- i. when the offender shall have the sexual intercourse with a girl;
  - ii. when the offender shall have anal intercourse with a boy or girl;
  - iii. other pedophilic acts other than sexual or anal intercourse which will include custodial abuse.
43. **Perpetrator** - a person who attempts, or performs or commits any form of abuse or violence against women and children.
44. **Places of Amusement** - an indoor or outdoor areas where there are enjoyable or funny activities such as games, hobbles or other forms of entertainment.
45. **Pornography** - is a sexual explicit material such as films, magazines, writings, photographs, internet, mobile phones or other materials that are sexually explicit and intended to cause sexual arousal; it is written, graphic or other forms of communication intended to excite lascivious feelings;
46. **Poverty Line** - is the poverty threshold as determined by National Statistical Coordination Board (NSCB).
47. **Prostitution** - an act of engaging in sexual intercourse or performing other forms of sex in exchange for money, or other favors, or of offering another person for such purpose; is the sale, purchase and exchange of men, women and minors for cash, profit or other economic considerations by an individual including but not limited to the pimp, procurer of the service, parents who participate in or who willfully allow such transaction to take place such as discotheques, bars, sauna baths massage clinics, hotels and or restaurants, and any person who use any scheme to exploit women and minors by way of sex.
48. **Pscho Social Program**- is an intervention using a system approach to conditions of women as it views women's differentiated needs in a social context.
49. **Reproductive Health** - is the state of complete physical, mental and social well-being and not merely the absence at disease or infirmity, in alt matters relating to reproductive system and to its functions and processes; As defined by the International Conference on Population and Development and the World Health Organization affirmed by the Beijing Conference, reproductive health is a state of complete physical, mental and social well-being. It is not merely the absence of diseases and infirmity, in all members relating to the reproductive system and to its functionand process, it consist of 10 elements, namely:

- Maternal and child health and nutrition
- Family planning



- Prevention and treatment of reproductive tract infection (RTI's) including STDs, HIV, AIDS.
- Prevention and management of abortion complications Education and counseling on sexuality and sexual health
- Breast and reproductive tract cancers and other gynecological conditions
- Prevention and treatment of infertility and sexual disordersMen's reproductive health
- Violence against women

50. **Reproductive Health Care** - is the constellation of methods, techniques and services that on tribute to reproductive health and well-being by preventing and solving reproductive health-related problems.

51. **Sex** - the biological difference between male and female.

52. **Sex and Gender** - are interactive. While sex and its associated biological functions are programmed genetically, gender roles and power relations vary across cultures and through time, and thus are amenable to change.

53. **Sex Tourism** - refers to a program organized by travel and tourism-related establishments and individuals which consist of tourism packages or activities, utilizing and offering escorts and sexual services as enticement for tourists.

54. **Sex Trafficking**- is the cover or over recruitment of men, women and children into the sex industry. It includes new forms of sexual exploitation suchsex tourism, the recruitment of laborers of sexual purposes in the guise of hiring them as domestic in developed countries, and organized marriages between women from third world countries and foreign male nationals. It is a system in which men, women, and children become movable properties and objects of exchange.

55. **Sexual Harassment** - is a form of abused involving an act or series of unwelcome sexual advances, request for sexual favors, or other verbal or physical behavior of a sexual nature, made directly, indirectly, or impliedly is about abusing power relations - using one's power to extract sexual favors; 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, which may be implied or made directly or indirectly.

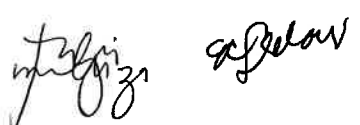
56. **Sexuality** - is one's expression of personhood on the basis of self-appreciation (mind, body and feeling) and satisfaction of needs. It is also considered as the physical expression of intimate relationship with others through the various life stages.

57. **Social Norms** - are shared beliefs about what is typical and appropriate behavior in a group. Behavior is what a person does or how a person acts. Typical means what people actually or commonly do, and "appropriate" means what people should do. Social norms provide the often unspoken rules or expectations of behavior.

58. **Social Protection** - refers to policies and programs that seek to reduce poverty and vulnerability to risks and enhance the social status and rights of all women, especially the marginalized by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving people's capacity to manage risk. Its components are labor market programs, social insurance, social welfare, and social safety nets.

59. **Support Group** - a number of persons who aid or provide assistance to keep a person from falling or declining in a crisis situation

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60. **Survivor's Support Group**- is an organized group of women and men to whom a survivor of violence voluntarily agrees to establish a professional helping/rehabilitation processes.

61. **Trafficking in Persons** - it is unlawful for any person, association, cult, religion or organization or similar entities to commit the following acts:


1. Establish or carry on a business for the purpose of exploiting women, men and children for purpose of sex, sex slavery, sex trade, sex tours and other immoral activities;
2. Advertise, publish print or distribute, or cause the advertisement, publication, printing and distribution of any brochure, flyer or propaganda material calculated to promote the above-mentioned prohibited act;
3. Solicit, enlist or attract/induce any women to join any club, association or organization whose objectives is to match women for marriage to foreigners either on mail-order basis or through personal introduction or the cyberspace;
4. Use the postal services, cyberspace or satellite TV to promote the above-mentioned prohibited acts;
5. To buy or sell a woman, person, or any of her/his body parts.
6. To act as procurer of sex worker.
7. To violate the provisions of Republic Act 6955, otherwise known as the Anti-Mail order Bride Law.
8. To violate the provisions of Republic Act 9208, otherwise known as the Anti-Trafficking on Persons Act of 2003 And Republic Act 10364, "Expanded Anti-Trafficking in Persons Act of 2012", An Act to Institute Policies to Eliminate Trafficking in Person Especially Women and Children, Establishing the necessary Institutional Mechanisms for the Protection and Support of Trafficked Persons, Providing Penalties for its Violations and For other Purposes

62. **Unpaid Care and Domestic Work** - refers to the work that women and girls do for which they are not paid, such as but no limited to, cooking, cleaning, washing, child-rearing, elder-care and collecting fuel or water among others. As unpaid work, these tasks occupy time that women and girls could alternatively use to attend school, pursue higher education, or hold full-time and meaningful employment.

63. **Violence Against Women and Children** - refers to 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 acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or in private life. It shall be understood to encompass, but not limited to, the following:

- Physical, sexual, psychological, and economic violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, and other traditional practices harmful to women, non-spousal violence, and violence related to exploitation;
- 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 prostitution; and
- Physical, sexual, and psychological violence perpetrated or condoned by the State wherever it occurs. It also includes acts of violence against women as defined in Republic Acts No. 9208 and 9262.

64. **Women as Sex Objects** - sometimes women become things or

  
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the performance of duty and shall be penalized in accordance with the provisions of identified laws, Civil Service Code and the Local Government Code of 1991.

**SECTION 64. PROHIBITED FUND-RAISING INITIATIVES.** All benefit dances and other fund raising activities wherein women and men are used as door prizes, or substitute for door prizes, or companion package for an award, prize or recognition in order to raise funds shall be strictly prohibited. Organizers and all other persons responsible for the conduct of said fund raising activity shall pay a fine of Five Thousand (P5, 000.00) Pesos or suffer imprisonment Six (6) months or both, at the discretion of the Court.

**SECTION 65. CONTESTS WHICH DEGRADE WOMEN AND MEN.** It shall be unlawful to hold beauty contests and other similar contests which commodity, abuse, humiliate and treat or degrade women and/or men. Organizers of beauty contests violating this provision shall be subject to a penalty consisting of the following:

- a. For business organizations:
  - 1. Cancellation of business permit
  - 2. Fine of Two Thousand Five Hundred (P2, 500.00) Pesos
- b. For representatives of agencies and Offices of the Municipal Government:
  - 1. Suspension for 1 month without pay
  - 2. Fine of Two Thousand Five Hundred (P2, 500.00) Pesos
- c. For educational institutions, charity or welfare organizations:
  - 1. Fine of Two Thousand Five Hundred P2, 500.00) Pesos

**ARTICLE III  
JUSTICE, PEACE AND ORDER RELATED VIOLATIONS**

**SECTION 66. NON-DISCLOSURE OF VICTIMS' AND OFFENDERS' IDENTITIES.** The confidentiality of the real names, aliases, personal circumstances, or any other information pending to establish the identities of offenders and victims shall be preserved and shall not be disclosed to the public in any manner to protect their privacy and integrity unless authorized by law or for a lawful purpose.

Any person who violates this provision shall be penalized with Fifteen (15) days imprisonment or payment of Two Thousand Five Hundred (P2, 500.00) Pesos or both at the discretion of the court. The offenders may also be persecuted for revelation of secrets under articles 229 and 230, as the case maybe, of the revised penal code or under RA 9262, RA 9208, RA 8972, RA 7610 and other related laws.

**SECTION 67. LEGAL AID SERVICE.** The Municipal Government, through the MSWDO and Abuyog Police Station, shall ensure and facilitate the provision of legal aid service assistance through the Public Attorney's Office (PAO) to all women and men especially those in distress and who have no means of obtaining the services of private lawyers.

**ARTICLE IV  
VIOLATIONS TO LABOR AND EMPLOYMENT LAW**

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properties, which may be manipulate, utilized or used for a mans sexual gratification for the advancement of his selfish interests, usually in exchange for money or goods where have no control or power to reject such utilization or manipulation.

- 65. **Women Empowerment** - a goal of and an essential process for women's advancement. It is the process and condition by which women mobilize to understand, identify and overcome gender discrimination and achieve equality. Women become agents of development, and nor just beneficiaries. This kind of participation in development enables them to make decisions based on their own views and perspectives.
- 66. **Workplace** - a place where a person works.
- 67. **Women and Children's Desk** - designated desk/unit in an organization/establishment handled by a trained personnel who attends to the needs and concerns of abused women and Children.

**SECTION 4.**

**GAD LEGAL BASES AND MANDATE.** The enactment of the Updated GAD Code is in consonance with the existing national laws and policies and commitments in international treaties and agreements that encourage the Local Government Units for be in the forefront in addressing the issues on gender and development, as hereinafter identified:

**National Laws:**

- 1. Article II, Sec. 14 of the 1987 Constitution, which provides that "The State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men".
- 2. Republic Act 7160, The Local Government Code of 1991 that articulates responsibilities as public servants to strengthen their mandates to work for the public good that aims to empower disadvantaged sectors and communities and or enhances the capability of local officials to make government truly serve the people while promoting the participation of constituents in the development of locality.
- 3. Republic Act 9710 or An Act Providing for the "Magna Carta of Women". A comprehensive women's human rights law that seeks to eliminate discrimination through the recognition, protection, fulfillment, and promotion of the rights of Filipino women, especially those belonging in the marginalized sectors of society.
- 4. Republic Act 11648- An Act Providing Stronger Protection Against Rape and Sexual Exploitation and Abuse, Increasing the Age for Determining the Commission of Statutory Rape, amending for the purpose Act No. 3815 as Amended, otherwise Known as Revised Penal Code, Republic Act No. 8553 also known as "The Anti-Rape Law of 1997, "and Republic Act 7610, as amended, otherwise known as The Special Protection of Children Against Abuse, Exploitation and Discrimination Act".
- 5. Republic Act 11596, An Act Prohibiting the Practice of Child Marriage and Imposing Penalties for violations thereof.
- 6. Republic Act 11210, An Act Increasing the Maternity Leave Period to One Hundred Five (105) Days for Female Workers With an Option to Extend for an Additional Thirty (30) Days Without Pay, and

Granting an Additional Fifteen (15) Days for Solo Mother, and For Other Purposes.

7. Republic Act 11148. Kalusugan at Nutrisyon ng Mag-Nanay Act.
8. Republic Act 11313, Safe Spaces Act.
9. Republic Act 10906, Anti Mail Order Spouse Act
10. Republic Act 10398, An Act Declaring November Twenty-Five of Every Year as "National Consciousness Day for the Elimination of Violence Against Women and Children"
11. Republic Act 10361, Domestic Workers Act or Batas Kasambahay.
12. Republic Act 10354, The Responsible Parenthood and Reproductive Health Act of 2012.
13. Republic Act 10364, "Expanded Anti-Trafficking in Persons Act of 2012: An Act to Institute Policies to Eliminate Trafficking in Person Especially Women and Children, Establishing the necessary Institutional Mechanisms for the Protection and Support of Trafficked Persons, Providing Penalties for its Violations and For other Purposes.
14. Republic Act 10174, An Act Establishing the People's Survival Fund to Provide Long-Term Finance Streams to Enable the Government to Effectively Address the Problem of Climate Change.
15. Republic Act 10121, "Philippine Disaster Risk Reduction and Management Act of 2010".
16. Republic Act 9995, Anti-Photo and Video Voyeurism Act of 2009.
17. Republic Act 9994 "The Expanded Senior Citizens Act of 2010".
18. Republic Act 9775, "Anti-Child Pornography Act of 2009".
19. Republic Act 9729, "Climate Change Act of 2009".
20. Republic Act 9501, "Magna Carta for Micro, Small and Medium Enterprises".
21. Republic Act 9344 Juvenile Justice and Child Welfare
22. Republic Act 9262 Anti Violence Against Women and their Children Act of 2004
23. Republic Act 9208, "Anti-Trafficking in Persons Act of 2003"
24. Republic Act 8980, "Early Childhood Care and Development Act".
25. Republic Act 9178, "Barangay Micro Business Enterprises Act of 2002".
26. Republic Act 8972, "Solo Parents Welfare Act of 2000".

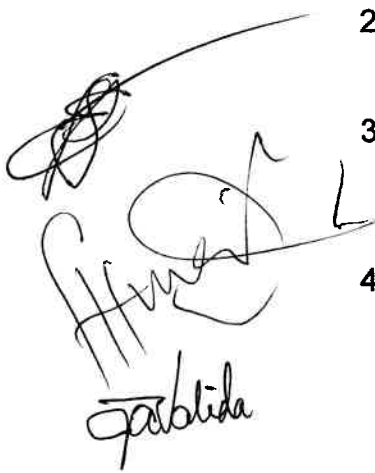




27. Republic Act 8289, Magna Carla for Small Enterprises".
28. Republic Act 8353, "The Anti-Rape Law".
29. Republic Act 8344, "An Act Penalizing the Refusal of Hospitals and Medical Clinics to Administer Appropriate Initial Medical Treatment and Support in Emergency of Serious Cases".
30. Republic Act 7877, "Anti-Sexual Harassment Act of 1995".
31. Republic Act 7600, "The Rooming-In and Breast-feeding Act of 1992".
32. Republic Act 7305, "Magna Carla of Public Health Workers".
33. Republic Act 7277, "Magna Carla for Disabled Persons".
34. Republic Act 6972, "Barangay -Level Total Development and Protection of Children': An Act Establishing a Day Care Center in Every Barangay".
35. Republic Act 6949, "National Women's Day': An Act to Declare March Eight of every year as a Working Special Holiday to be Known as National Women's Day".
36. Republic Act 6657, "Comprehensive Agrarian Reform Law".
37. Republic Act 10679, Youth Entrepreneurship Act promoting entrepreneurship and financial education among Filipino youth.
38. Republic Act 11032, Ease of Doing Business Act, to promote efficiency in the delivery of government service to the public by reducing bureaucratic red tape, preventing graft and corruption.
39. Republic Act 7610 Special Protection of Children against Abuse, Exploitation and Discrimination Act (RA 7610).
40. Republic Act 8505 Rape Victim Assistance and Protection Act.
41. Republic Act 7882, an act providing assistance to women engaging micro and cottage business enterprise and other purposes

#### **OTHER LEGAL BASES AND MANDATE**

1. Philippine Plan for Gender-Responsive Development, 1995-2025 (Executive Order No. 273)
2. GAD Budget policies such as General Appropriations Act and DBM-NCRFW Joint Memorandum Circular No. 2001-1
3. Joint Memorandum Circular 2022-001-DOH-DILG-POPCOM-PCW Strengthening the Local Implementation of RPRH-Related Programs, Projects and Activities (PPA) Through Various Fund Sources
4. Joint Memorandum Circular 2021-001 DILG-DSWD-DOJ-Guidelines in Handling Violence Against Women and Children (VAWC) and other Gender-based Violence Emergencies Reported Through Emergency 911 National Emergency Hotline



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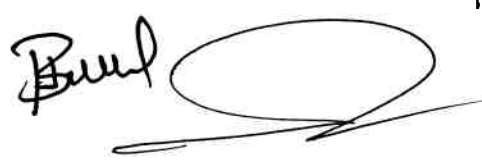
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5. Joint Memorandum Circular -2020-001 - DILG-PCW, Guidelines on the Localization of the Safe Spaces Act.
6. Joint Memorandum Circular 2018-04 PCW MC Revised Guidelines in the Preparation of GAD Agenda
7. Joint Memorandum Circular 2013-01 Guidelines on the localization of the Magna Carta of Women
8. Joint Memorandum Circular 2016 - 01 - Amendments to PCW-DILG-DBM-NEDA JMC No. 2013-01 Guidelines on the Localization of the Magna Carta of Women.
9. Joint Memorandum Circular - 2016 - 01 Creation of Regional Development GAD Council
10. PCW Memorandum Circular 2016-01 - Allowing Married Women to Retain and Use their Maiden name in lieu of their Husband's Surname in accordance to existing laws and pertinent jurisprudence.

#### **STATE OBLIGATIONS AND COMMITMENT SUCH AS**

1. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
2. Beijing Platform for Action and its succeeding updates
3. Millennium Development Goals (MDGs), and
4. International Conference on Population and Development (ICPD) Program of Action

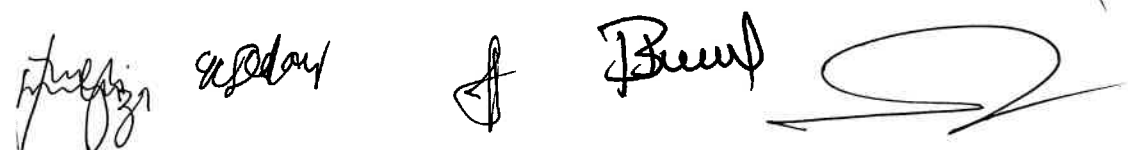

### **CHAPTER II**

#### **PROGRAMS AND DEVELOPMENT CONCERNS**

**SECTION 5. GENDER AND DEVELOPMENT PORGRAMS, TRAININGS, EVENTS AND CELEBRATION.** The Human Resource Office and LGU GFPS shall facilitate, conduct events and celebration promoting women's empowerment, gender equality. It shall also develop a staff development programs and trainings to advance a gender-responsive governance, embed feminism and feminist principles, human and women's rights to eliminate gender-bias in the workplace and develop, transform a gender sensitive attitude, behavior and culture.

All offices and Institutions in the Municipality of Abuyog shall join and celebrate GAD related programs, events and celebration supporting elimination of all forms of discrimination, and gender-based violence, promoting economic empowerment, gender equality and justice such as, but not limited to the following:

- International Women's Day - March 8
- International Rural Women's Day- October 15
- International Day of the Girl Child - October 11
- International Men's Day - November 19
- 18 Days Campaign to End Violence Against Women - November



25 to December 10

- PRIDE Month Celebration - Every Month of June

**SECTION 6. ACCESS TO PROTECTIVE SERVICES.** The Municipal Social Welfare and Development Office (MSWDO) as lead agency in social on shall ensure that all vulnerable sectors in the Municipality has access to protective services.

**SECTION 7. SECURED AND CONDUCTIVE ENVIRONMENT FOR INVESTIGATION.** The Municipality shall establish an interview room with audio-visual equipment, one-way mirror, and other provisions that would provide women and children survivors of violence a sense of security and comfort during the conduct of interview, investigation and counseling at the Municipal Social Welfare d Development Office, Municipal Health Office, Barangay Women and Children's Protection Desk, and PNP Women and Children's Protection Desk.

**SECTION 8. VICTIM - SURVIVORS SUPPORT GROUP IN COURT HEARINGS.** The Municipal Social Welfare Officer shall coordinate the presence of support group/s in all investigations or hearings involving rape and other forms of violence against women and children conducted in police stations, prosecutor's offices, trial courts and other government offices.

**SECTION 9. EDUCATION LAWS AND POLICIES ADDRESSING WOMEN'S ISSUES AND CONCERNS.** In coordination with concerned national agencies, all government and private offices, agencies, NGO's and establishments, private and public schools shall conduct an orientation on Republic Act No. 9262, RA 9208, RA 7877, RA 8353, RA 8972, RA 7610 and other relevant laws and policies on women which may be enacted from time to time.

**SECTION 10. CRISIS INTERVENTION CENTER.** There shall have a Crisis Intervention Center in the Municipality with complete facilities to serve as a temporary shelter with appropriate support services for women and children in crisis. The Municipal Social Welfare and Development Office shall manage the Crisis Intervention Center. Satellite crisis intervention centers must be strategically established in other parts of the Municipality as needed.

**SECTION 11. REHABILITATION PROGRAM FOR PERPETRATORS OF VIOLENCE.** Counseling and Rehabilitation Programs for perpetrators of violence against women and children shall form part of the total GAD program.

**SECTION 12. RESEARCH ON NATURE AND CAUSES OF GENDER-BASED VIOLENCE.** The MSWDO shall take the lead in the collection, compilation and maintenance of statistics/ data concerning domestic violence perpetuated against women and children. It shall be regularly undertaken to serve as reference for administration, legislation and funding.

**SECTION 13. PROSTITUTION AND TRAFFICKING AS VIOLATION OF WOMEN'S RIGHT.** Prostitution and trafficking is exploitation of human and a violation of their rights as human beings. To prevent the proliferation of prostitution and trafficking, advocacy and capacity building activities shall be conducted and alternative sources of livelihood shall be provided to women victim-survivors.

### CHAPTER III

## STRUCTURE AND TRAFFICKING AS VIOLATION OF WOMEN'S RIGHT

### ARTICLE I

#### CREATION AND STRENGTHENING OF THE LGU GENDER AND DEVELOPMENT (GAD) FOCAL POINT SYSTEM

**SECTION 14. CREATION OF THE MUNICIPAL GENDER AND DEVELOPMENT (GAD) FOCAL POINT SYSTEM.** There shall be a created a Municipal Gender and Development Focal Point System (MGFPS) or GAD Focal Point System" in the Municipality of Abuyog, Province of Leyte.


**SECTION 15. GENERAL AND SPECIFIC FUNCTIONS OF THE GAD FOCAL POINT SYSTEM (GFPS).** Pursuant to MCW-IRR and JMC 2013-01 the GFPS shall have the following general and specific functions:

**General Functions:**

- a. Ensure and sustain the LGUs critical consciousness in supporting gender and development, women's empowerment and responding to gender issues.
- b. Take a lead role in direction-setting, advocacy, planning, monitoring and evaluation, and technical advisory in mainstreaming GAD perspectives in the LGU programs, projects, activities and processes.

**Specific Functions:**

- a. Lead in mainstreaming GAD perspectives in the policies, plans and programs of the municipality. In the process, they shall ensure the assessment of the gender-responsiveness of systems, structures, policies, programs, processes, and procedures of the province based on the priority needs and concerns of constituencies, and the formulation of recommendations including their implementation;
- b. Assist in the formulation of new policies in advancing gender equality;
- c. Lead in setting up appropriate systems and mechanisms to ensure the generation, processing, review and updating of sex-disaggregated data or GAD database to serve as basis in performance-based and gender-responsive planning and budgeting;
- d. Coordinate efforts of different divisions/offices/units of the Municipality and advocate for the integration of GAD perspectives in all their systems and processes;
- e. Spearhead the preparation of GAD Agenda, the annual and performance-based Municipal GAD Plan and Budget in response to the gender issues and/or concerns in the locality and in the context of the Municipal mandate; and consolidate the same following the forms and procedures prescribed in the PCW MC 2018-04 and Joint



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Memorandum Circular (JMC) No. 2013-01. It shall likewise be responsible for submitting the consolidated Municipal GAD Plan and Budget and other GAD-related policies and plans;

- f. Lead in monitoring effective implementation of the annual Municipal GAD Plan and Budget, GAD Code, other GAD-related policies and plans;
- g. Lead the preparation of the annual LGU GAD Accomplishment Report (GAD AR) and other GAD Reports that may be required under MCW and JMC No. 2013-01;
- h. Strengthen linkages with other LGUs, concerned agencies or organizations working on gender and development to harmonize and synchronize GAD efforts at various levels of local governance;
- i. Promote and actively pursue the participation of gender advocates, other civil society groups and private organizations in the various stages of development planning cycle; giving attention to the marginalized sectors, and;
- j. Ensure that all personnel of the Municipality including the planning and finance officers (e.g. accountants, budget officers) are capacitated on GAD. Along this line, the GAD Focal System will recommend and plan an appropriate capacity development program on GAD for its employees as part of and implemented under its regular human resource development program.

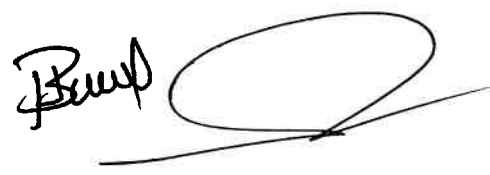
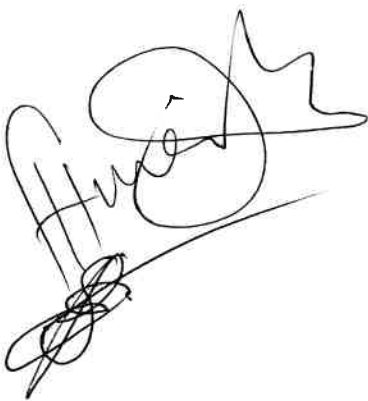
**SECTION 16. STRUCTURE OF THE GAD FOCAL POINT SYSTEM.** The structure of the GAD Focal System shall composed of Executive Committee, Technical Working Group Committee, GAD Secretariat, and Monitoring and Evaluation Team;

**SECTION 17. THE GFPS EXECUTIVE COMMITTEE.** The GFPS Committee shall be composed of the following:

<b>Chairperson:</b>	<b>Local Chief Executive</b>
<b>Vice - Chairperson:</b>	<b>Vice Mayor</b>
<b>Co-Vice Chairperson:</b>	<b>SB Committee on Women, Children and Social Services</b>

**Members:**

- All Department Heads and/or Offices of the Municipality
- Liga ng mga Barangay President
- SK Federation President
- Department of Education Schools Division Superintendent
- State University /Academe Institution
- PNP Municipal Women's Desk
- Municipal Chairperson of the Women Council/Association/Federation
- Municipal Representative/President of Persons with Disabilities
- Head/Representative of NGOs/CSOs/Private Sector with thematic implementation of GAD Programs and Services in the Municipality (youth, LGBTQIA+, marginalized sector)
- Bureau of Fire Protection





- Other association/sectoral representative as applicable and deemed necessary

**SECTION 18. THE TECHNICAL WORKING COMMITTEE.** The Technical Working Committee of the GAD Focal Point System shall be composed of the following:

**Chairperson: GAD Focal Person**

**Members:**

- All Municipal Department Offices Alternate Representative including the Abuyog Community College duly appointed by the Mayor
- Representative of NGOs/CSOs/Private Sector with thematic implementation of GAD Programs and Services in the Municipality (youth, LGBTQIA+, marginalized sector)
- Other government agencies, association/sectoral representative, private sector, academe as applicable and deemed necessary

**SECTION 19. THE GAD MONITORING AND EVALUATION (M & E) TEAM.** The M & E team where existent such as the Local Project Monitoring Committee shall expand its functions and its membership to include the members of the suggested GAD M & E Team. It shall be composed of the following:

**Chairperson:** Municipal Planning and Development Coordinator

**Members:**

- GFPS TWG Chair
- HRM Officer
- Budget Officer
- MSWDO
- MAO
- MLGOO/Representative
- CSO/POs/NGOs
- Representative, Women's Council
- Representative from Academic Institutions

**SECTION 20. CREATION OF BARANGAY GAD FOCAL POINT SYSTEM.** The Barangay GFPS shall be created by the respective barangays of the Municipality of Abuyog and shall be **Chaired by the Punong Barangay, Co-Chaired by the Chairperson of the Sangguniang Barangay Committee on Women, Children and Family** with the following members:

- Sangguniang Barangay Committee on Appropriation
- SK Chairperson
- Barangay Health Worker
- Barangay Treasurer
- Violence Against Women and Children (VAWC) Desk Officer
- Barangay Nutrition Scholar
- Tanod Executive Officer
- Day Care Worker
- Lupong Tagapamayapa member
- Women's organizations existing at the barangay level
- Barangay Human Rights Action Officer where existent
- Members of the private sector, academe and other existing organization in the barangay

The LGU GFPS shall provide technical assistance and ensure that

Barangay GFPS prepares and submits GAD Plans and Budget, GAD Accomplishment Report and aligned in the over-all Municipal GAD Plan and Budget.

**SECTION 21. RESPONSIBILITIES OF THE GAD FOCAL POINT SYSTEM (EXECUTIVE COMMITTEE, TWG, SECRETARIAT AND M & E).**

**A. The Local Chief Executive shall:**

- a. Issue policies and/or directives that support gender mainstreaming in the policies, plans, PPAs and services of the LGUs as well as in its budget, systems, processes and procedures of the LGU including the creation, strengthening, modification or reconstitution of the GFPS;
- b. Ensure the implementation of the GAD Agenda, GAD Plan and Budget (GPB) and approve GAD Accomplishment Report and other GAD-related reports of the LGU as maybe required by the MCW-IRR, PCW-DILG-DBM-NEDA JMC 2013-01, PCW MC 2018-04, and other GAD related laws, national and international conventions duly endorsed by the GFPS Executive Committee and with the assistance of the GFPS -TWG and M & E.
- c. In his capacity as the Chairman of the ACC Board of Trustees, identify, designate and appoint qualified employee from this municipal government as GAD Focal Person for the Abuyog Community College as such perform the duties, functions and responsibilities appurtenant thereto as one of the members of the Technical Working Committee of the GAD Focal Point System.

**B. The Executive Committee shall:**

- a. Provide policy and advise to the Local Chief Executive and the whole Municipal Government to support, strengthen the GAD Focal Point System and promote gender mainstreaming and achieve gender responsive governance;
- b. Direct the identification of GAD strategies, programs, projects and activities (PPAs), and targets based on the results of gender analysis and gender assessment, taking into account the identified priorities of the LGU and the gender issues and concerns faced by the LGU's constituents and employees;
- c. Spearhead the preparation of the GAD Agenda, annual and performance-based Municipal GAD Plan and Budget in response to the gender issues and/or concerns of their locality and in the context of the Municipality's mandate;
- d. Ensure the timely submission of the Municipal GAD Plan and Budget, GAD AR and other GAD- related reports to the DILG which shall be consolidated for submission to DILG, PCW and appropriate oversight agencies;





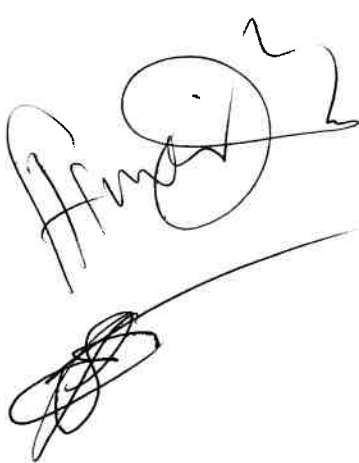
- e. Ensure the effective and efficient implementation of the GAD PPAs and the judicious utilization of the GAD Budget;
- f. Build and strengthen the partnership of the Municipality with the concerned NGOs, national government agencies, GAD experts and advocates, among others, in pursuit of gender mainstreaming;
- g. Recommend awards and/or incentives to recognize outstanding GAD PPAs or individuals who have made exemplary contributions to GAD.

**C. The Technical Working Group Committee (TWG) shall:**

- a. Facilitate the gender mainstreaming efforts of the Municipality through the GAD Planning and Budgeting process;
- b. Formulate the Municipal GAD Agenda, GAD Plan and Budget in response to the gender gaps and issues faced by their constituents and submit it to the Executive Committee;
- c. Assist in the capacity and competency development of and provide technical assistance to the offices or units of the province. In this regard, the TWG shall work with the Human Resource Management Office (HRMO) on the development and implementation of a capacity development program on GAD for its employees, as necessary;
- d. Coordinate with the various units/offices of the Municipality and ensure their meaningful participation in strategic and annual planning exercises on GAD including the preparation, consolidation and submission on the Municipal GAD Plan and Budget;
- e. Lead the conduct of advocacy activities and the development of information, education, and communication (IEC) materials to ensure critical support of local elected officials, department heads and staff and relevant stakeholders to the GAD Focal Point System and to gender mainstreaming;
- f. Monitor the implementation of GAD-related PPAs and suggest corrective measures to improve their implementation;
- g. Provide regular updates and recommendations to the Local Chief Executive or GAD Focal Point System regarding the GFPS activities and the progress of the Municipality in gender mainstreaming based on the feedback and reports of the respective offices/units, stakeholders and constituents;

**D. The GFPS Secretariat shall:**

- a. The GFPS Secretariat shall assist the GFPS Executive Committee and Technical Working Group Committee, Monitoring and Evaluation Committee in the performance of their roles and responsibilities.



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- b. Provide administrative and logistical services;
- c. Prepares GAD meeting agenda;
- d. Document GFPS meetings, and GAD-related trainings and activities and coordination;
- e. Ensure up to date and maintenance of GAD Database.

**E. The GAD Focal Point System Head/GAD Focal Person shall:**

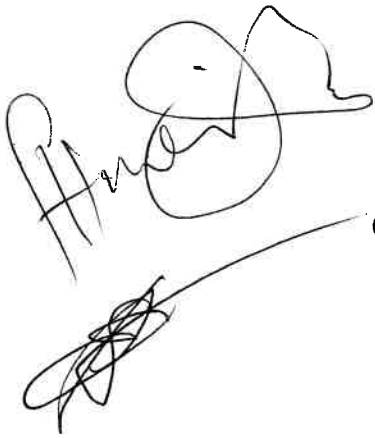
- a. In coordination with GFPS, he/she shall lead in the preparation implementation of the Municipal GAD Plan and Budget and GAD-related plans and policies;
- b. Lead in the preparation consolidation and submission of the GAD Agenda, Annual GAD Plan and Budget, Annual GAD Accomplishment Report and other GAD-related reports;
- c. Provide regular updates to the GFPS on the status of implementation of GAD activities and utilization of the 5% GAD Fund;
- d. Act on matters that may be authorized/ directed by the Executive Committee, Technical Working Committee and Monitoring and Evaluation team;
- e. Provide over-all monitoring of the Barangay GFPS functionality and Barangay GAD Plans, budget and accomplishment reports.
- f. Spearhead and Coordinate with GFPS in the preparation and formulation of GAD Agenda based from the PCW Memorandum Circular 2018-04 GAD Agenda Guidelines Preparation.

**F. The GAD Monitoring and Evaluation Committee shall:**

- a. Monitor and evaluate fund allocation and utilization.
- b. Enforcement of GAD Code.
- c. Implementation of GAD PPAs
- d. Monitor and evaluate the outcomes of the LGU GAD Policies, programs and projects and
- e. Submit GAD Evaluation Report to the DILG Regional Office at the end of LCE's three - year term.

**G. The Sub-Committees of the GAD Focal Point System**

The Sub-Committees of the GFPS shall be created to include but not limited to the **Municipal Inter-Agency Committee against Trafficking and Violence against Women and Children (MIACAT-VAWC)** and other committees relevant to **Women's Economic Empowerment, anti-discrimination promoting gender equality and justice.**



**ARTICLE II  
ESTABLISHMENT OF GENDER AND DEVELOPMENT (GAD) DATABASE SYSTEM**

**SECTION 22. LGU GAD DATABASE.** The Municipality shall establish a GAD Database aligned with the databank requirements of the Magna Carta of Women.

- a. The Municipal Planning and Development Office shall be responsible in the data collection, analysis, updating and management and as repository of the Gender and Development data and information and coordinates with GFPS Secretariat.
- b. The GFPS Technical Working Group Committee and MLGOO shall assist the MPDO in the generation and processing of sex-disaggregated data and GAD-related information. Other data producing LGU departments and national government agencies operating at the local level shall be tapped by the MPDO to provide sex-disaggregated information to complement the GAD Database. The GFPS Secretariat shall ensure the accurate and timely uploading of reports and ensuring up to date information.
- c. The LGU may utilize its existing, planning and data-gathering tools and management information system to generate gender statistics, age, and sex-disaggregated data and other GAD-related information from primary and secondary sources of data such as surveys, studies, focus group discussion (FGD) results, progress, monitoring and evaluation results.


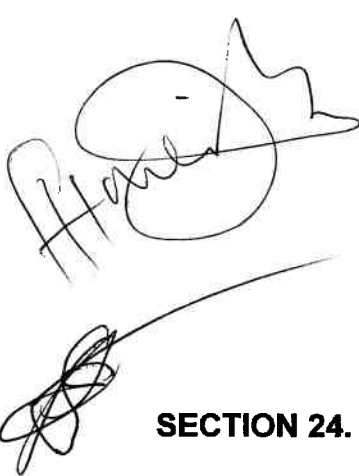
**CHAPTER V  
THE REPRODUCTIVE HEALTH APPROACH**

**SECTION 23. REPRODUCTIVE HEALTH CARE APPROACH.** The Municipal Government shall ensure reproductive health care services to men and women

- (1) Maternal infant and child health and nutrition;
- (2) Family planning information and services;
- (3) Prevention of abortion and management of its complications;
- (4) Adolescent and youth health;
- (5) Prevention and management of Reproductive Tract Infections (RTIs), HIV/AIDS and other Sexually Transmittable Infections (STIs);
- (6) Elimination of violence against women;
- (7) Education and counseling on sexuality and sexual health;
- (8) Treatment of breast and reproductive tract cancers and other gynecological conditions;
- (9) Male involvement in reproductive health; and
- (10) Proven treatment of infertility and sexual dysfunction.

**SECTION 24. HEALTH CARE DELIVERY.** Quality health care and services that are not discriminatory on account of their gender, age, sex, creed, religion, ethnicity and political affiliation shall be implemented by Municipal Government.

**SECTION 25. NUTRITION.** The Municipal Government through the Municipal Nutrition Action Officer (MNAO) shall ensure optimum nutritional status of children, women and men through the provision of a package of nutrition



services.

**SECTION 26. MEN'S INVOLVEMENT ON REPRODUCTIVE HEALTH.** Reproductive Health programs and projects shall involve men of all ages, recognizing their crucial role in the maintenance of women's health and well-being by strengthening and capacitating various men organizations.

**SECTION 27. ACCESSIBLE INFORMATION ON SEXUALITY AND REPRODUCTIVE HEALTH.** Women and men, especially adolescents and young adults, shall have free access to information on responsible sexuality and reproductive health, while ensuring their right to privacy.

**SECTION 28. GENDER-FAIR APPROACH TO PRE-MARRIAGE COUNSELING PROGRAM.** The Municipal Government shall continuously support the Pre-Marriage Counseling Program of the Municipal PMC Team to promote the equal relations between men and women and shared responsibility of husband and wife for the family, community and the environment.

**SECTION 29. GENDER-SENSITIVE AND RESPONSIVE HEALTH SERVICES.** The Municipal Health Office and Barangay Health Centers/stations shall provide gender-sensitive and gender-responsive services in the delivery of reproductive health care including the establishment of Crisis Intervention Service units.

**SECTION 30. AVAILABLE AND ACCESSIBLE REPRODUCTIVE HEALTH COMMODITIES.** The Municipal Government shall ensure safe, high quality, accessible and affordable reproductive health services and commodities, it shall ensure that budgetary support and allocation are provided for such RH services and commodities.

**CHAPTER VI  
WOMEN IN GOVERNANCE**

**SECTION 31. GENDER-MAINSTREAMING AT ALL LEVELS OF GOVERNANCE.** The Municipal Government shall endeavor to establish mechanisms to ensure that gender issues and concerns are addressed in legislations, public policies, programs and projects.

**SECTION 32. BARANGAY-BASED WOMEN ORGANIZATIONS.** All Barangays shall promote and support women organizations formed by their respective constituents.

**SECTION 33. LOCAL COUNCIL OF WOMEN.** The Federation of Women Organizations composed of various accredited women organizations shall be strengthened to take an active role in governance. The Municipal Social Welfare and Development Office (MSWDO) acts as secretariat/direct supervision to the organization/federation.

**SECTION 34. REPRESENTATION OF WOMEN IN LOCAL SPECIAL BODIES.** The Municipal Government shall ensure that women are duly represented in all local special bodies as provided for in the Local Government Code and other pertinent laws at the Provincial, Municipal and Barangay level.

**SECTION 35. CRITERIA FOR HIRING IN GOVERNMENT POSITIONS.** The Municipal Government shall ensure that criteria for hiring, recruitment, selection and appointment to government positions are transparent,

relevant and not discriminatory against sex and sexual orientations.

**SECTION 36. SUPPORT FOR WOMEN'S STUDIES.** A reasonable amount and other forms of support maybe extended by the Municipal Government to non-government organizations and research institutions conducting studies on women's participation, education, development and scholarship.

**SECTION 37. LEADERSHIP TRAINING FOR WOMEN.** The Municipal Government, in cooperation with concerned national agencies, and NGOs shall provide leadership training that will enable women to participate in decision-making processes. Priority shall be given to indigenous and differently-abled women.

**CHAPTER VII  
THE PROMOTION OF JUSTICE, PEACE AND ORDER**

**SECTION 38. CONTINUOUS REVIEW OF THE GENDER-RESPONSIVENESS OF LAWS AND POLICIES.** The Municipal Government shall encourage the continuous review of local laws and policies with the end in view of detecting and eliminating all forms of discrimination on the basis of sex and provisions that are gender-based.

**SECTION 39. PROMOTION OF LEGAL RIGHTS LITERACY.** Information on GAD – related women laws and relevant national and local laws and its impact on women and men, offices responsible for the administration of justice, and guidelines on how to use the justice system shall be made accessible to all.

**SECTION 40. GAD ORIENTATIONS AND TRAININGS FOR LAW ENFORCERS, OFFICIALS AND EMPLOYEES OF THE LOCAL AND BARANGAY GOVERNMENT UNITS.** The Municipal Government shall strengthen its linkages with the law enforcers, officials and employees of local and Barangay government units of the municipality to ensure that gender equality and development orientations and trainings are regularly conducted.

**SECTION 41. HUMANE AND JUST TREATMENT OF FEMALE AND MINOR OFFENDERS.** To promote humane and just treatment of females apprehended for light offenses and minor offenders, they shall not be handcuffed unless the rules of engagement of the PNP provides otherwise.

**SECTION 42. SEPARATE FACILITY FOR FEMALE AND MINOR DETAINEES.** The rights of women and minors while under detention shall be protected. The Municipal Government, in collaboration with the concerned agencies, shall provide appropriate programs designed to respond to their specific needs and problems. It shall also ensure that a separate structure and space for detention and rehabilitation shall be provided for them.

**SECTION 43. WOMEN AND CHILDREN'S DESKS (WCDS).** There shall be a Women and Children's Desk in the Municipal Police Station, as well as in all barangays, handled by Women Police Officers and Barangay VAWC Officers, adequately trained for the purpose, so that cases involving women and children shall be handled in accordance with the accepted standards of existing laws and regulations in handling gender-based violence cases.

**CHAPTER VIII  
LABOR AND EMPLOYMENT**

**SECTION 44. MECHANISM TO MONITOR COMPLIANCE WITH LABOR LAWS.** The Municipal Government, in coordination with the Department of Labor and Employment, the Civil Service Commission and other concerned agencies, shall establish mechanisms to monitor all offices, and establishments operating within the municipality to ensure their strict compliance with the Labor Code and other provisions of existing laws especially those pertaining to children, women and labor.

**Child Labor Regulations.** Ensure that child labor regulations are not violated, including the minimum ages at which children may work, and the number of hours children can work and other work conditions.

**SECTION 45. NON-DISCRIMINATION IN EMPLOYMENT.** All establishments and employers shall implement non-discriminatory policies especially in hiring and promotion of employees.

**Work Discrimination.** No employer shall discriminate against any solo parent employee with respect to terms and conditions of employment on account of her or his status.

**SECTION 46. FACILITIES AND SUPPORT SYSTEM FOR WELL-BEING OF WOMEN AND MEN EMPLOYEES.** Employers shall ensure the health, safety, and well-being of their women and men employees. In appropriate cases, employers shall:

**Establish separate toilet rooms, lavatories and lounge** for women and men and provide at least a dressing room for women;



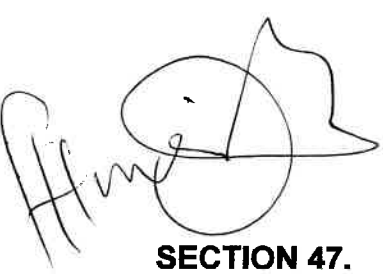
**Set up a homecare center in the workplace** where working parents or transacting public may have breastfeeding, child-rearing and early childhood care and development activities while on their respective jobs;

**Institute flexible working arrangement** to accommodate the various responsibilities of women and men to their families; and

Ensure that working conditions shall be gender sensitive to assure peace and productivity.

**SECTION 47. GRIEVANCE MACHINERY ON SEXUAL HARASSMENT.** A *Committee on Decorum and Investigation* shall be established and strengthened at the Municipal Government which shall serve as the grievance machinery to act on all complaints on sexual harassment in the workplace.

**SECTION 48. SURVEY OF DOMESTIC WORKERS.** The Municipal Government through the Municipal PESO, in coordination with DOLE, shall come up with an annual survey of domestic workers within the municipalities to monitor cases of maltreatment, sexual harassment, and other forms of sexual abuse. Households shall be required to provide information regarding their house workers for identification and other purposes. The LGU shall provide assistance and other forms of support to household workers.



**SECTION 49. SUPPORT FOR OVERSEAS FILIPINO WORKERS (OFWS).** The Municipal Government through the MSWDO and the PESO shall strengthen the organization of the municipal OFW and their families as a support group as well as establish a migrants' desk.

***Tracking System of Legitimacy of recruitment agency/employment.*** The PESO and MSWDO shall endeavor to develop a tracking and verification system of the veracity and legitimacy of employment and recruitment agencies, whether they are accredited by the Department of Labor and Employment (DOLE) through the Philippine Overseas Employment Administration (POEA).

***Pre-Employment Orientation Seminar (PEOS).*** The PESO and MSWDO shall conduct PEOS to prospective workers, especially overseas workers and their families about the realities of overseas labor and employment conditions. Services of the POEA and migrant NGOs may be tapped for this purpose.

***Implementation of RA 8042 specifically the illegal recruitment provisions.*** Strict implementation of RA 8042 otherwise known as migrant workers and Overseas Filipino Act of 1995 particularly, the provisions on Illegal Recruitment must be ensured.

**CHAPTER IX  
ENVIRONMENT AND NATURAL RESOURCES**

**SECTION 50. COMMUNITY- BASED ENVIRONMENT PLANS AND PROGRAMS.** The Municipal Government shall ensure the participation of women in environment and natural resources management at all levels.

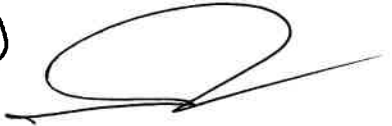
***Promotion of environmentally sound production technologies.*** Promote the use of environmentally sound production technologies and practices in households and enterprises.

***Promotion of land agri-based projects.*** The municipal government and other partner agencies and institutions shall support and engage in promoting land based projects to ensure food security for rural women utilizing scientific, women-friendly, accessible and appropriate technology. Involve women in the rehabilitation in the agricultural sector by providing them with trainings and agricultural inputs, including seeds and implements.

***Women's participation in all water-system related projects.*** In all water system-related projects participation of women in the planning and in all levels of decision-making.

***Public education campaign.*** The municipal government shall undertake public education campaigns on issues related to sanitation, health, and environmental management and sustainable used and climate changed with gender dimension.

***Women's participation on Solid Waste Management.*** Ensure the participation of women in the formulation of the solid waste management plan and in decision-making on matters related to solid waste management including the segregation, recycling, etc.



**CHAPTER X  
EDUCATION, MEDIA, ARTS AND CULTURE**

**SECTION 51. GENDER-SENSITIVE COUNSELING AND CAREER PROGRAMS.** Private and public schools shall promote gender-sensitive counseling and career education programs to encourage male and female students to pursue non-traditional professions and widen their career opportunities.

**SECTION 52. EVENING/WEEKEND CLASSES FOR ADULTS.** The Municipal Government and the Alternative Learning System of the Department of Education (ALS DepEd) shall endeavor to promote and strengthen adult education programs. For this purpose, it shall coordinate or establish the conduct of free evening or weekend classes for indigent persons interested to obtain secondary education especially women.

*Lecture/Discussion on illegal drugs.* Inclusion of discussion / lecture on drug abuse in alternative education programs for out-of-school children.

**SECTION 53. GENDER- SENSITIVE EDUCATION.** The Schools District Office of the Department of Education shall ensure the inclusion of a Gender Sensitive curriculum into the educational system of the municipality. It should also address gender inequalities in admission, gender sensitivity in school books and instructional materials.

*School-based health and nutrition program.* All primary schools in the municipality shall be encouraged to formulate and implement school-based health and nutrition program, in coordination with the Municipal Nutrition Action Council and Municipal Health Office.

*Promoting indigenous processed and non-processed farm products produce by women's group* in all school canteens of the municipality.

**SECTION 54. PRESERVATION OF CULTURAL IDENTITY.** Preservation and enrichment of the cultural identity of indigenous persons shall always be incorporated in all GAD programs and projects of the Municipal Government as long as it is consistent with GAD Principles.

**CHAPTER XI  
TRADE, INDUSTRY AND TOURISM**

**SECTION 55. WOMEN'S ECONOMIC EMPOWERMENT AND EMPLOYMENT.** The Municipal Government shall promote and support women's endeavors for self-employment in micro-entreprises, small-scale businesses, indigenous industries and other employment opportunities including facilitating access to capital funds from any source.

**SECTION 56. PROMOTION FOR ECO-TOURISM AND FAMILY-ORIENTED ACTIVITIES.** The Municipal Government shall strengthen its tourism thrust towards promoting equality of women and men and providing full opportunities for the development and participation of women and men in eco-tourism and family-oriented activities without exploiting the rights of women, men and children.



**CHAPTER XII  
OTHER SPECIAL SECTORAL CONCERNS**

**SECTION 57. ADVOCACY ON THE RIGHTS OF DIFFERENTLY-ABLED WOMEN AND MEN.** Programs and projects shall be developed to promote the interest of differently-able women and men and, at the same time, protect their rights to all opportunities for advancement.

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

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

The above-mentioned privileges are available only to persons with disability who are Filipino citizens, upon submission of any of the following as proof of his or her entitlement thereto:

- a. identification card issued by the municipal mayor or the punong barangay of the place where he or she resides;
- b. certification issued by the Municipal Mayor or the Punong Barangay of the place where he or she resides.

**SECTION 58. ORGANIZATION OF ELDERLY WOMEN AND MEN (SENIOR CITIZENS).** The Municipal and Barangay government units shall endeavor to include a representation of the elderly women and men in the Municipal and Barangay Development Council.

***Council on senior citizens.*** The municipal government as well as the 63 barangay governments shall support the establishment of Councils for Senior Citizens.

***Support funds for senior citizens.*** The municipal and barangay

governments shall endeavor to allocate funds for livelihood assistance to senior citizen; routine physical check-up; social group work programs and other appropriate socio-economic activities.

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

**Additional Benefits and Privileges to Senior Citizens pursuant to RA 9257.** The municipal government shall ensure the implementation of RA 9257 otherwise known as the Act Granting Additional Benefits and Privileges to Senior Citizens, specifically Section 4, as follows:

- a. Twenty percent (20%) discount from all establishments
- b. Minimum of twenty percent (20%) discount on admission fees in places of culture, leisure and amusement

**SECTION 59. SOLO PARENT.**

**Support to Solo Parent.** The municipality shall ensure support to a solo parent, regardless of status, equal access to economic and other services which include livelihood, provision of seed capital, job placement, value orientation, basic business skills, trainings, educational benefits for them and their children and medical assistance

**Appropriation for Solo Parent Programs, Projects and Activities.** To address the needs of Solo Parents, the municipal government shall set aside an annual budget for programs, projects and activities that would promote the interest of solo parents.

**Privileges of Solo Parent.** The municipal government shall ensure that solo parents are not deprived from enjoying their privileges, such as follows:

- a. *Comprehensive Package of Social Development and Welfare Services such as livelihood development services, counseling services, parent effectiveness services, critical incidence stress debriefing, and special projects for individuals in need of protection;*
- b. *Flexible Work Schedule;*
- c. *Work Discrimination – no employer shall discriminate against any solo parents employee with respect to terms and conditions of employment on account of his or her status;*
- d. *Parental Leave - in addition to leave privileges under existing laws, parental leave of not more than Seven (7) working days every year shall be granted to any solo parent employee who has rendered service of at least One (1) year.*

**SECTION 60. GENDER IN DISASTER RISK MANAGEMENT.** In consideration of the geographical characteristic of Abuyog, Leyte which makes it prone to

various disaster risk and hazards, and in agreement with the idea that women and children tend to suffer most from the impact of disaster, the following shall be undertaken by the Municipal Government through the Municipal Disaster Risk Reduction and Management Council and the Sixty-Three (63) Barangay Disaster Risk Reduction and Management Councils:

**Pre-Disaster**

- a. Ensure that women participate in the public awareness and education campaigns on disaster risk management and climate change adaptation
- b. Ensure that women are involved in the Hazard, Vulnerability and Capacity Assessment (HVCA) mapping and in the formulation of disaster contingency plans
- c. Ensure that women are represented in M/BDCC structure and are distributed in the different service committees to insure their participation in decision-making processes
- d. Design an Emergency response plan for vulnerable group, including women and children for search and rescue operations, evacuation management plan and rehabilitation plan
- e. Build the capacity of women in managing community-based early warning system (CB-EWS)
- f. Ensure that women have sustained livelihoods and income
- g. Build the capacity of women in managing trauma and in providing psychosocial intervention to disaster victim.
- h. Train in providing first aid medical response to case resulting from disasters
- i. Maintain updated data and statistic on vulnerable group (e.g. women, children, older people, disabled people, and people living with HIV/AIDS)

**During Disaster**

- a. Prioritize the vulnerable group in search and rescue operations.
- b. Maintain sex-disaggregated data about the vulnerable groups.
- c. Provide a separate evacuation center for women and their children.
- d. Ensure that the minimum standard in disaster response as set forth in the Humanitarian Charter, including people's need for water, sanitation, nutrition, food, shelter and health care, are met.

**Post disaster (recovery and rehabilitation):**

- a. Ensure women's participation in resilience building and recovery effort by:
  - a.1. Involving women in the conduct of Damage Assessment & Needs Assessment (DANA) to ensure that women's and children's situation and specific need are well taken into account.
  - a.2. Involving women as participants of Food-for-Work and Cash-for-Work schemes in restoration work. This provides them with job and income opportunities which could ensure household's food security and good health condition.

- b. Involved women in the rehabilitation of the agricultural sector by providing them with training and agricultural inputs, including seeds and implements.
- c. Ensure that psychosocial and stress debriefing interventions for women and children disaster victims are carried out by women providers to better situate the intervention as well as men.
- d. Ensure that women and children have access to and control over water, sanitation, nutrition, food, shelter and health care to ensure their full recovery.

**Funding.** The Municipal Government of Abuyog as well as the Sixty-Three (63) Barangays shall ensure that portion of the Five Percent (5%) Calamity Fund is allocated for meeting the special needs of the vulnerable group, especially women and children in the emergency and relief phase up to the recovery and rehabilitation stage. The barangay government shall also appropriate a budget for disaster preparedness activities.

**CHAPTER XIII  
REGULATIONS AND PENAL PROVISIONS**

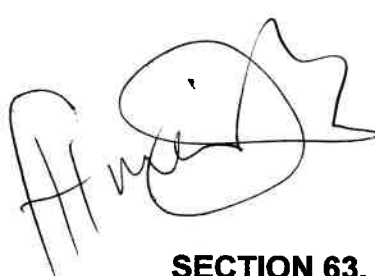
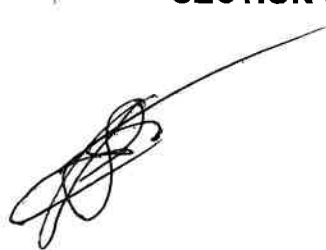
**ARTICLE I  
VIOLATION TO GENDER RIGHTS TO PROPER HEALTH CARE**

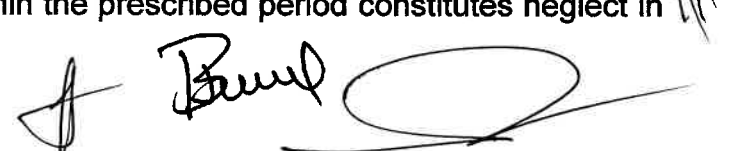
**SECTION 61. SOCIALIZED REPRODUCTIVE HEALTH SERVICES.** No hospital in the municipality, public or private, shall deny any person the right to avail himself/herself of appropriate health care at all times. Non-compliance by any Health Facility shall be a ground for non-renewal of the business permit or Administrative charges to concern officials in case of government facilities.

**SECTION 62. GENDER SENSITIVITY TRAINING FOR HEALTH CARE PROVIDERS.** All health care facilities shall provide gender sensitivity training at least once a year to health ID workers and professionals employed by them. A certification by the organization or person who conducted the training shall be presented to the Municipal Health Office on the compliance of this provision. Non-compliance by any Health Facility shall be a ground for non-renewal of the business permit. Likewise, violation of this provision by government-owned health facilities shall be a ground for administrative charges against in the concern officials.

**ARTICLE II  
VIOLENCE AGAINST WOMEN AND CHILDREN**

**SECTION 63. IMMEDIATE ACTION ON REPORTS OF VIOLENCE AGAINST WOMEN AND CHILDREN.** All concerned offices of the Municipal Government, including the barangays, shall act within Twenty-Four (24) hours upon receipt of complaints or reports of violence against women and children. As provided for in RA 9262 or The Anti-violence Against Women and their Children, RA 9208 or the Anti-Trafficking in Persons Act, RA 8353 or the Anti- rape Law, RA 7877 the Sexual Harassment Law, RA 8972 or The Solo Parent's Welfare Act and RA 7610 or the Special Protection of Children against Abuse, Exploitation and Discrimination Act, they shall provide the appropriate legal, medical, psychosocial referral/assistance to the complainants within the said period. Failure to act within the prescribed period constitutes neglect in

**SECTION 68. EQUAL ACCESS TO JOB TRAINING AND PROMOTION.** No woman shall be deprived of job training employment or promotion on account of her gender, sex orientation, age ethnicity, religion and marital status. Employers who violate this provision shall be penalized with a fine of Two Thousand Five Hundred (P2,500.00) Pesos or the cancellation of their business permits or both at the discretion of the Court.

**SECTION 69. WAGES AND BENEFITS OF WOMEN.** Every employer shall abide by the provisions of the Labor Code, the Regional Wage Board and the Civil Service; Law on wages and benefits due to employees without discrimination against women. elation by private and government employers of the provisions of the said laws shall be penalized as provided for in the Labor Code.

**SECTION 70. RAIDS IN ENTERTAINMENT ESTABLISHMENTS.** Police brutality shall not be allowed anywhere at any time in any kind of activity such as during the conduct of raids in entertainment establishments and similar places. Raids shall not be conducted without any representative from the MSWDO, and shall be done in a manner which shall not degrade or humiliate others. Violators of this provision shall be subject to appropriate administrative, civil or penal sanctions.

**ARTICLE V  
VIOLATIONS TO CULTURE AND INDIGENOUS PEOPLE**

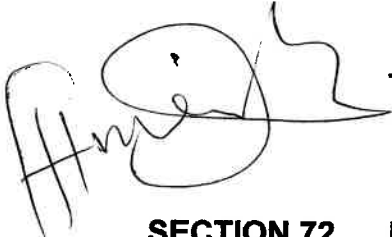
**SECTION 71. PROHIBITION AGAINST DEGRADING PROGRAMS OR PUBLICATION.** It shall be unlawful for any person or entity to present reports, programs or advertisements in print, broadcast, electronics, film or other forms of media, including stage shows or presentations, that degrade or treat the indigenous women and men, minors and children as inferior beings or which in any manner subject them to humiliation and ridicule. Publishers, reporters, station or program managers, producers, directors, advertisers, actors or other persons responsible for the production or presentation of such reports, programs or advertisements shall be penalized with a fine of Two Thousand Five Hundred (P 2,500.00) Pesos or imprisonment of One (1) month or both at the discretion of the Court. The Court may impose suspension or revocation of the business permit or franchise to operate.

**CHAPTER XIV  
TRANSITORY AND IMPLEMENTATION PROVISION**

**ARTICLE I**

**SECTION 72. IMPLEMENTING RULES AND REGULATIONS.** The Executive Committee shall formulate Implementing Rules and Regulations of this Code within ninety days after its effectivity.

**SECTION 73. GAD BUDGET.** The Municipality of Abuyog, Leyte shall prioritize allocation of available resources to implement the provisions of this Code. At least 5% of the total LGU Budget appropriations under the Annual Budget shall correspond to the activities supporting GAD PPAs. The GAD Budget shall be drawn from the LGUs Maintenance and Operating Expenses (MOOE), Capital Outlay (CO), and Personal Services (PS). The GAD Budget shall not constitute additional budget over LGUs total budget appropriations. The five percent (5%) GAD Budget shall endeavor and judiciously used to influence the remaining 95% of the LGU development programs towards gender-responsiveness.



1. Pursuant to Section 37A.1c of the MCW-IRR, the GAD Budget may be allocated using any combination of the following:
  - a. As a separate GAD Fund to support GAD-Focused PPAs;
  - b. As fund to support integrating gender perspectives in regular flagship programs and projects; and
  - c. As counterpart fund to support gender-responsive ODA funded projects.
2. The LGU GFPS shall annually monitor and evaluate the utilization and outcome of the GAD Budget in terms of its success in influencing the gender-responsive implementation of PPAs funded by the remaining 95% of the LGU budget.

**SECTION 74. ATTRIBUTION OF THE GAD BUDGET.** The LGU shall use the Harmonized Gender and Development Guidelines (HGDG) as reference to ensure the attribution of the GAD Budget. As provided for in the JMC 2013-01, the LGU shall refer to the guidelines in using the GAD Budget appropriately and judiciously.

## ARTICLE II

### FINAL CLAUSES

**SECTION 75. SEPARABILITY CLAUSE.** If any portion or provisions of this Code is declared unconstitutional or invalid by virtue of national law, the other sections or provisions hereof shall continue to be in full force and effect.

**SECTION 76. REPEALING CLAUSE.** Any provisions of other municipal ordinances which run in conflict with the provisions of this code are hereby repealed or modified.

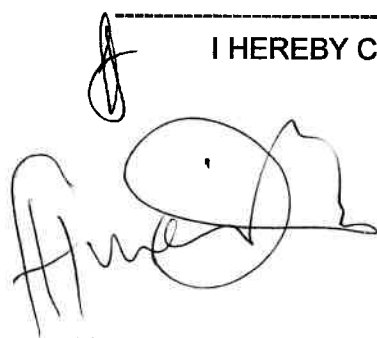
**SECTION 77. SUPPLEMENTARY CLAUSE.** On matters not provided for in this Code, existing applicable laws and their corresponding implementing rules and regulations, executive orders and relevant issuances thereafter shall also become part of this Code.

**SECTION 78. EFFECTIVITY CLAUSE.** This Code shall take effect upon compliance with the mandatory posting and publication requirements prescribed under the law.

**ENACTED:** This 18<sup>th</sup> day of June 2024.

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I HEREBY CERTIFY to the correctness of the foregoing ordinance.



**ATTESTED:**



**ARSENIO F. VILLOTE**  
Sangguniang Bayan Secretary

**HON. JAMES L. BOHOL**  
Municipal Vice Mayor, Prsdg. Officer

**HON. JEANNETTE A. VALIDA**  
SB Member, Prsdg. Pro-tempore

**HON. ANTONIO C. ALMENDRA, JR.**  
SB Member

**HON. ARNOLD R. ALLERA**  
SB Member

**HON. PATROCINIO A. RISOS, JR.**  
SB Member – O.B.

**HON. EDITHA C. DELOY**  
SB Member

**HON. EDMUNDO P. SAÑO**  
SB Member

**HON. FRANCISCO B. LANDIA**  
SB Member, Floor Leader

**HON. ERWIN V. BELLEZA**  
SB Member

**HON. DARIO P. LLEVE**  
SB Member, ABC President – O.B.

**HON. MELLIZA JANE C. TRAYA**  
SB Member, SK Fed. Pres. – O.B.

APPROVED:

**HON. LEMUEL GIN K. TRAYA**  
Municipal Mayor



*Republic of the Philippines*  
**MUNICIPALITY OF ABUYOG**  
Province of Leyte



## Office of the Sangguniang Bayan

### CERTIFICATE OF POSTING

TO WHOM IT MAY CONCERN:

THIS IS TO CERTIFY that Ordinance No. 11, s. 2024 of the 19<sup>th</sup> Honorable Sangguniang Bayan of Abuyog, Leyte re: AN ORDINANCE UPDATING THE GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF ABUYOG has been posted on June 19, 2024 in three (3) conspicuous and publicly accessible places of the municipality and remained posted until July 11, 2024 in compliance to Section 511, par (a), R.A. 7160, the Local Government Code of 1991.

  
**ARSENIO T. VILLOTE**  
Sangguniang Bayan Secretary

ATTESTED:

  
**HON. JAMES L. BOHOL**  
Municipal Vice Mayor





*Republic of the Philippines*  
**MUNICIPALITY OF ABUYOG**  
Province of Leyte




**Office of the Sangguniang Bayan**


**CERTIFICATE OF PUBLIC HEARING**

TO WHOM IT MAY CONCERN:

THIS IS TO CERTIFY that Public Hearing was jointly conducted by the Committee on Women, Family, Senior Citizens and Social Welfare and Development and the Committee on Budget, Appropriation and Finance on June 05, 2024 at Judge Bar Restaurant and Catering Services, Brgy. Victory, Abuyog, Leyte, 9:00 o'clock in the morning in compliance to the applicable provisions of R.A. 7160, otherwise known as the Local Government Code of 1991.

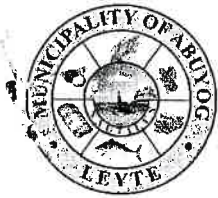
  
**ARSENIO Y. VILLOTE**  
Sangguniang Bayan Secretary

ATTESTED:

  
**HON. JAMES L. BOHOL**  
Municipal Vice Mayor

Enclosure:

1. Attendance Sheet
2. Minutes of Public Hearing



*Republic of the Philippines*  
**MUNICIPALITY OF ABUYOG**  
 Province of Leyte



**Office of the Sangguniang Bayan**

MINUTES OF THE PUBLIC HEARING REGARDING THE DRAFT ORDINANCE "AN ORDINANCE UPDATING THE GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF ABUYOG BY THE JOINT COMMITTEE ON WOMEN, FAMILY, SENIOR CITIZENS AND SOCIAL WELFARE DEVELOPMENT AND THE COMMITTEE ON BUDGET, APPROPRIATION & FINANCE THE DRAFT ORDINANCE AUTHORIZING THE MUNICIPAL TREASURER TO COLLECT BARANGAY CLEARANCE FEES IN THE APPLICATION FOR THE ISSUANCE OF BUSINESS PERMITS AND/OR LOCATIONAL CLEARANCE OF THE MUNICIPALITY OF ABUYOG, LEYTE HELD AT JUDGEBAR CATERING SERVICES, BRGY. VICTORY, ABUYOG, LEYTE ON JUNE 5, 2024.

**PRESENT:**

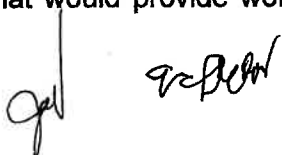
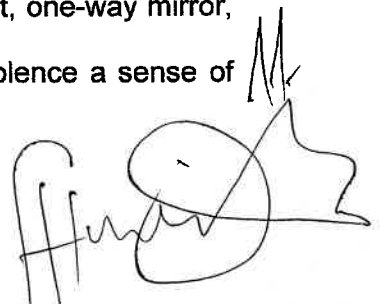
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|------------------------------|---|---|
| HON. ARNOLD R. ALLERA        | - | SB Member, Chairman Committee on Women, Family, Senior Citizens, and Social Welfare and Development |
| HON. JEANNETTE A. VALIDA     | - | SB Member, Chairman Committee on Budget, Appropriation & Finance                                    |
| HON. ANTONIO C. ALMENDRA, JR | - | SB Member, Member Committee on Budget, Appropriation & Finance                                      |
| HON. EDITHA C. DELOY         | - | SB Member, Member Committee on Women, Family, Senior Citizens and Social Welfare and Development    |

01. **HON ALLERA:** Magtikang kita san aton public hearing, regarding san aton proposed  
 02. ordinance updating the gender and development code of the municipality of Abuyog which was  
 03. referred to the committee on women, family, senior citizens and social welfare development and  
 04. this is authored by our SK Federation President Honorable Melliza C. Traya. There is a need to  
 05. update the 2006 gender and development of the municipality of Abuyog. In Article II, Sec. 14 of  
 06. the 1987 Philippine Constitution provides that the state recognizes the role of women in nation-  
 07. building, and shall ensure the fundamental equality before the law of women and men. The  
 08. enactment of the updated gender and development code is in consonance with the existing  
 09. national laws and policies and commitments in international treaties and agreements that  
 10. encourage the local government units for be in the forefront in addressing the issues on gender

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11. and development identified in national laws and it is Section 4 of our ordinance. Basahan ko an  
12. aton draft ordinance Chapter I – General Provisions, Article I Title State of Principles and  
13. Definition of Terms. Section 1. Title – This Ordinance shall be known and cited as the Updated  
14. Gender and Development Code of the Municipality of Abuyog, herein referred to as the GAD  
15. Code. Section 2 – Statement of Principles. It is the general principle and policy of the local  
16. government of Abuyog, Leyte to women’s empowerment, gender equality, women’s human rights  
17. and gender-responsive development, as indispensable social intervention in the task of building  
18. a progressive yet peaceful and harmonious community. Section 3 – Definition of Terms. The  
19. following terms and phrases used in this GAD Code is being defined to make it easy. Section 4 –  
20. GAD Legal Bases and Mandate. The enactment of the updated GAD Code is in consonance with  
21. the existing national laws and policies and commitments in international treaties and agreements  
22. that encourage the local government units for be in the forefront in addressing the issues on  
23. gender and development, as hereinafter identified in this ordinance. Next Chapter II Programs  
24. and Development Concerns. Section 5 – Gender and Development Programs, Trainings, Events  
25. and Celebration. The Human Resource Office and LGU GFPS shall facilitate, conduct events and  
26. celebration promoting women’s empowerment, gender equality. It shall also develop a staff  
27. development programs and trainings to advance a gender-responsive governance, embed  
28. feminism and feminist principles, human and women’s rights to eliminate gender-bias in the  
29. workplace and develop, transform a gender sensitive attitude, behavior and culture. All offices and  
30. institutions in the municipality of Abuyog shall join and celebrate GAD related programs, events  
31. and celebration supporting elimination of all forms of discrimination, and gender-based violence,  
32. promoting economic empowerment, gender equality and justice such as but not limited to the  
33. following: International Women’s Day which is celebrated March 8; International Rural Women’s  
34. Day its on October 5; International Day of the Girl Child on October 11; the International Men’s  
35. Day which is every November 19. The 18 Days Campaign to End Violence Against Women every  
36. November 25 to December 10 and the PRIDE Month Celebration which is every month of June.  
37. Next is Section 6 – Access to Protective Services. The Municipal Social Welfare and Development  
38. Office as lead agency in social shall ensure that all vulnerable sectors in the municipality has  
39. access to protective services. Section 7 – Secured and Conducive Environment for Investigation.  
40. The municipality shall establish an interview room with audio-visual equipment, one-way mirror,  
41. and other provisions that would provide women and children survivors of violence a sense of

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42. security and comfort during the conduct of interview, investigation and counseling at the Municipal  
43. Social Welfare and Development Office, Municipal Health Office, Barangay Women and  
44. Children's Protection Desk, and PNP Women and Children's Protection Desk. Next Section 8 -  
45. Victim - Survivors Support Group in Court Hearings. The Municipal Social Welfare Officer shall  
46. coordinate the presence of support group/s in all investigations or hearings involving rape and  
47. other forms of violence against women and children conducted in police stations, prosecutor's  
48. offices, trial courts and other government offices. Section 9 - Education Laws and Policies  
49. Addressing Women's Issues And Concerns. In coordination with concerned national agencies, all  
50. government and private offices, agencies, NGO's and establishments, private and public schools  
51. shall conduct an orientation on Republic Act No. 9262, RA 9208, RA 7877, RA 8353, RA 8972,  
52. RA 7610 and other relevant laws and policies on women which may be enacted from time to time.  
53. Section 10 - Crisis Intervention Center. There shall have a Crisis Intervention Center in the  
54. Municipality with complete facilities to serve as a temporary shelter with appropriate support  
55. services for women and children in crisis. The Municipal Social Welfare and Development Office  
56. shall manage the Crisis Intervention Center. Satellite crisis intervention centers must be  
57. strategically established in other parts of the Municipality as needed. Section 11 - Rehabilitation  
58. Program for Perpetrators of Violence. Counseling and Rehabilitation Programs for perpetrators  
59. of violence against women and children shall form part of the total GAD program. Section 12.  
60. Research on Nature and Causes of Gender-Based Violence. The MSWDO shall take the lead in  
61. the collection, compilation and maintenance of statistics/ data concerning domestic violence  
62. perpetuated against women and children. It shall be regularly undertaken to serve as reference  
63. for administration, legislation and funding. Section 13 - Prostitution and Trafficking as Violation of  
64. Women's Right. Prostitution and trafficking is exploitation of human and a violation of their rights  
65. as human beings. To prevent the proliferation of prostitution and trafficking, advocacy and  
66. capacity building activities shall be conducted and alternative sources of livelihood shall be  
67. provided to women victim-survivors. Next, Chapter III Structure and Trafficking as Violation of  
68. Women's Right. Article I – Creation and Strengthening of the LGU Gender and Development  
69. (GAD) Focal Point system. Section 14 – Creation of the municipal gender and development focal  
70. point system. There shall be a created MGFPS or GAD Focal Point System in the municipality.  
71. And Section 15 – General and Specific Functions of the the GAD Focal Point System it is in our  
72. ordinance the general and specific functions pursuant to MCW-IRR and JMC 2013-01 of the

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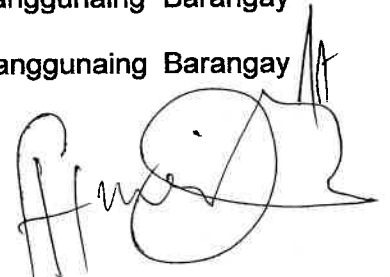
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73. GFPS. Section 16. Structure of the Gad Focal Point System. The structure of the GAD Focal  
74. System shall compose of Executive Committee, Technical Working Group Committee, GAD  
75. Secretariat, and Monitoring and Evaluation Team.

76. **PUNONG BARANGAY:** Mayda la ako pakutana sin-o man it aton dapuon kun mayda kita  
77. mga pakutana siton nga gender and development.

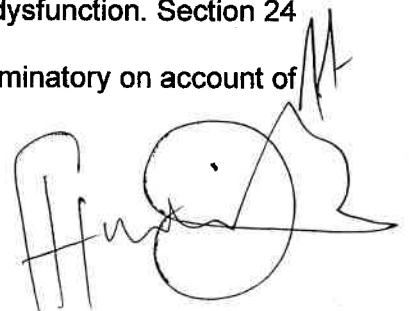
78. **HON. ALLERA:** Ada sa Section 17 of our ordinance an GAD Focal Point System  
79. Exeuctive Committee nga an aton local chief executive amo an chairperson, the vice mayor is the  
80. vice chairperson and co-vice chairperson is the SB committee on women, children and social  
81. services and the members is all department heads and/or offices of the municipality, LIGA nga  
82. mga barangay President, SK Federation President, Department of Education Schools Division  
83. Superintendent, State University/Academe Institution, PNP Municipal Women's Desk, Municipal  
84. Chairperson of the Women Council/Association/Federation, Municipal Representative/President  
85. of Persons with Disabilities, Head/Representative of NGOs/CSOs/Private Sector with thematic  
86. implementation of GAD Programs and Services in the municipality (youth, LGBTQIA+,  
87. marginalized sector), Bureau of Fire Protection , Other Association/Sectoral representative as  
88. applicable and deemed necessary. Section 18 – The Technical Working Committee of the GAD  
89. focal point system shall be composed the chairperson is the GAD focal person and the members  
90. all municipal department offices alternate representative including the Abuyog Community  
91. College duly appointed by the Mayor, representative of NGOs/CSOs/Private sector with thematic  
92. implementation of GAD programs and services in the municipality like youth, LGBTQIA+, &  
93. marginalized sector, and other government agencies, association/sectoral representative,private  
94. sector,academe as applicable and deemed necessary. Section 19 The GAD Monitoring and  
95. Evaluation Team where existence such as the loclaproject monitoring committee shall expand its  
96. functions and its membership to include the members of the suggested GAD monitoring and  
97. evaluation team. It shall be composed of the chairperson is the municipal planning and  
98. development coordinator and the members GFPS TWG Chair, HRMO, Budget Officer, MSWDO,  
99. MAO, MLGOO/Representative, CSO/Pos/NGOs, representative, women's council,  
100. representative from academe institutions. Section 20 – Creation of Barangay GAD Focal Point  
101. System. The Barangay GAD Focal Point System the respective barangays of the municipality  
102. shall be chaired by the Punong Barangay, co-Chairperson of the Sanggunaing Barangay  
103. Committee on Women, Children and Family and the members the Sanggunaing Barangay

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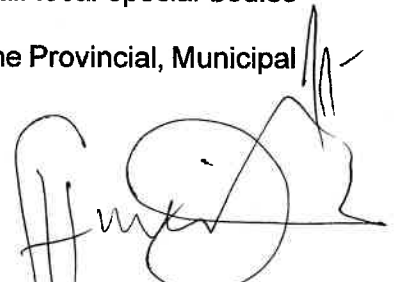
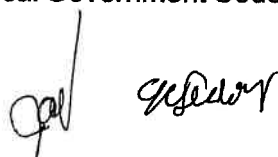


104. Committee on Appropriation, SK Chairperson, Barangay Health Worker, Barangay treasurer,  
105. Violence Against Women and Children (VAWC) Desk Officer, Barangay Nutrition Scholar, Tanod  
106. Executive Officer, Day Care Worker, Lupong Tagapamayapa member, Women's organizations  
107. existing at the barangay level, Barangay Human Rights Action Officer where existent, Members  
108. of the private sector, academe and other existing organization in the barangay. Section 21 – The  
109. responsibilities of the GAD focal point system executive committee, TWG, secretariat and  
110. monitoring and evaluation team. It is been stated here in our ordinance. Let us come to Article II  
111. Establishment of Gender and Development Database System. Section 22 – LGU GAD Database.  
112. The municipality shall establish a GAD Database aligned with the databank requirements of the  
113. Magna Carta of women. The municipal planning and development office shall be responsible in  
114. the data collection, analysis, updating and management and as repository of the gender and  
115. development data and information and coordinates with GFPS secretariat. The GFPS technical  
116. working group committee and MLGOO shall assist the MPDO in the generation and processing  
117. of sex-disaggregated data and and GAD-related information. Other data producing LGU  
118. departments and national government agencies operating at the local level shall be tapped by the  
119. MPDO to provide sex-disaggregated information to complement the GAD Database. The GFPS  
120. secretariat shall ensure the accurate and timely uploading of reports and ensuring up to date  
121. information. The LGU may utilize its existing, planning and data-gathering tools and management  
122. information system to generate gender statistics, age, and sex-disaggregated data and other  
123. GAD-related information from primary and secondary sources of data such as surveys, studies,  
124. focus group discussion results, progress, monitoring and evaluation results. Next let us come to  
125. Chapter V of the draft ordinance the Reproductive Health Approach. Section 23 - Reproductive  
126. Health Care Approach. The Municipal Government shall ensure reproductive health care services  
127. to men and women 1.) Maternal infant and child health and nutrition; 2.) Family planning  
128. information and services; 3.) Prevention of abortion and management of its complications; 4.)  
129. Adolescent and youth health; 5.) Prevention and management of Reproductive Tract Infections  
130. (RTIs), HIV/AIDS and other Sexually Transmittable Infections (STIs); 6.) Elimination of violence  
131. against women; 7.) Education and counseling on sexuality and sexual health; 8.) Treatment of  
132. breast and reproductive tract cancers and other gynecological conditions; 9.) Male involvement  
133. in reproductive health; and 10.) Proven treatment of infertility and sexual dysfunction. Section 24  
134. – Health care Delivery. Quality health care and services that are not discriminatory on account of

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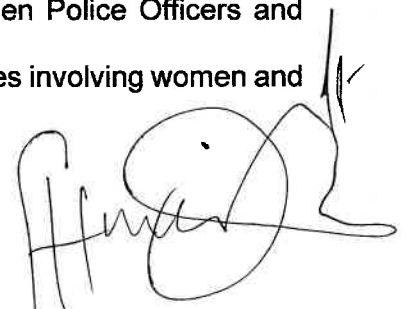


135. their gender, age, sex, creed, religion, ethnicity and political affiliation shall be implemented by  
136. Municipal Government. Section 25 - Nutrition. The Municipal Government through the Municipal  
137. Nutrition Action Officer (MNAO) shall ensure optimum nutritional status of children, women and  
138. men through the provision of a package of nutrition services. Section 26 - Men's Involvement on  
139. Reproductive Health. Reproductive Health programs and projects shall involve men of all ages,  
140. recognizing their crucial role in the maintenance of women's health and well-being by  
141. strengthening and capacitating various men organizations. Section 27 - Accessible Information  
142. on Sexuality and Reproductive Health. Women and men, especially adolescents and young  
143. adults, shall have free access to information on responsible sexuality and reproductive health,  
144. while ensuring their right to privacy. Section 28 - Gender-Fair Approach to Pre-Marriage  
145. Counseling Program. The Municipal Government shall continuously support the Pre-Marriage  
146. Counseling Program of the Municipal PMC Team to promote the equal relations between men  
147. and women and shared responsibility of husband and wife for the family, community and the  
148. environment. Section 29 - Gender-Sensitive and Responsive Health Services. The Municipal  
149. Health Office and Barangay Health Centers/stations shall provide gender-sensitive and gender-  
150. responsive services in the delivery of reproductive health care including the establishment of  
151. Crisis Intervention Service units. Section 30 - Available and Accessible Reproductive Health  
152. Commodities. The Municipal Government shall ensure safe, high quality, accessible and  
153. affordable reproductive health services and commodities, it shall ensure that budgetary support  
154. and allocation are provided for such RH services and commodities. And the next let us go to  
155. chapter VI of the draft ordinance women in governance. Section 31 - Gender-Mainstreaming at  
156. all Levels of Governance. The Municipal Government shall endeavor to establish mechanisms to  
157. ensure that gender issues and concerns are addressed in legislations, public policies, programs  
158. and projects. Section 32 - Barangay-Based Women Organizations. All Barangays shall promote  
159. and support women organizations formed by their respective constituents. Section 33 - Local  
160. Council of Women. The Federation of Women Organizations composed of various accredited  
161. women organizations shall be strengthened to take an active role in governance. The Municipal  
162. Social Welfare and Development Office (MSWDO) acts as secretariat/direct supervision to the  
163. organization/federation. Section 34 - Representation of Women in Local Special Bodies. The  
164. Municipal Government shall ensure that women are duly represented in all local special bodies  
165. as provided for in the Local Government Code and other pertinent laws at the Provincial, Municipal



166. and Barangay level. Section 35 - Criteria for Hiring in Government Positions. The Municipal  
167. Government shall ensure that criteria for hiring, recruitment, selection and appointment to  
168. government positions are transparent, relevant and not discriminatory against sex and sexual  
169. orientations. Section 36 - Support for Women's Studies. A reasonable amount and other forms  
170. of support maybe extended by the Municipal Government to non-government organizations and  
171. research institutions conducting studies on women's participation, education, development and  
172. scholarship. Section 37. - Leadership Training for Women. The Municipal Government, in  
173. cooperation with concerned national agencies, and NGOs shall provide leadership training that  
174. will enable women to participate in decision-making processes. Priority shall be given to  
175. indigenous and differently-abled women. Next in Chapter VII the Promotion of Justice, Peace and  
176. Order. Section 38 - Continuous Review of the Gender-Responsiveness of Laws and Policies. The  
177. Municipal Government shall encourage the continuous review of local laws and policies with the  
178. end in view of detecting and eliminating all forms of discrimination on the basis of sex and  
179. provisions that are gender-based. Section 39 - Promotion of Legal Rights Literacy. Information on  
180. GAD – related women laws and relevant national and local laws and its impact on women and  
181. men, offices responsible for the administration of justice, and guidelines on how to use the justice  
182. system shall be made accessible to all. Section 40 - Gad Orientations and Trainings for Law  
183. Enforcers, Officials and Employees of the Local and Barangay Government Units. The Municipal  
184. Government shall strengthen its linkages with the law enforcers, officials and employees of local  
185. and Barangay government units of the municipality to ensure that gender equality and  
186. development orientations and trainings are regularly conducted. Section 41 - Humane and Just  
187. Treatment of Female and Minor Offenders. To promote humane and just treatment of females  
188. apprehended for light offenses and minor offenders, they shall not be handcuffed unless the rules  
189. of engagement of the PNP provides otherwise. Section 42 - Separate Facility for Female and  
190. Minor Detainees. The rights of women and minors while under detention shall be protected. The  
191. Municipal Government, in collaboration with the concerned agencies, shall provide appropriate  
192. programs designed to respond to their specific needs and problems. It shall also ensure that a  
193. separate structure and space for detention and rehabilitation shall be provided for them. Section  
194. 43 - Women and Children's Desks (WCDS). There shall be a Women and Children's Desk in the  
195. Municipal Police Station, as well as in all barangays, handled by Women Police Officers and  
196. Barangay VAWC Officers, adequately trained for the purpose, so that cases involving women and

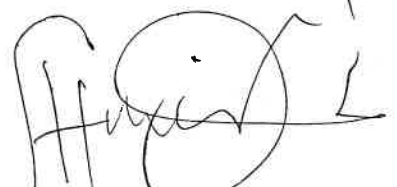
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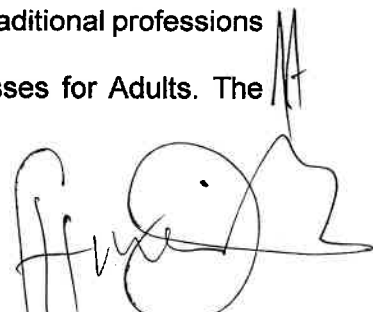


197. children shall be handled in accordance with the accepted standards of existing laws and  
198. regulations in handling gender-based violence cases. Next let us go to Chapter VIII labor and  
199. employment. Section 44 - Mechanism to Monitor Compliance with Labor Laws. The Municipal  
200. Government, in coordination with the Department of Labor and Employment, the Civil Service  
201. Commission and other concerned agencies, shall establish mechanisms to monitor all offices,  
202. and establishments operating within the municipality to ensure their strict compliance with the  
203. Labor Code and other provisions of existing laws especially those pertaining to children, women  
204. and labor. Child Labor Regulations. Ensure that child labor regulations are not violated, including  
205. the minimum ages at which children may work, and the number of hours children can work and  
206. other work conditions. Section 45 - Non-Discrimination in Employment. All establishments and  
207. employers shall implement non-discriminatory policies especially in hiring and promotion of  
208. employees. Work Discrimination. No employer shall discriminate against any solo parent  
209. employee with respect to terms and conditions of employment on account of her or his status.  
210. Section 46 - Facilities and Support System for Well-Being of Women and Men Employees.  
211. Employers shall ensure the health, safety, and well-being of their women and men employees. In  
212. appropriate cases, employers shall: Establish separate toilet rooms, lavatories and lounge for  
213. women and men and provide at least a dressing room for women; Set up a homecare center in  
214. the workplace where working parents or transacting public may have breastfeeding, child-rearing  
215. and early childhood care and development activities while on their respective jobs; Institute  
216. flexible working arrangement to accommodate the various responsibilities of women and men to  
217. their families; and Ensure that working conditions shall be gender sensitive to assure peace and  
218. productivity. Section 47 - Grievance Machinery on Sexual Harassment. *A Committee on Decorum*  
219. *and Investigation* shall be established and strengthened at the Municipal Government which shall  
220. serve as the grievance machinery to act on all complaints on sexual harassment in the workplace.  
221. Section 48 - Survey of Domestic Workers. The Municipal Government through the Municipal  
222. PESO, in coordination with DOLE, shall come up with an annual survey of domestic workers  
223. within the municipalities to monitor cases of maltreatment, sexual harassment, and other forms  
224. of sexual abuse. Households shall be required to provide information regarding their house  
225. workers for identification and other purposes. The LGU shall provide assistance and other forms  
226. of support to household workers. Section 49 - Support for Overseas Filipino Workers (OFWS).  
227. The Municipal Government through the MSWDO and the PESO shall strengthen the organization

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228. of the municipal OFW and their families as a support group as well as establish a migrants' desk.  
229. Tracking System of Legitimacy of recruitment agency/employment. The PESO and MSWDO shall  
230. endeavor to develop a tracking and verification system of the veracity and legitimacy of  
231. employment and recruitment agencies, whether they are accredited by the Department of Labor  
232. and Employment (DOLE) through the Philippine Overseas Employment Administration (POEA).  
233. Pre-Employment Orientation Seminar (PEOS). The PESO and MSWDO shall conduct PEOS to  
234. prospective workers, especially overseas workers and their families about the realities of  
235. overseas labor and employment conditions. Services of the POEA and migrant NGOs may be  
236. tapped for this purpose. Implementation of RA 8042 specifically the illegal recruitment provisions.  
237. Strict implementation of RA 8042 otherwise known as migrant workers and Overseas Filipino Act  
238. of 1995 particularly, the provisions on Illegal Recruitment must be ensured. Next is Chapter IX  
239. Environment and Natural Resources. Section 50 - Community- Based Environment Plans and  
240. Programs. The Municipal Government shall ensure the participation of women in environment  
241. and natural resources management at all levels. Promotion of environmentally sound production  
242. technologies. Promote the use of environmentally sound production technologies and practices  
243. in households and enterprises. Promotion of land agri-based projects. The municipal government  
244. and other partner agencies and institutions shall support and engage in promoting land-based  
245. projects to ensure food security for rural women utilizing scientific, women-friendly, accessible  
246. and appropriate technology. Involve women in the rehabilitation in the agricultural sector by  
247. providing them with trainings and agricultural inputs, including seeds and implements. Women's  
248. participation in all water-system related projects. In all water system-related projects participation  
249. of women in the planning and in all levels of decision-making. Public education campaign. The  
250. municipal government shall undertake public education campaigns on issues related to sanitation,  
251. health, and environmental management and sustainable used and climate changed with gender  
252. dimension. Women's participation on Solid Waste Management. Ensure the participation of  
253. women in the formulation of the solid waste management plan and in decision-making on matters  
254. related to solid waste management including the segregation, recycling, etc. Next is Chapter X -  
255. Education, Media, Arts and Culture. Section 51 - Gender-Sensitive Counseling and Career  
256. Programs. Private and public schools shall promote gender-sensitive counseling and career  
257. education programs to encourage male and female students to pursue non-traditional professions  
258. and widen their career opportunities. Section 52 - Evening/Weekend Classes for Adults. The



259. Municipal Government and the Alternative Learning System of the Department of Education (ALS  
260. DepEd) shall endeavor to promote and strengthen adult education programs. For this purpose, it  
261. shall coordinate or establish the conduct of free evening or weekend classes for indigent persons  
262. interested to obtain secondary education especially women. Lecture/Discussion on illegal drugs.  
263. Inclusion of discussion / lecture on drug abuse in alternative education programs for out-of-school  
264. children. Section 53 - Gender- Sensitive Education. The Schools District Office of the Department  
265. of Education shall ensure the inclusion of a Gender Sensitive curriculum into the educational  
266. system of the municipality. It should also address gender inequalities in admission, gender  
267. sensitivity in school books and instructional materials. School-based health and nutrition program.  
268. All primary schools in the municipality shall be encouraged to formulate and implement school-  
269. based health and nutrition program, in coordination with the Municipal Nutrition Action Council  
270. and Municipal Health Office. Promoting indigenous processed and non-processed farm products  
271. produce by women's group in all school canteens of the municipality. Section 54 - Preservation  
272. of Cultural Identity. Preservation and enrichment of the cultural identity of indigenous persons  
273. shall always be incorporated in all GAD programs and projects of the Municipal Government as  
274. long as it is consistent with GAD Principles. Next Chapter XI - Trade, Industry and Tourism.  
275. Section 55. Women's Economic Empowerment and Employment. The Municipal Government  
276. shall promote and support women's endeavors for self-employment in micro-entreprises, small-  
277. scale businesses, indigenous industries and other employment opportunities including facilitating  
278. access to capital funds from any source. Section 56 - Promotion for Eco-Tourism and Family-  
279. Oriented Activities. The Municipal Government shall strengthen its tourism thrust towards  
280. promoting equality of women and men and providing full opportunities for the development and  
281. participation of women and men in eco-tourism and family-oriented activities without exploiting  
282. the rights of women, men and children. Next is Chapter XII - Other Special Sectoral Concerns.  
283. Section 57. Advocacy on the Rights of Differently-Abled Women and Men. Programs and  
284. projects shall be developed to promote the interest of differently-able women and men and, at the  
285. same time, protect their rights to all opportunities for advancement. Magna Carta for persons with  
286. disabilities as amended (RA 9442). The municipal government shall ensure the implementation  
287. of the Magna Carta for persons with disability as indicated in Sections 32-33, Chapter 8, of RA  
288. 9442, granting privileges and incentives for persons with disability, as follows:

289. a. Twenty percent (20%) discount from all establishments;

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290. b. Minimum of twenty percent (20%) on admission fees;
291. c. at least twenty percent (20%) discount for the purchase of
292. medicines;
293. d. at least twenty percent (20%) discount on medical and dental and
294. professional fees;
295. e. at least twenty percent (20%) discount on fare for domestic air, sea
296. travel, public railways, skyways and bus fare for the exclusive
297. enjoyment of persons with disability;
298. f. education assistance to persons with disability;
299. g. to the extent practicable and feasible, the continuance of the same
300. benefits and privileges given by the Government Service Insurance
301. System (GSIS), Social Security System (SSS), and PAG-IBIG, as
302. the case may be, as are enjoyed by those in actual service;
303. h. to the extent possible, the government may grant special discounts
304. in special programs for persons with disability on purchase of basic
305. commodities, subject to guidelines to be issued for the purpose by
306. the Department of Trade and Industry (DTI) and the Department of
307. Agriculture (DA); and
308. i. provision of express lanes in all commercial and government
309. establishments; in the absence thereof, priority shall be given to
310. them

311. The above-mentioned privileges are available only to persons with disability who are Filipino

312. citizens, upon submission of any of the following as proof of his or her entitlement thereto:

313. a. identification card issued by the municipal mayor or the punong
314. barangay of the place where he or she resides;
315. b. certification issued by the Municipal Mayor or the Punong Barangay
316. of the place where he or she resides.

317. Section 58 - Organization of Elderly Women and Men (Senior Citizens). The Municipal and

318. Barangay government units shall endeavor to include a representation of the elderly women and

319. men in the Municipal and Barangay Development Council. Council on senior citizens. The

320. municipal government as well as the 63 barangay governments shall support the establishment

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321. of Councils for Senior Citizens. Support funds for senior citizens. The municipal and barangay  
322. governments shall endeavor to allocate funds for livelihood assistance to senior citizen; routine  
323. physical check-up; social group work programs and other appropriate socio-economic activities.  
324. Center for Senior Citizens. The municipal government shall endeavor to establish a center for  
325. abandoned and neglected senior citizens to provide them with comprehensive support services,  
326. in cooperation with the Provincial, Regional and National Social Welfare and Development  
327. Offices, and other concerned agencies. Additional Benefits and Privileges to Senior Citizens  
328. pursuant to RA 9257. The municipal government shall ensure the implementation of RA 9257  
329. otherwise known as the Act Granting Additional Benefits and Privileges to Senior Citizens,  
330. specifically Section 4, as follows:

331. a. Twenty percent (20%) discount from all establishments  
332. b. Minimum of twenty percent (20%) discount on admission fees in  
333. places of culture, leisure and amusement

334. SECTION 59 - SOLO PARENT. *Support to Solo Parent.* The municipality shall ensure support to  
335. a solo parent, regardless of status, equal access to economic and other services which include  
336. livelihood, provision of seed capital, job placement, value orientation, basic business skills,  
337. trainings, educational benefits for them and their children and medical assistance. Appropriation  
338. for Solo Parent Programs, Projects and Activities. To address the needs of Solo Parents, the  
339. municipal government shall set aside an annual budget for programs, projects and activities that  
340. would promote the interest of solo parents. Privileges of Solo Parent. The municipal government  
341. shall ensure that solo parents are not deprived from enjoying their privileges, such as follows:

342. a. *Comprehensive Package of Social Development and Welfare*  
343. *Services such as livelihood development services, counseling*  
344. *services, parent effectiveness services, critical incidence stress*  
345. *debriefing, and special projects for individuals in need of protection;*  
346. b. *Flexible Work Schedule;*  
347. c. *Work Discrimination – no employer shall discriminate against any*  
348. *solo parents employee with respect to terms and conditions of*  
349. *employment on account of his or her status;*

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350. d. *Parental Leave - in addition to leave privileges under existing laws,*  
351. *parental leave of not more than Seven (7) working days every year*  
352. *shall be granted to any solo parent employee who has rendered*  
353. *service of at least One (1) year.*

354. Section 60 - Gender in Disaster Risk Management. In consideration of the geographical  
355. characteristic of Abuyog, Leyte which makes it prone to various disaster risk and hazards, and in  
356. agreement with the idea that women and children tend to suffer most from the impact of disaster,  
357. the following shall be undertaken by the Municipal Government through the Municipal Disaster  
358. Risk Reduction and Management Council and the Sixty-Three (63) Barangay Disaster Risk  
259. Reduction and Management Councils:

260. Pre-Disaster

261. a. Ensure that women participate in the public awareness and education  
262. campaigns on disaster risk management and climate change adaptation
263. b. Ensure that women are involved in the Hazard, Vulnerability and Capacity  
264. Assessment (HVCA) mapping and in the formulation of disaster  
265. contingency plans
266. c. Ensure that women are represented in M/BDCC structure and are  
267. distributed in the different service committees to insure their participation  
268. in decision-making processes
269. d. Design an Emergency response plan for vulnerable group, including  
270. women and children for search and rescue operations, evacuation  
271. management plan and rehabilitation plan
272. e. Build the capacity of women in managing community-based early warning  
273. system (CB-EWS)
274. f. Ensure that women have sustained livelihoods and income
275. g. Build the capacity of women in managing trauma and in providing  
276. psychosocial intervention to disaster victim.
277. h. Train in providing first aid medical response to case resulting from disasters
278. i. Maintain updated data and statistic on vulnerable group (e.g. women,  
279. children, older people, isabled people, and people living with HIV/AIDS)

280. During Disaster

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281. a. Prioritize the vulnerable group in search and rescue operations.
282. b. Maintain sex-disaggregated data about the vulnerable groups.
283. c. Provide a separate evacuation center for women and their children.
284. d. Ensure that the minimum standard in disaster response as set forth in the
285. Humanitarian Charter, including people's need for water, sanitation,
286. nutrition, food, shelter and health care, are met.

287. **Post disaster (recovery and rehabilitation):**

288. a. Ensure women's participation in resilience building and recovery effort by:
289. a.1. Involving women in the conduct of Damage Assessment &
290. Needs Assessment (DANA) to ensure that women's and children's situation
291. and specific need are well taken into account.
292. a.2. Involving women as participants of Food-for-Work and Cash-
293. for-Work schemes in restoration work. This provides them with job and
294. income opportunities which could ensure household's food security and
295. good health condition.
296. b. Involved women in the rehabilitation of the agricultural sector by providing
297. them with training and agricultural inputs, including seeds and implements.
298. c. Ensure that psychosocial and stress debriefing interventions for women and
299. children disaster victims are carried out by women providers to better situate
300. the intervention as well as men.
301. d. Ensure that women and children have access to and control over water,
302. sanitation, nutrition, food, shelter and health care to ensure their full
303. recovery.

304. **Funding.** The Municipal Government of Abuyog as well as the Sixty-Three (63) Barangays shall

306. ensure that portion of the Five Percent (5%) Calamity Fund is allocated for meeting the special

307. needs of the vulnerable group, especially women and children in the emergency and relief phase

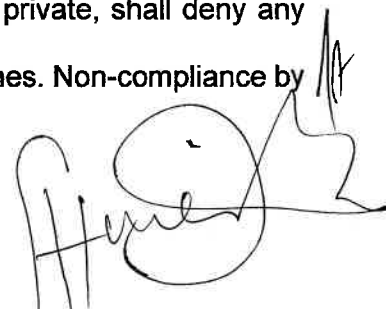
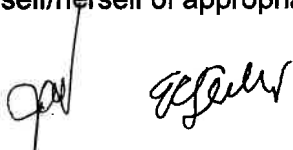
308. up to the recovery and rehabilitation stage. The barangay government shall also appropriate a

309. budget for disaster preparedness activities. Next is Chapter XIII Regulations and Penal

310. Provisions. Article I - Violation to Gender Rights to Proper Health Care. Section 61 - Socialized

311. Reproductive Health Services. No hospital in the municipality, public or private, shall deny any

312. person the right to avail himself/herself of appropriate health care at all times. Non-compliance by



313. any Health Facility shall be a ground for non-renewal of the business permit or administrative  
314. charges to concern officials in case of government facilities. Section 62 - Gender Sensitivity  
315. Training for Health Care Providers. All health care facilities shall provide gender sensitivity training  
316. at least once a year to health ID workers and professionals employed by them. A certification by  
317. the organization or person who conducted the training shall be presented to the Municipal Health  
318. Office on the compliance of this provision. Non-compliance by any Health Facility shall be a  
319. ground for non-renewal of the business permit. Likewise, violation of this provision by  
320. government-owned health facilities shall be a ground for administrative charges against in the  
321. concern officials. Article II - Violence Against Women and Children. Section 63 - Immediate Action  
322. on Reports of Violence Against Women and Children. All concerned offices of the Municipal  
323. Government, including the barangays, shall act within Twenty-Four (24) hours upon receipt of  
324. complaints or reports of violence against women and children. As provided for in RA 9262 or The  
325. Anti-violence Against Women and their Children, RA 9208 or the Anti- Trafficking in Persons Act,  
326. RA 8353 or the Anti- rape Law, RA 7877 the Sexual Harassment Law, RA 8972 or The Solo  
327. Parent's Welfare Act and RA 7610 or the Special Protection of Children against Abuse,  
328. Exploitation and Discrimination Act, they shall provide the appropriate legal, medical,  
329. psychosocial referral/assistance to the complainants within the said period. Failure to act within  
330. the prescribed period constitutes neglect in the performance of duty and shall be penalized in  
331. accordance with the provisions of identified laws, Civil Service Code and the Local Government  
332. Code of 1991. Section 64 - Prohibited Fund-Raising Initiatives. All benefit dances and other fund-  
333. raising activities wherein women and men are used as door prizes, or substitute for door prizes,  
334. or companion package for an award, prize or recognition in order to raise funds shall be strictly  
335. prohibited. Organizers and all other persons responsible for the conduct of said fund raising  
336. activity shall pay a fine of Five Thousand (P5, 000.00) Pesos or suffer imprisonment Six (6)  
337. months or both, at the discretion of the Court. Section 65 - Contests Which Degrade Women and  
338. Men. It shall be unlawful to hold beauty contests and other similar contests which commodity,  
339. abuse, humiliate and treat or degrade women and/or men. Organizers of beauty contests violating  
340. this provision shall be subject to a penalty consisting of the following:

341. a. For business organizations:

342. 1. Cancellation of business permit

343. 2. Fine of Two Thousand Five Hundred (P2, 500.00) Pesos

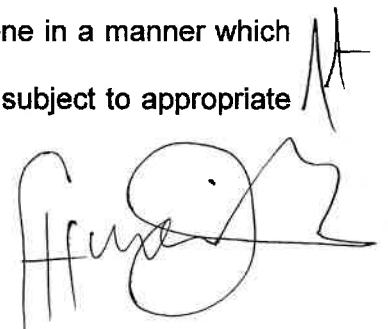
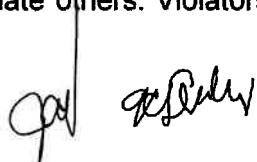
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344. b. For representatives of agencies and Offices of the Municipal Government:  
345. 1. Suspension for 1 month without pay  
346. 2. Fine of Two Thousand Five Hundred (P2, 500.00) Pesos  
347. c. For educational institutions, charity or welfare organizations:  
348. 1. Fine of Two Thousand Five Hundred P2, 500.00) Pesos

349. Next Is Article III - Justice, Peace and Order Related Violations. Section 66 - Non-Disclosure of  
350. Victims' and Offenders' Identities. The confidentiality of the real names, aliases, personal  
351. circumstances, or any other information pending to establish the identities of offenders and victims  
352. shall be preserved and shall not be disclosed to the public in any manner to protect their privacy  
353. and integrity unless authorized by law or for a lawful purpose. Any person who violates this  
354. provision shall be penalized with Fifteen (15) days imprisonment or payment of Two Thousand  
355. Five Hundred (P2, 500.00) Pesos or both at the discretion of the court. The offenders may also  
356. be persecuted for revelation of secrets under articles 229 and 230, as the case maybe, of the  
357. revised penal code or under RA 9262, RA 9208, RA 8972, RA 7610 and other related laws.  
358. Section 67 - Legal Aid Service. The Municipal Government, through the MSWDO and Abuyog  
359. Police Station, shall ensure and facilitate the provision of legal aid service assistance through the  
360. Public Attorney's Office (PAO) to all women and men especially those in distress and who have  
361. no means of obtaining the services of private lawyers. Next Article IV - Violations to Labor and  
362. Employment Law. Section 68 - Equal Access to Job Training and Promotion. No woman shall be  
363. deprived of job training employment or promotion on account of her gender, sex orientation, age  
364. ethnicity, religion and marital status. Employers who violate this provision shall be penalized with  
365. a fine of Two Thousand Five Hundred (P2,500.00) Pesos or the cancellation of their business  
366. permits or both at the discretion of the Court. Section 69. Wages and Benefits of Women.  
367. Every employer shall abide by the provisions of the Labor Code, the Regional Wage Board and  
368. the Civil Service; Law on wages and benefits due to employees without discrimination against  
369. women. elation by private and government employers of the provisions of the said laws shall be  
370. penalized as provided for in the Labor Code. Section 70 - Raids in Entertainment Establishments.  
371. Police brutality shall not be allowed anywhere at any time in any kind of activity such as during  
372. the conduct of raids in entertainment establishments and similar places. Raids shall not be  
373. conducted without any representative from the MSWDO, and shall be done in a manner which  
374. shall not degrade or humiliate others. Violators of this provision shall be subject to appropriate



375. administrative, civil or penal sanctions. Next Article V - Violations to Culture and Indigenous  
376. People. Section 71 - Prohibition Against Degrading Programs or Publication. It shall be unlawful  
377. for any person or entity to present reports, programs or advertisements in print, broadcast,  
378. electronics, film or other forms of media, including stage shows or presentations, that degrade or  
379. treat the indigenous women and men, minors and children as inferior beings or which in any  
380. manner subject them to humiliation and ridicule. Publishers, reporters, station or program  
381. managers, producers, directors, advertisers, actors or other persons responsible for the  
382. production or presentation of such reports, programs or advertisements shall be penalized with a  
383. fine of Two Thousand Five Hundred (P 2,500.00) Pesos or imprisonment of One (1) month or  
384. both at the discretion of the Court. The Court may impose suspension or revocation of the  
385. business permit or franchise to operate. Chapter XIV - Transitory and Implementation Provision.  
386. Article I. Section 72. Implementing Rules and Regulations. The Executive Committee shall  
387. formulate Implementing Rules and Regulations of this Code within ninety days after its effectivity.  
388. Section 73 - Gad Budget. The Municipality of Abuyog, Leyte shall prioritize allocation of available  
389. resources to implement the provisions of this Code. At least 5% of the total LGU Budget  
390. appropriations under the Annual Budget shall correspond to the activities supporting GAD PPAs.  
391. The GAD Budget shall be drawn from the LGUs Maintenance and Operating Expenses (MOOE),  
392. Capital Outlay (CO), and Personal Services (PS). The GAD Budget shall not constitute additional  
393. budget over LGUs total budget appropriations. The five percent (5%) GAD Budget shall endeavor  
394. and judiciously used to influence the remaining 95% of the LGU development programs towards  
395. gender-responsiveness.

396. 1. Pursuant to Section 37A.1c of the MCW-IRR, the GAD Budget may be  
397. allocated using any combination of the following:
    398. a. As a separate GAD Fund to support GAD-Focused PPAs;
399. b. As fund to support integrating gender perspectives in regular flagship  
400. programs and projects; and
401. c. As counterpart fund to support gender-responsive ODA funded  
402. projects.
403. 2. The LGU GFPS shall annually monitor and evaluate the utilization and outcome of  
404. the GAD Budget in terms of its success in influencing the gender-responsive  
405. implementation of PPAs funded by the remaining 95% of the LGU budget.

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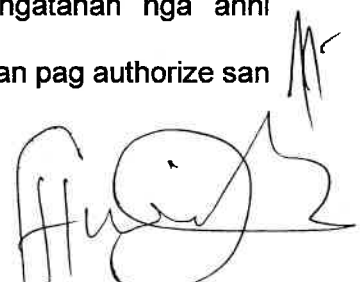
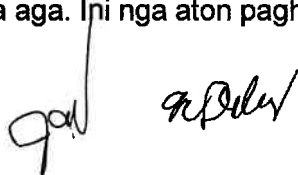
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406. Section 74 - Attribution of the Gad Budget. The LGU shall use the Harmonized Gender and  
407. Development Guidelines (HGDG) as reference to ensure the attribution of the GAD Budget. As  
408. provided for in the JMC 2013-01, the LGU shall refer to the guidelines in using the GAD Budget  
409. appropriately and judiciously. Article II is the Final Clauses. Section 75 - Separability Clause. If  
410. any portion or provisions of this Code is declared unconstitutional or invalid by virtue of national  
411. law, the other sections or provisions hereof shall continue to be in full force and effect. Section 76  
412. - Repealing Clause. Any provisions of other municipal ordinances which run in conflict with the  
413. provisions of this code are hereby repealed or modified. Section 77 - Supplementary Clause. On  
414. matters not provided for in this Code, existing applicable laws and their corresponding  
415. implementing rules and regulations, executive orders and relevant issuances thereafter shall also  
416. become part of this Code. Section 78 - Effectivity Clause. This Code shall take effect upon  
417. compliance with the mandatory posting and publication requirements prescribed under the law.  
418. That is all the draft ordinance updating the gender and development code of the municipality of  
419. Abuyog. Anymore queries or suggestions? Let us hear also the author of this ordinance our SK  
420. Federation President Honorable Melliza Jane C. Traya.

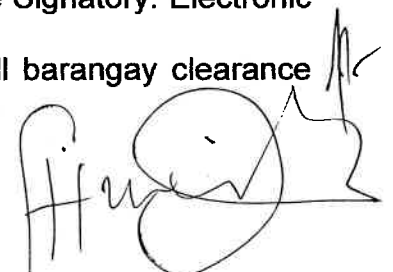
421. **HON. TRAYA:** Thank you, Honorable Allera and to all of you present here Good  
422. Morning.... The gender and development code are a comprehensive piece of local legislation or  
423. ordinance to support the local government units' efforts in promoting, protecting and fulfilling  
424. women's human rights towards the attainment of women's empowerment and gender equality in  
425. the locality. In Article XIII, Section 14 of the 1987 Philippine Constitution further provides that the  
426. state shall protect working women by providing safe and health working conditions, taking into  
427. account their maternal functions, and such facilities and opportunities that will enhance their  
428. welfare and enable them to realize their full potential in the service of the nation. Ngan gin explain  
429. naman ni Honorable Allera an sulod san aton ordinansa.

430. **HON. ALLERA:** Waray na mga pakutana makadto na liwat kita san sunod nga aton draft  
431. ordinance nga amo an draft ordinance authorizing the Municipal Treasurer to collect barangay  
432. clearance fees in the application for the issuance of business permits and/or locational clearance  
433. of the municipality of Abuyog, Leyte ihatag ta kamo san chairman of the committee on budget,  
434. appropriation & finance chaired by Honorable Jeannette A. Valida.

435. **HON. VALIDA:** Salamat Honorable Noli Allera ngan sa iyo ngatanan nga anhi  
436. nagtambong maupay nga aga. Ini nga aton paghimoon nga ordinansa amo an pag authorize san



437. aton municipal treasurer pag kolekta san barangay clearance fees in the application for the  
438. issuance of business permits and/or locational clearance of the municipality. There is a need to  
439. streamline/simplify the process of business registration in the municipality of Abuyog, Leyte to  
440. provide a more efficient and effective revenue collection and to promote a friendlier atmosphere  
441. for taxpayers and investors. When regulations are simple and transparent, entrepreneurs need  
442. not to suffer from red tape and time-consuming transactions. Republic Act No. 11032 otherwise  
443. known as the "ease of Doing business and Efficient Delivery of Government Services Act" was  
444. signed into law seeks to make the process of putting up and running a business in the Philippines  
445. easier and more efficient. Pursuant to Section 11 (f) of the said Act, provides that barangay  
446. clearances and permits related to doing business shall be applied, issued and collected at the  
447. city/municipality in accordance with the prescribed processing time of this Act. Provided, that the  
448. share in the collections shall be remitted to the respective barangays. The Department of Interior  
449. and Local Government (DILG) through Memorandum Circular Number 2019-177 issued on  
450. October 17, 2019 provides guidelines and standard processes in compliance with the above cited  
451. provision of Republic Act 11032. Barangays in the municipality of Abuyog, Leyte enacted  
452. barangay ordinances and issued resolutions to authorize the municipal treasurer of the  
453. municipality of Abuyog, Leyte to issue barangay clearance for business permits/locational  
454. clearance and collect corresponding barangay clearance fee, subject to the remittance of the  
455. aforesaid fees to the barangay concerned and the conditions hereunder. Ngadto kita san aton  
456. draft ordinance Section 1. Coverage. This policy applies only to the issuance of Barangay  
457. Clearance for Business permits and Locational Clearance as a requirement for the issuance of  
458. Building Permit at the Municipality of Abuyog, Leyte. Other clearances for other purposes shall  
459. still be obtained at the barangay. Section 2. Definition Of Terms. The words and phrases used in  
460. this Ordinance are hereby defined. Next Section 3. Authority To Collect Barangay Clearance Fee.  
461. The Municipal Treasurer of the Municipality of Abuyog, Leyte is hereby authorized to collect  
462. Barangay Clearance Fees, subject to the remittance of the fees collected to the respective  
463. barangay. Section 4. Rate of Barangay Clearance Fee to be Collected. The rate of the  
464. Barangay Clearance Fee to be collected by the Municipal Treasurer for the issuance of  
465. the clearance shall be computed in accordance with the subject Barangay Revenue  
466. Ordinance of a specific barangay. Section 5. Barangay Clearance Signatory. Electronic  
467. signature of the Punong Barangay concerned shall appear in all barangay clearance



468. issued. Section 6. Reporting and Remittance. The Municipal Treasurer shall remit the  
469. Barangay Clearance Fee collected to the subject barangay not later than seven (7)  
470. working days of the ensuing month, together with the list of the issued Building and  
471. Business Permit. Section 7. Separability Clause. If for any reason, a part of this Ordinance  
472. is declared illegal or invalid, other parts or provisions hereof which are not affected  
473. thereby, shall remain valid and in full force and effect. Section 8. Repealing Clause. All  
474. Ordinances and rules/regulations which are inconsistent with the provisions of this  
475. Ordinance are hereby deemed, modified and/or repealed accordingly. Section 9.  
476. Effectivity Clause. This Ordinance shall take effect fifteen (15) days after its publication in  
477. a newspaper of local circulation.  
478.

479. **PUNONG BARANGAY:** Karuyag sidngon iba-iba it bayad it baraydan sit barangay  
480. clearance depende sit barangay. An pirma san kapitan dida sa barangay clearance in electronic  
481. signature na.


482. **HON. VALIDA:** Oo


483. **HON. ALLERA:** Okey, kun waray na mga pakutana kami an membro san committee in  
484. nagpapasalamat san iyo pagtambong sini nga public hearing bahin san aton draft ordinance nga  
485. "An Ordinance to update the Gender and Development Code of the Municipality of Abuyog and  
486. An Ordinance Authorizing the Municipal Treasurer to Collect Barangay Clearance Fees in the  
487. Application for the Issuance of Business Permits and/or Locational Clearance of the Municipality  
488. of Abuyog, Leyte", utrohon ko damo nga salamat.

Public Hearing Adjourn.

Attested:

  
**ARSENIO M. VILLOTE**  
Sangguniang Bayan Secretary

  
**HON. ARNOLD R. ALLERA**  
SB Member, Chairman Committee  
on Women, Family, Senior Citizens,  
and Social Welfare and Development

  
**HON. JEANNETTE A. VALIDA**  
SB Member, Chairman Committee on  
Budget, Appropriation & Finance


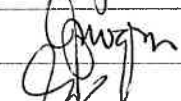
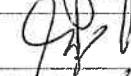

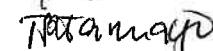
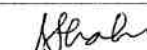


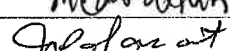
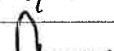








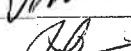
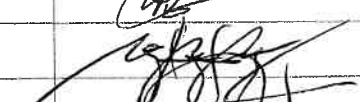






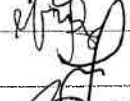






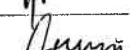
  
**HON. ANTONIO C. ALMENDRA, JR.**  
SB Member, Member Committee on

  
**HON. EDITHA C. DELOY**  
SB Member, Member Committee on

# ATTENDANCE

NO.	NAME	DESIGNATION	SIGNATURE
1.	ANTONILTA C. BOCTOR	Brgy. Treas.	
2.	Silibatu E. Monarro	Brgy. Treas	
3.	Enaida A. Mondia	Brgy. Treasurer	
4.	Cilda U. Barlasa	Brgy. Treas.	
5.	ERLINDA A. ALMENDRA	Brgy. Treas.	
6.	Merida D. Ponce	Brgy. Treas	
7.	Margarita K. Ombra	Brgy. Captain	
8.	Romeo P. Orito	Brgy. Buey	
9.	Rogelio E. Tarrugua	II Commanding	
10.	Eleanor R. Espinto	Brgy. Treas.	
11.	Guangeling Y. Ganga	Vicenary	
12.	MARTEL D. ACUCOL	Brgy. Treas.	
13.	Flora P. Dancin	Brgy. Capt	
14.	Eulacio de Pad	Sto. Mc	
15.	LIGAYA D. MOQUINA	Brgy. Treas.	
16.	ALVIN C. SY	Brgy. Capt	
17.	ALVIN P. GERMAN	Treasurer	
18.	BUS SANGA	"	
19.	HENRIETA G. REAS	"	
20.	JUNIEL D. ESPINOSA	PRAY CAPTAIN	
21.	MARINO D. FELIZARTA	Brgy. Treasurer	
22.	NARCISO G. TABIDLO	Brgy. Capt	
23.	EVAPESTA L. TRISCE	BUNGA P. B	
24.	MELISSA P. VERONA	P.B	
25.	DANARA JOVE G.	Brgy. Capt	
26.	Joannezel B. Dorimon	Brgy. Treas.	
27.	CHANITA L. ESTADILLO	Brgy. Treas.	
28.	Loena S. Remandaban	" Capt.	
29.	JASMIN P. MARDIN	Brgy. Treas	
30.	CHONA E. FELIZARTA	Brgy. Capt	
31.	Milagros C. Once	Brgy. Treas.	
32.	EUZABETH P. GOCS	Treas. (agawad)	
33.	Eldinda C. Garcia	(Babangkay)	
34.	Ungilia P. Luana	Brgy. Treas.	
35.	orenila S. Cochero	Brgy. Tib-o	
	Chico D. Tulang	Brgy. Treas.	

# ATTENDANCE

NO.	NAME	DESIGNATION	SIGNATURE
1.	Ale Hazel T. Fernando	Treas	
2.	WILAYA D. MORALES	Treas.	
3.	MA. GMA V. BALAB	Treas.	
4.	Milagros P. Pasquitas	Treas	
5.	Teresa B. Tamayo	Treas.	
6.	Melwida O. Lahor	Kagawad	
7.	Cristeta D. Gallaga	Kagawad	
8.	Melodina V. Cabalhin	Treas	
9.	JOSEPH B. PASCUAL	Kagawad	
10.	PINKY E. URSAL	BROY. TREAS.	
11.	GINA L. BANSIG	BROY. TREAS	
12.	Roland G. Galanador	P. B	
13.	EDWIN A. SUCAMBA	BROY. CAPT.	
14.	Nemesio Papang	BROY CAPT	
15.	Sergito B. Austria	BROY, capt.	
16.	JOE ELMOR	P. B	
17.	Peter P. Japson	BROY. CAPTAIN	
18.	HERNAN C. VALERO	BROY. CAPT.	
19.	MICHAEL C. PUSA	" "	
20.	RIC A. PAPANB	" "	
21.	CONCESO C. CECILIO	" "	
22.	PEDRO D. LADICA	BROY. CAPTAIN	
23.	TEODORO A. BOST	" "	
24.	ANTONIA C. CAINTOY	" "	
25.	Irono L. Abenaja	Broy. Sec.	
26.	EWIKA F. RITAGA	broy. Kagawad	
27.	Sunny By Dumanog	SP Sec Office	
28.	Velma M. Cerró	Broy. Lagambayan	
29.	Emma May Peñaranda	Broy. Can-uguis	
30.	Bernie D. Paredó	Broy. Sfo. Kin	
31.	JANE R. LLEVE	BROY. CAPT.	
32.	ARNEL A. LIPEZ	Broy. Treas.	
33.	Edelha U. Injanso	Broy. Pamasan	
34.	Leonora Dumanog	Broy. Pagsanjan	
35.	ELIZABETHA L. Cordero	" Pagsanjan	