

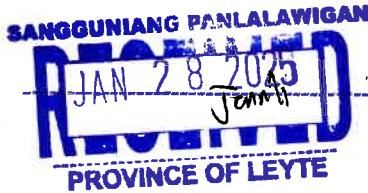
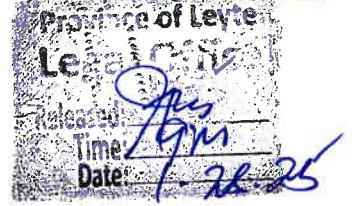


Republic of the Philippines
PROVINCE OF LEYTE
 Provincial Capitol
 Tacloban City

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Item No.: 01

Date: 11 2025 FEB



PROVINCIAL LEGAL OFFICE

2nd INDORSEMENT
 December 26, 2024

Respectfully returned to the Sangguniang Panlalawigan of Leyte, through SP Secretary, the attached Municipal Ordinance No. 2024-05 of the Sangguniang Bayan of Palo, Leyte.

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

- Municipal Ordinance No. 2024-05 entitled: **“The New Gender and Development Code of the Municipality of Palo, Province of Leyte.”**

REVIEW/RECOMMENDATION/LEGAL OPINION:

This office is of the opinion that the subject Ordinance is generally in accordance with its power under Section 16¹ and Section 447(a)² of the Local Government Code of 1991 (R.A. 7160) as an exercise of its power for the promotion of the general welfare of the citizens of Palo, Leyte.

Moreover, such ordinance is also in consonance with other related laws and statutes such as R.A. 11313, R.A. 10911, and 7192³ and other new policies and laws promoting gender equality. 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
Provincial Legal Officer

¹Section 16. General Welfare. - Every local government unit shall exercise the powers expressly granted, those necessarily implied therefrom, as well as powers necessary, appropriate, or incidental for its efficient and effective governance, and those which are essential to the promotion of the general welfare. Within their respective territorial jurisdictions, local government units shall xxx improve public morals xxx

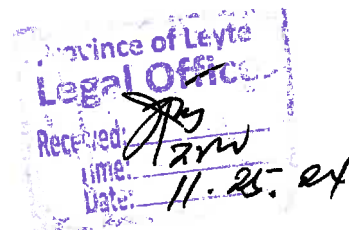
² Section 447. Powers, Duties, Functions and Compensation. -
 (a) The sangguniang bayan, as the legislative body of the municipality, shall enact ordinances, approve resolutions and appropriate funds for the general welfare of the municipality and its inhabitants pursuant to Section 16 of this Code and in the proper exercise of the corporate powers of the municipality as provided for under Section 22 of this Code, and shall:

³ “Safe Spaces Act”, “Anti-Age Discrimination in Employment Act”, “Women in Development and Nation Building Act” respectively.

Republic of the Philippines
PROVINCE OF LEYTE
Palo, Leyte

OFFICE OF THE SANGGUNIANG PANLALAWIGAN

1ST INDORSEMENT
25 November 2024



The Provincial Legal Office is respectfully requested to review and submit recommendations on the herein enclosed **Municipal Ordinance No. 2024-05** of the **Municipality of Palo, Leyte**, entitled: **The New Gender and Development Code of the Municipality of Palo, Province of Leyte.**

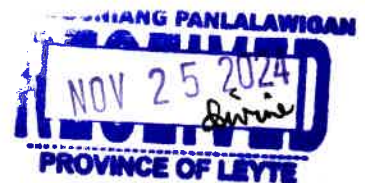

FLORINDA JILL S. UYVICO
Secretary to the Sanggunian




Republic of the Philippines
PROVINCE OF LEYTE
Municipality of Palo

SANGGUNIANG BAYAN

1st Indorsement
November 22, 2024



Respectfully forwarded to the Honorable Sangguniang Panlalawigan, Palo, Leyte, the herein attached copy of Municipal Ordinance No. 2024-05 of the Sangguniang Bayan, Palo, Leyte, dated September 9, 2024 with accompanying Certificate of Posting, Publication and Minutes, which are all self-explanatory, being submitted herewith for consideration and review.


BRIAN VALENTE P. ELORCHA
Secretary to the Sangguinan

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MUNICIPAL

ORDINANCE

NO. 2024-05

PALO, LEYTE



Republic of the Philippines
PROVINCE OF LEYTE
Municipality of Palo

SANGGUNIANG BAYAN



EXCERPTS FROM THE MINUTES OF THE 109TH REGULAR SESSION OF THE 2022 SANGGUNIANG BAYAN OF THE MUNICIPALITY OF PALO, PROVINCE OF LEYTE, HELD ON SEPTEMBER 9, 2024, AT THE SANGGUNIANG BAYAN SESSION HALL.

Present:

Hon. Vice-Mayor Jonathan P. Chiquillo	Presiding Officer
Hon. Andres Ian R. Sevilla	SB Member
Hon. Casimero P. Villas, Jr.	SB Member
Hon. Chiqui Ruth C. Uy	SB Member
Hon. Aaron H. Roca	SB Member
Hon. Felipe T. Ygrubay, Jr.	SB Member
Hon. Antonino C. Hernit	SB Member
Hon. Casimero B. Parado II	SB Member
Hon. Gregorio Papoose V. Lantajo, Jr.	President, Liga ng mga Barangay
Hon. Mary Dwell S. Agner	President, PPSK

Absent:

Hon. Jan Michelle L. Dolina	SB Member – on Official Travel
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MUNICIPAL ORDINANCE NO. 2024-05

THE NEW GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF PALO, PROVINCE OF LEYTE.

**CHAPTER I
GENERAL PROVISIONS**

**ARTICLE I
TITLE AND STATEMENT OF POLICY AND DEFINITION OF TERMS**

Section 1. Title. This ordinance shall be known as “The New Gender and Development Code of the Municipality of Palo, Province of Leyte”, hereinafter referred to as “GAD Code”.

Section 2. Declaration of General Policy

It shall be the policy of the Local Government Unit of Palo, Leyte to uphold the rights and welfare of women, men and children and the belief in their worth and dignity as human beings. Women are recognized as full and equal partners of men in development and nation building. This GAD Code is a concrete manifestation of the municipal government’s strong adherence to democratic principles and significant initiative aimed at mainstreaming women’s practical and strategic needs, ensuring the fundamental equality before the law, attaining their potentials in the development process, ensuring their safety and wellbeing, and achieving gender equality and justice.

The local government unit of Palo, Leyte shall actively contribute to the establishment of national and international economic order based on sustained, equitable growth and balance ecology. Development efforts undertaken should enhance women’s full potentials, uplift th status and lead to the improvement of their quality of lives, their families and that of their

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Municipality of Palo

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(Mun. Ord.# 2024-05)

communities and co-create safe, equal environment for everyone regardless of sexual orientation, gender and status. Towards this end, the local government unit of Palo, Leyte shall pursue and implement vigorously gender-responsive development policies, design integrated gender inclusive economic development support system, taking into considerations women's immediate economic survival with support for their efforts to empowerment and self-determination, adopt and implement measures to protect and promote human and women's rights.

Section 3. Scope. This ordinance shall be implemented within the territorial jurisdiction of the Municipality of Palo, including all individuals, public and private institutions and agencies.

Section 4. Legal Basis and Mandates. The adoption of this GAD Code is in line with the Municipality's promotion, recognition and fulfillment of human and women's social and economic empowerment rights, gender-responsive development policies and programs and gender transformative governance, pursuing gender equality and justice to attain a sustainable, just and equal society. The enactment of GAD Code is in consonance with the existing national laws, policies and international commitments for the local Government Unit to address all gender-based discrimination, inequalities and injustice.

Section 5. Definition of Terms. For the purpose of this ordinance, the following terms shall mean as follows:

1. **Access** - is an opportunity for a person to make use of existing political, economic or time resources or benefits.
2. **Anticipatory Action** - is a set of actions taken to prevent or mitigate potential disaster impacts before 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.
3. **Child Labor** - employment of children below 15 years of age in public and private undertaking as provided in RA 7610 and as amended in RA 7858.
4. **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.
5. **Children with Special Needs** - Any kid who might need extra help because of medical, emotional or learning problem.
6. **Control** - is the ability of a person to define the use of resources and impose on others.
7. **Discrimination against Women** - refers to any gender-based distinction, exclusion, or restriction which has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural and civil or any other field.

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8. **Empowerment** - individual or collective action by the disadvantage to overcome the barriers brought by structural inequalities and be able to reach its full potential socially, economically and politically.
9. **Feminism** - a worldwide movement that seeks to raise women's political, economic and social status and fights for gender equality in all aspects and social status and fights.
10. **Feminist** - one who recognizes women's oppression and discrimination and works towards its elimination.
11. **Gender** - refers to roles, attitudes and values assigned by culture and society to women and men. These roles, attitudes and values define the behavior of women and men and the relationship between them. They are created and maintained by social institutions such as families, governments, communities, schools, churches and media. Because of gender, certain roles, traits and characteristics are assigned or ascribed distinctly and strictly to women or to men.
12. **Gender Analysis** - is a systematic way of analyzing and comparing: a) the differential perspectives, roles, needs and interests of women, and men in a project area or institution: b) the relations between women and men pertaining to their access to and control over resources, benefits and decision-making processes: c) the potential differential impact of program or project interventions on women and men, girls and boys; and d) the social and cultural constraints, opportunities and entry points for reducing gender inequalities and promoting more equal relations between women and men.
13. **Gender Audit** - refers to a form of "social audit" or "quality audit" which determines the organization's internal practices and related support systems for gender mainstreaming are effective, reinforcing each other and are being followed. This tool or process assists organizations in establishing a baseline, identifying critical gaps and challenges, and recommending ways of addressing them.
14. **Gender and Development (GAD)** - refers to the development perspective and process that is participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices; seeks to transform society's social, economic, and political structures and questions the validity of the gender roles they ascribe to women and men; contends that women are active agents of development and not just passive recipients of development assistance; and stresses the need of women to organize themselves and participate in political processes to strengthen their legal rights.
15. **Gender and Development (GAD) Focal Point System (GFPS)** - is a mechanism created in all government agencies and local government units with primary function of ensuring the development, implementation and monitoring and evaluation of agency/LGU GAD policies, programs and projects. It also serves as the advisory body on GAD related matters; leads in assessing the policies, strategies and programs of agencies/ LGUs with



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reference to the priority needs and concerns of women in their area/ sector and the performance vis a vis GAD-related targets of their agency/LGUs; generates statistic on the status of women persona and clients; and establishes strong linkages and partnership with NGOS/POS that have integrated gender concern in their institutions and promote their participation in the development planning cycle.

16. **Gender Discrimination** - overt behavior in which people are given different and unfavorable treatment on the basis of their race, sex and cultural status; any practice, policy or procedure that denies equality of treatment to an individual or group. It is any distinction exclusion or restriction made on the basis of sex, which has the purpose or effect of denying equal exercise of human rights and fundamental freedoms in all fields of human endeavor.
17. **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. These societal expectations and perceptions, which are reflected in and perpetuated by laws, policies, procedures, systems, programs, projects and activities of government, could impede women's full development and their participation in and equal enjoyment of the fruits of development. Common gender issues are political subordination, economic marginalization, disempowerment, discrimination, stereotyping, multiple burdens, violence against women and personal dehumanization.
18. **Gender Division of Labor** – The allocation of differential tasks, roles, responsibilities an activities to women and men according to what is considered socially and culturally appropriate.
19. **GAD Perspective** – ability to analyze the socio-economic, political, cultural and psychological implications of an issue to understand how the difference between the sexes affects and is affected by policies, programs and projects. It assesses how these factors relate to discrimination based on sex and how they impose obstacles to a person's opportunities and self-development.
20. **Gender Equality** - refers to the principle asserting the equality of men and women and their right to enjoy equal conditions realizing their full human potentials to contribute to and benefit from the results of development, and with the State recognizing that all human beings are free and equal in dignity and rights.
21. **Gender Equity** - refers to the policies, instruments, programs, services, and actions that address the disadvantaged position of women in society by providing preferential treatment and affirmative action. Such temporary special measures aimed at accelerating gender equality between men and women shall not be considered discriminatory but shall in no way entail as a consequence the maintenance of unequal or separate standards. These measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.
22. **Gender Identity** - It refers to a person's inner sense of belonging to the category of male or female. In time, the term came to include people who identify in other ways. It refers



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to a person's own sense of their gender, regardless of the sex a doctor assigned to them at birth.

23. **Gender Mainstreaming** - refers to the strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies, programs and projects in all political, economic, social and civil spheres so that women and men benefit equally and inequality is not perpetuated. It is the process of assessing the implications for women and men of any planned action, including legislation, policies, or programs in all areas and at all levels executive, administrative, and regulatory instruments, policies, and practices aimed at accelerating gender equality of women in specific areas.
24. **GAD Planning and Budgeting** – is a systematic approach to gender mainstreaming, carried out by all government instrumentalities, through the annual development and implementation of programs, activities and projects and addressing gender issues and concerns in their respective organizations, sectors and constituencies by utilizing at least five percent (5%) of their total budget allocation.
25. **Gender-responsive** - characterized policies and programs that systematically incorporate or address gender issues and concerns that aims to reduce inequalities between women and men with gender analysis.
26. **Gender-responsive governance** - is a concept in which the processes can be understood through a gendered framework. It discusses the evolving and expanding notion of governance. It deals with gender concepts and includes the latest insights in gender responsive governance. It identifies and implements strategies to increase participation and representation of women and the marginalized groups in an organization or society at large. It also adopts tools for conducting gender analysis, gender responsive budgeting and mainstreaming gender in programs or projects. In broader terms, gender responsive governance begins with putting gender equality and social justice issues at its core. It is needed to recognize the different needs, interests, priorities and responsibilities of not only women but also men and challenge entrenched gender inequalities.
27. **Gender Roles** – are culturally defined attitudes, behaviors and social status that are based on sex. It also pertains to the duties and responsibilities assigned, expected/imposed tasks by the society to men and women. Men are expected to do productive work while women are expected to do reproductive work which reinforce multiple burdens to women.
28. **Gender Sensitivity** – the ability to recognize gender issues and to recognize women's different perceptions and interests arising from their different social position and gender roles. It requires a process of (gender) and sensitization that enable individuals and collectives to scrutinize the socialization which otherwise was not questioned and accepted as the gender norm. It also emphasizes why and how the realization of gender justice is important.

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29. **Gender Norms** – refers to the standards, attributes, behaviors and expectations to which men and women are expected to conform that adheres to a particular culture, social group or community.
30. **Indecent Shows** - are shows which include nude, abundant, cruelty, exploitation and other conditions prejudicial to the welfare and development.
31. **Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual and Plus (LGBTQIA+)** – refers to a diverse and complex range of identities based on sexual orientation, gender identity and expression.
32. **Lesbian** - A woman who's enduring physical, romantic, and/or emotional attraction is to other women. Some lesbians may prefer to identify as gay or as gay women.
33. **Gay** - the adjective describes people whose enduring physical, romantic, and/or emotional attractions are to people of the same sex. Sometimes lesbian is the preferred term for women.
34. **Bisexual** - A person who can form enduring physical, romantic, and/or emotional attractions to those of the same gender or more than one gender. People may experience this attraction in differing ways and degrees over their lifetime. Bisexual people need not have had specific sexual experiences to be bisexual; they need not have had any sexual experience at all to identify as bisexual.
35. **Transgender** - An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth. People under the transgender umbrella may describe themselves using one or more of a wide variety of terms-including transgender or nonbinary. Some transgender people are prescribed hormones by their doctors to bring their bodies into alignment with their gender identity. Some undergo surgery as well. But not all transgender people can or will take those steps, and a transgender identity is not dependent upon physical appearance or medical procedures.
36. **Queer** - An adjective used by some people whose sexual orientation is not exclusively heterosexual or straight. This umbrella term includes people who have nonbinary, gender-fluid, or gender nonconforming identities. Once considered a pejorative term, queer has been reclaimed by some LGBTQIA+ people to describe themselves; however, it is not a universally accepted term even within the LGBTQIA+ community.
37. **Questioning** - Sometimes, when the Q is seen at the end of LGBT, it can also mean questioning. This term describes someone who is questioning their sexual orientation or gender identity.
38. **Intersex** - An adjective used to describe a person with one or more innate sex characteristics, including genitals, internal reproductive organs, and chromosomes that fall outside of traditional conceptions of male or female bodies. Do not confuse having an intersex trait with being transgender. Intersex people are assigned a sex at birth — either male or female — and that decision by medical providers and parents may not match the

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gender identity of the child. Not all intersex folks identify as being part of the LGBTQIA+ community.

39. **Asexual** - The adjective describes a person who does not experience sexual attraction. Sometimes shortened to "ace," it is an umbrella term that can also include people who are demisexual, meaning they do experience some sexual attraction; graysexual, meaning those who may not fit the strictest definition of the word asexual; and romantic, meaning they experience little to no romantic attraction and/or has little to no desire to form romantic relationships.
40. **Plus** – is used to signify all of the gender identities and sexual orientations that letters and words cannot yet fully describe.
41. **Marginalized** - refers to the basic, disadvantaged, or vulnerable persons or groups who are mostly living in poverty and have little or no access to land and other resources, basic social and economic services such as health care, education, water and sanitation, employment and livelihood opportunities, housing, social security, physical infrastructure, and the justice system.

These include, but are not limited to, women in the following sectors and groups: "**Small Farmers and Rural Workers**" refers to those who are engaged directly or indirectly in small farms and forests areas, workers in commercial farms and plantations, whether paid or unpaid, regular or season-bound. These shall include, but are not limited to:

- a. "**Small farmers**" who own or are still amortizing for lands that is not more than three (3) hectares, tenants, leaseholders, and stewards; and rural workers who are either wage earners, self-employed, unpaid family workers directly and personally engaged in agriculture, small-scale mining, handicrafts and other related farm and off-farm activities;
- b. "**Fisher folk**" refers to those directly or indirectly engaged in taking, culturing, or processing fishery or aquatic resources. These include, but are not to be limited to, women engaged in fishing in municipal waters, coastal and marine areas, women workers in commercial fishing and aquaculture, vendors and processors of fish and coastal products, and subsistence producers such as shell-gatherers, managers, and producers of mangrove resources, and other related producers;
- c. "**Urban Poor**" refers to those residing in urban and urbanizable slum or blighted areas, with or without the benefit of security of abode, where the income of the head of the family cannot afford in a sustained manner to provide for the family's basic needs of food, health, education, housing, and other essentials in life;
- d. "**Workers in the Formal Economy**" refers to those who are employed by any person acting directly or indirectly in the interest of an employer in relation to an employee and shall include the government and all its branches, subdivisions and instrumentalities, all government-owned and controlled corporations and institutions, as well as non-profit private institutions or organizations;

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- e. **“Workers in the Informal Economy”** refers to self-employed, occasionally or personally hired, subcontracted, paid and unpaid family workers in household incorporated and unincorporated enterprises, including home workers, micro-entrepreneurs and producers, and operators of sari-sari stores and all other categories who suffer from violation of workers’ rights;
 - f. **“Migrant Workers”** refers to Filipinos who are to be engaged, are engaged, or have been engaged in a remunerated activity in a State of which they are not legal residents, whether documented or undocumented;
 - g. **“Senior Citizens”** refers to those sixty (60) years of age and above;
 - h. **“Persons with Disabilities”** refers to those who are suffering from restriction or different abilities, as a result of a mental, physical, or sensory impairment to perform an activity in the manner or within the range considered normal for a human being; and
 - i. **“Solo Parents”** refers to those who fall under the category of a solo parent defined under Republic Act No. 8972, otherwise known as the “Solo Parents Welfare Act of 2000” of rights and freedoms contemplated under this Act. It encompasses de jure and de facto equality and also equality in outcomes.
42. **Mental Health Program** – support program provided to clients experiencing psychosocial and psychiatric crisis.
 43. **Pornographic Shows** - includes live shows either nude or other proactive gestures that further project and exhibit women, men and children and sex objects.
 44. **Pornography** - written, graphic or other forms of communications intended to excite lascivious feelings.
 45. **Prostitution** - is the sale, purchase and exchange of women, men and minors for sexual exploitation, cash, profit, or other economic consideration by an individual, including but not limited to pimp.
 46. **Reproductive Health** - a state of complete physical, emotional and mental social being and not merely the absence of diseases and infirmity in all matters relating to the reproductive system and to its function and process. This implies that people are able to have a responsible, safe, consensual and satisfying sex life, that they have the capability to reproduce and the freedom to decide if, when and how often to do so. This further implies that women and men attain equal relationships in matters related to sexual relations and reproduction.
 47. **Reproductive Health Care** - the access to full a range of methods, facilities, services and supplies that contribute to reproductive health and well-being by addressing reproductive health-related problems. It also includes sexual health, the purpose of which is the enhancement of life and personal relations. Reproductive Health Rights - the rights of individuals and couples, to decide freely and responsibly whether or not to have children; the number, spacing and timing of their children; to make other decisions concerning reproduction, free of discrimination, coercion and violence; to have the information and

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means to do so; and to attain the highest standard of sexual health and reproductive health.

48. **Reproductive Health and Sexuality Education** – refers to a lifelong learning process of providing and acquiring complete, accurate and relevant age- and development – appropriate information and education on reproductive health and sexuality through life skills education and other approaches.
49. **Reproductive Tract Infection (RTI)** - includes sexually transmitted diseases and other types of infections affecting the reproductive system.
50. **Responsible Parenthood** - refers to the will and the ability to respond to the needs and aspirations of the family and children. It is likewise a shared responsibility between parents to determine and achieve the desired number of children, spacing and timing of their children according to their own family life aspirations, taking into account psychological preparedness, health status, socio-cultural and economic concerns consistent with their religious convictions.
51. **Sex** – refers to the natural distinguishing variable based on biological characteristics of being a woman or a man. It refers to physical attributes pertaining to a person's body contours, features, genitals, hormones, genes, chromosomes and reproductive organs.
52. **Sexuality** – Sexuality is a word we use to talk about how we understand our bodies and how we understand our relationships. This understanding includes all aspects of who we are – our values and beliefs, bodies, desires, relationships, gender and our thoughts and feelings about all of these. Because our sexuality is made up of so many different components, our understanding of our own sexuality is ever-changing and unique to each person. It is a central aspect of human being throughout life and encompasses sex, gender identities and roles, sexual orientation, eroticism, pleasure, intimacy and reproduction.
53. **Sexual Health** – a state of physical, emotional, mental and social well-being in relation to sexuality,
54. **Sexual Rights** - as the right to the highest attainable standard of health in relation to sexuality including access to sexual and reproductive health care services.
55. **Sexual Harassment** - is a form of misconduct involving acts such as series of unwelcome sexual advances, requests for sexual favors, or other verbal or physical behavior of a sexual nature, made directly, indirectly or impliedly by R.A 7877 or Anti- Sexual Harassment Act of 1995 and other forms of Sexual Harassments other than the definition provided for under Republic Act. 7877, and as may be defined under the passage of Republic Act No. 11313, otherwise known as the Safe Spaces Act (SSA). The following shall likewise constitute harassment, some of which are covered by the Revised Penal Code under Acts of Lasciviousness.
 - a. Persistent telling of offensive jokes such as green jokes or other analogous statements to someone who finds them offensive or humiliating;
 - b. Taunting a person with constant talk about sex and sexual innuendoes;
 - c. Displaying offensive or lewd pictures and publications in the workplace;

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- d. Interrogating someone about sexual activities or private life during interviews for employment, scholarship grant or any lawful activity applied for;
 - e. Making offensive hand or body gestures at someone;
 - f. Repeatedly asking for dates despite verbal rejection;
 - g. Staring or leering maliciously;
 - h. Touching, pinching or brushing up against someone's body unnecessarily or deliberately;
 - i. Kissing or embracing someone against his/her will;
 - j. Requesting sexual favors in exchange for a good grade, obtaining a good job or promotion, etc;
 - k. Cursing, whistling or calling a woman in public with words having connotations or implications which tend to ridicule, humiliate or embarrass the woman such as "puta", "boring", "peste", etc.;
 - l. Any other unnecessary acts during physical examination; and
 - m. Requiring women to wear suggestive or provocative attire during interviews such as job hiring, promotion, admission.
56. **Sexual Orientation** - refers to the direction of emotional sexual attraction or conduct. This can be towards people of the same sex (homosexual orientation), towards people of both sexes (bisexual orientation), or towards people of the opposite sex (heterosexual orientation).
57. **Social Enterprise** – shall primarily refer to a social mission-driven organization that creates wealth while contributing to a social wellbeing and ecological sustainability. It can take the form of non-stock, non-profit corporations including NGO's, POs, foundations, associations, cooperatives, the sole proprietorships, partnerships and stock corporations.
58. **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.
59. **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.
60. **Trafficking in Persons** – shall cover the acts stated below or analogous thereto. For any person, association, cult, religion or organization or similar entities to commit the following acts:
- a. 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;



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- b. 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;
 - c. 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;
 - d. Use the postal services, cyberspace or satellite TV to promote the above-mentioned prohibited acts;
 - e. To buy or sell a woman, person, or any of her/his body parts.
 - f. To act as procurer of sex worker.
 - g. To violate the provisions of Republic Act 6955, otherwise known as the Anti-Mail order Bride Law.
 - h. 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.
61. **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.
62. **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:
- a. 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;
 - b. Physical, sexual, and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment, and intimidation at work, in educational institutions and elsewhere, trafficking in women, and prostitution; and
 - c. 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.



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63. **Women's Economic Empowerment** - is the process of achieving women's equal access to and control over economic resource and ensuring that they can use to exert increased control over that areas of their lives. It is also a process of personal and social change, taking place over interlinked and mutually reinforcing psychological, political and economic domains and through which women individually and collectively gain power, meaningful choices and control over their lives.
64. **Women Empowerment** - refers to the provision, availability, and accessibility of opportunities, services, and observance of human rights which enable women to actively participate and contribute to the political, economic, social, and cultural development of the nation as well as those which shall provide them equal access to ownership, management, and control of production, and of material and informational resources and benefits in the family, community, and society.

**ARTICLE II
RELATED PRINCIPLES**

Section 6. Principles of Human Rights and Women's Rights. Human rights are universal and inalienable. All people in the world are entitled to them. The universality of human rights is encompassed in Article of the Universal Declaration of Human Rights (UDHR) which states that all human beings are free and equal in dignity and rights.

Section 7. Rights of Women Defined. Women's rights are the rights defined and declared by the United Nations under the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Magna Carta of Women. It shall be the duty of the Municipality of Palo to uphold, promote and fulfill the rights of women. Two (2) main features of the law are women's human rights and women's empowerment, as follows:

1. Rights and Empowerment

- a. **Right to Protection from all forms of violence.** The State shall ensure that all women shall be protected from all forms of violence. Including protection from sexual exploitation and other sexual and gender-based violence.
- b. **Right to Protection and security in times of disaster, calamities and other crisis situation.** Women have the right to protection and security in times of disaster, calamities, pandemic and other crisis situation especially in all phases of relief, recovery, rehabilitation, and reconstruction efforts.
- c. **Right to participation and representation of women.** The State shall undertake temporary special measures and affirmative actions to accelerate the participation and equitable representation of women in the third level civil service, in all spheres of society particularly in the decision-making, planning and

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policy making bodies and processes in government and private entities to fully realize their role as agents, partners and beneficiaries of development.

- d. **Right to equal treatment before the Law.** The State shall take steps to review and when, necessary, amend and or/repeal existing laws that are discriminatory to women.
- e. **Right to equal Access and Elimination of Discrimination in Education, Scholarships and Training.** The State shall ensure that gender stereotypes and images in existing educational materials and curricula are adequately and appropriately revised. Gender-sensitive language shall be used at all times.
- f. **Right to equal participation in Sports.** The State shall develop, establish and strengthen programs for the participation of women and girl-children in competitive and non-competitive sports as means to achieve excellence, promote physical and social well-being, eliminate gender-role stereotyping and provide equal access to the full benefits of development for all persons regardless of sex, gender and other similar factors.
- g. **Right to Non-discrimination in employment in the field of military, police and other similar services.** The State shall pursue appropriate measures to eliminate discrimination of women in military, police and other similar services including revising or abolishing policies and practices that restrict women from availing of both combat and non – combat training that are open or from taking on functions other than administrative tasks.
- h. **Right to Non-discriminatory and Non-derogatory portrayal of Women in Media and Film –** to raise the consciousness of the general public in recognizing the dignity of women and the role and contribution of women in family, community and the society through the strategic use of mass media. The State shall formulate policies and programs for the advancement of women in collaboration with government and non-government media related organizations.
- i. **Right to Comprehensive health services and health information and education covering all stages of a woman's life cycle.** The state shall at all times, provide comprehensive, culture-sensitive and gender-responsive health services and programs covering all stages of a woman's life cycle and which address the major causes of women's mortality and morbidity.
- j. **Right to Special leave benefits for women due to gynecological disorders.** Any female employee in the public and private sector regardless of age and civil status shall be entitled to a special leave.
- k. **Right to Safe spaces and to be free from Gender-based streets and public spaces sexual harassment.** Shall cover protection from Catcalling, wolf- whistling, unwanted invitations, misogynistic, trans phobic, homophobic and sexist slurs, Persistent uninvited comments or gestures on a person's appearance, Relentless requests for personal details, Statement of sexual comments and suggestions.



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Public masturbation or flashing of private parts, groping, making offensive body gestures at someone, and other similar lewd sexual actions, Any advances, whether verbal or physical, that is unwanted and has threatened ones sense of personal space and physical safety. This may include cursing, leering, and intrusive gazing and taunting, Persistent telling of sexual jokes, use of sexual names, stalking, and other analogous circumstances.

1. **Equal rights in all matters relating to marriage and family relations.** Relevant agencies shall set standards and develop gender-fair modules on marriage, family relations, parent effectiveness, shared parenting and care and domestic work responsibilities and non-sexist child rearing.

2. **Right and Empowerment of the Marginalized Sector. The Magna Carta of Women guarantees the civic, political and economic rights of women in the marginalized sector, particularly:**
 - a. **Right to food security and productive resources.** The State recognizes the contribution of women to food production and shall ensure its sustainability and sufficiency including in the context of climate change with the active participation of women.
 - b. **Right to localized, accessible, secure and affordable housing.** The State and relevant agencies shall develop housing programs for women that are localized, simple, and accessible with potable water and electricity, secure with viable employment opportunities and affordable amortization. Women shall be consulted and involve in community planning and development especially in matters pertaining in land use, zoning and relocation.
 - c. **Right to decent work.** The State shall progressively realize and ensure decent work standards for women that involve the creation of jobs of acceptable quality in conditions of freedom, equity, security and human dignity.
 - d. **Right to Livelihood, Credit, Capital and Technology.** All possible assistance shall be provided to women including returning women migrants in their pursuit of owning, operating and managing business enterprises towards the promotion of their economic rights and independence and social protection.
 - e. **Right to Education and Training and Scholarships especially in research and development.** Women shall be given access to skills, trainings and scholarships opportunities.
 - f. **Right to representation and participation** in policy-making or decision-making bodies in the regional, national and international levels, and implement capability-building and leadership formation programs for grassroots women.
 - g. **Right to access Information.** All government agencies, instrumentalities and LGUs shall develop and make available information, education and communication (IEC)

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materials on their specific programs, services and funding outlays on women's empowerment and gender equality.

- h. **Right to Social Protection.** The SSS and Philhealth shall support indigenous and community-based social protection schemes. Marginalized women shall be able to access special packages developed for their benefit. The State shall institute policies and programs that seek to reduce poverty and vulnerability to risks and enhance the social status and rights of the marginalized women by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving people's capacity to manage risks. Poor household identified in the NHTS shall be identified as priority beneficiaries of social protection programs of government.
- i. **Right to Recognition and Preservation of Cultural Identity and Integrity.** Relevant agencies shall ensure that women are consulted and shall participate in the development and implementation of policies and program that aims to preserve their own culture and tradition.
- j. **Right to Peace and Development.** Women shall participate in discussions and decision-making in the peace process including peace panels that recognize women's role in conflict prevention and peace-making and in indigenous system of conflict resolution.
- k. **Right to Services and Treatment of Women in Especially Difficult Circumstances.** Women in Especially Difficult Circumstances (WEDC) shall refer to victims and survivors of sexual and physical abuse such as rape and incest, illegal recruitment, prostitution, trafficking, armed conflict, women in detention and other related circumstances which have incapacitated them functionally. LGUs are therefore mandated to deliver the necessary services and interventions to WEDC under their respective jurisdictions.
- l. **Right to Protection of Girl-Children.** The State shall pursue measures to eliminate all forms of discrimination against girl-children in education, health and nutrition and skills development.
- m. **Right to Protection of women Senior Citizen.** Senior Citizens especially those who actively contribute to productive and reproductive work shall have continuous access to support services. All programs shall be gender-responsive, rights-based and culture sensitive.

CHAPTER II
STRUCTURE, GOVERNANCE AND INSTITUTIONAL MECHANISM

ARTICLE I
GENDER AND DEVELOPMENT (GAD) UNIT ESTABLISHMENT

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Section 8. Establishment of Gender and Development (GAD) Unit. The GAD Unit shall be established and created by the Municipality of Palo to realize the provisions of this GAD Code spearheaded, facilitated and managed by the GAD Focal Point System (GFPS). The primary responsibility and function of the GAD Unit is to ensure and accelerate the gender mainstreaming efforts of the Municipality towards creating a gender responsive and transformative governance.

Section 9. Composition of the Gender and Development (GAD) Unit. The GAD Unit shall be administered by the GAD Unit Personnel and or shall be known as "GFPS Secretariat" with the following compositions:

1. One (1) Community Affairs Officer who shall serve as GAD Coordinator.
2. Two (2) GAD Staff who shall assist the CAO in the coordination of GAD Programs, Projects and Activities (PPAs).
3. One (1) Driver for the GAD Quick Response Patrol. Ensure Female driver is not discriminated.

Section 10. Appointment, Qualifications, Duties and responsibilities of GAD Unit Personnel.

1. The Community Affairs Officer 1 (CAO) position, with salary grade 11- is hereby created and shall possess the following qualifications:
 - a. Must be a *bona fide* resident of Palo, Leyte;
 - b. Must be a holder of any relevant College Degree course (*graduates of women and/or gender studies, social work and or political sciences degree courses are encouraged*);
 - c. Must have at least a two years actual experience in GAD work
 - d. Must possess and appropriate Civil Service Eligibility or its equivalent
 - e. Must have a strong communications skills background (written and oral), technical and management skills;
 - f. Must have undergone a Gender Sensitivity Training prior to his/her appointment;
 - g. Must have a good moral standing in the community with no records on any gender-based violence or sexual harassment;
 - h. Must not have been convicted of any crime involving moral turpitude.

The Community Affairs Officer shall coordinate with the GFPS and all offices/councils involve in the implementation and or/monitoring of GAD and other related programs, projects and activities.

2. The Gender and Development Staff must possess the following qualifications and personal attributes:



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- a. Must be a *bona fide* resident of Palo Leyte;
- b. Must be College level or holder of any relevant College Degree course;
- c. Must have a strong communications skills background (written and oral),
- d. Must have undergone a Gender Sensitivity Training prior to his/her appointment;
- e. Must have a good moral standing in the community with no records on any gender-based violence or sexual harassment;
- f. Must not have been convicted of any crime involving moral turpitude.

The GAD staff shall assist the CAO in the performance of his/her duties and responsibilities.

3. The Quick Response Patrol Driver must possess the following qualifications and personal attributes:
 - a. Must be a *bona fide* resident of Palo, Leyte and female driver is strongly encouraged.
 - b. Must possess a Professional Driver's License;
 - c. Must have undergone a Gender Sensitivity Training prior to his/her appointment;
 - d. Must have a good moral standing in the community with no records on any gender-based violence or sexual harassment and reckless driving;
 - e. Must not have been convicted of any crime involving moral turpitude.

Section 11. Functions of the GAD Unit. The GAD Unit and or its GFPS Secretariat shall have the following roles and responsibilities:

1. Lead and assist the GFPS Executive Committee and the Technical Working Group coordination, facilitation of GAD Programs.
2. Perform administrative and logistical services;
3. Preparation of meeting agenda
4. Facilitates and ensure documentation of GFPS meetings and GAD related activities.
5. Maintenance of GAD Database to serve as basis for gender responsive planning, programming and policy formulation.
6. Coordinate with the Municipal Planning and Development Office as the database manager of the LGU for the synchronization of the GAD database into the CBMS.
7. Provide technical support in the Barangay GAD Planning, Budgeting and GAD related programs.
8. Coordinate and provide technical assistance with the GFPS to other public and private agencies in ensuring gender mainstreaming of respective offices and implementing the provisions of the GAD Code of Palo.

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**ARTICLE II
CREATION AND STRENGTHENING OF THE LGU GENDER AND DEVELOPMENT (GAD) FOCAL POINT SYSTEM**

Section 12. 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 Palo.

Section 13. 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 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 (GADAR) and other GAD Reports that may be required under MCW and JMC No.2013-01;



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- 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 and 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.
- k. Implement a municipal wide campaign for the mainstreaming of gender-fair policies, such as the understanding of the role of the local government and basic communities in the promotion of safe spaces and respect for gender identity.

Section 14. 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 15. The GFPS Executive Committee shall be composed of the following:

Chairperson: Local Chief Executive
Vice – Chairperson: Vice Mayor
Co-Vice Chairperson: SB Committee on Women, Children and Family Relations
Members:

- a. All Department Heads and or Offices of the Municipality
- b. Liga ng mga Barangay President
- c. Pambayang Pederasyon ng Sangguniang Kabataan President
- d. Department of Education Schools District Supervisors
- e. State University /Academe Institution
- f. PNP Municipal Women’s Desk
- g. Municipal Chairperson of the Women Council/Association/Federation
- h. Municipal Representative/President of Persons with Disabilities
- i. Head/Representative of NGOs/CSOs/Private Sector with thematic implementation of GAD Programs and Services in the Municipality (youth, LGBTQIA+, marginalized sector)
- j. Bureau of Fire Protection
- k. Other association/sectoral representative as applicable and deemed necessary

Section 16. The Technical Working Committee of the GAD Focal Point System. Shall be headed by the GAD Unit and shall be composed of the following:



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Members:

- a. GFPS TWG Head/GFPS GAD Focal Person/GAD Unit Head
- b. All Municipal Department Offices Alternate Representative
- c. Representative of NGOs/CSOs/Private Sector with thematic implementation of GAD Programs and Services in the Municipality (youth, LGBTQIA+, marginalized sector)
- d. Other government agencies, association/sectoral representative, private sector, academe as applicable and deemed necessary

Section 17. 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:

Chair: Municipal Planning and Development Coordinator

Members: GFPS TWG Chair, HRM Officer, Budget Officer, MSWDO, MAO, MHO, MLGOO/Representative, CSO/POs/NGOs, Women's Council, Academe Institution

Section 18. Creation of Barangay GAD Focal Point System. The Barangay GFPS shall be created by the respective barangays of the Municipality of Palo and shall be chaired by the Punong Barangay, co-chaired by the Chair of the Sangguniang Barangay Committee on Women, Children and Family with the following members:

- a. Sangguniang Barangay Committee on Appropriation
- b. SK Chairperson
- c. Barangay Health Worker
- d. Barangay Treasurer
- e. Violence Against Women and Children (VAWC) Desk Officer
- f. Barangay Nutrition Scholar
- g. Tanod Executive Officer
- h. Day Care Worker
- i. Lupong Tagapamayapa member
- j. Women's organizations existing at the barangay level
- k. Barangay Human Rights Action Officer where existent
- l. Members of the private sector, academe and other existing organization in the barangay
- m. Senior Citizens Help Desks Officers
- n. President of the PWD 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.



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Section 19. The GAD Unit as GFPS Secretariat. The GAD Unit lead by the GFPS TWG Group shall serve as the Secretariat of the GAD Focal Point System. The GAD Unit is directly under the supervision of the Local Chief Executive.

Section 20. Responsibilities of the GAD FOCAL POINT SYSTEM (Executive Committee, TWG, Secretariat and M & E)

1. The Local Chief Executive:

- 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.

2. The Executive Committee:

- a. Provide policy adviser 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, GADAR 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.

3. The Technical Working Group Committee (TWG):

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- 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;
 - h. Develop the GAD and Safe Spaces campaign and advocacy plan for implementation within the Municipality.
4. **The GAD Unit as GFPS Secretariat:**
- 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.
 - 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.
5. **The GAD Focal Point System Head/GAD Focal Person shall:**
- a. Manage and supervise the operation of the GAD Unit;
 - b. 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;
 - c. 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;



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- d. Provide regular updates to the GFPS on the status of implementation of GAD activities and utilization of the 5% GAD Fund; and
 - e. Act on matters that may be authorized/ directed by the Executive Committee, Technical Working Committee and Monitoring and Evaluation team;
 - f. Provide over-all monitoring of the Barangay GFPS functionality and Barangay GAD Plans, budget and accomplishment reports.
 - g. 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.
 - h. Spearhead the implementation of the GAD and Safe Spaces campaign within the local government and the different communities.
6. **The GAD Monitoring and Evaluation Committee. There shall be created a Gender Responsive Monitoring and Evaluation Committee which 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.
7. **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 III

ESTABLISHMENT OF GENDER AND DEVELOPMENT (GAD) DATABASE SYSTEM

Section 21. LGU GAD Database. The Municipality shall establish a GAD Database aligned with the databank requirements of the Magna Carta of Women.

1. 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 GAD Unit.
2. The GFPS Technical Working Group Committee, GAD unit, 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



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complement the GAD Database. The GFPS Secretariat/GAD Unit shall ensure the accurate and timely uploading of reports and ensuring up to date information.

3. 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.

**ARTICLE IV
INTEGRATED GENDER AND DEVELOPMENT PROGRAMS**

Section 22. Gender and Development Programs, 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.

1. All offices and Institutions in the Municipality of Palo 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:
 - a. International Women's Day – March 8
 - b. International Rural Women's Day – October 15
 - c. International Day of the Girl Child – October 11
 - d. International Men's Day – November 19
 - e. 18 Days Campaign to End Violence against women-November 25 to December 10
 - f. PRIDE Month Celebration - Every 28th day of June
2. The GFPS shall facilitate, conduct Women's Summit in coordination with WROs and Municipal Women's Council every month of March to gather, assess women's success and achievements and further develop GAD programs in pursuing gender equality and justice.
3. The GFPS, GAD Unit and Human Resource Office shall develop programming of staff development on GAD Related trainings and seminars, GAD-related laws orientation to equip staff 's knowledge, skills and understanding on gender and development concepts, gender analysis, women's economic empowerment, feminism and feminist principles, safe spaces in public and workplace.
 - a. Provide continuous trainings and seminars, orientation among all staff and employees.



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- b. Provide continuous trainings and seminars, orientation to Municipal Women's Council, Women's Rights Organization (WROs), Civil Society Organizations, People's Organization and other marginalized sector in the Municipality.
4. The GFPS and GAD Unit shall coordinate and ensure that all offices, public and private institutions in the Municipality shall develop and implement their respective GAD related capacity development programs.
5. The LGU shall ensure that all members of the GFPS including elected local officials and department heads undergo capacity building programs on GAD which shall include but not limited to: gender sensitivity training (GST), gender responsive planning and budgeting, gender analysis, gender audit and GAD tools such as Gender Mainstreaming Evaluation Framework (GMEF), Gender Responsive LGU (GeRL) Self- Assessment Tool, Harmonized Gender and Development Guidelines (HGDG) and other succeeding GAD Tools.
6. The LGU GAD Plans shall also align to other proposed recommended National Plans, such as but not limited to Philippine Plan for Gender Responsive Development, Philippine Gender Equality and Women's Empowerment Plan and other succeeding GAD – related plans.

Section 23. Develop and Support for Gender and Development Studies. The GFPS through its Executive Committee shall plan and implement gender-related researches, documentation and mobilize resources for its implementation which shall form part of the GAD database.

Section 24. Gender-responsive facilities and support system to employees and other constituents. The Municipality of Palo shall ensure the safety and health of women, children, marginalized groups, LGBTQIA+ and in appropriate cases, provide facilities to include all establishment of public and private institutions, such as but not limited to:

1. Separate toilet rooms and lavatories for men, women, person with disability and other genders;
2. Changing/dressing rooms for men and women and or child rearing and or early childhood care centers,
3. Breastfeeding areas,
4. LGU managed child and women friendly spaces and facilities especially for working parents in promoting and valuing care work and domestic work.

Section 25. Creation of Committee on Decorum and Investigation (CODI). A CODI shall be set-up in all local offices, agencies, establishment or institutions/companies, private and public to act on complaints related to sexual harassment, gender-based violence. For this purpose, a grievance procedure must be installed in every agency, office or establishment pursuant to Anti-Sexual Harassment Act and Safe Spaces Act.



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Section 26. Gender-responsive local development plans and programs and Policies. The Municipality of Palo shall ensure gender mainstreaming in all local development plans and programs, policies, projects, activities such as but not limited to Comprehensive Land Use Plans and Comprehensive Development Plans, Municipal Disaster Risk Reduction and Management Plan, Local Climate Change Action Plan, Annual Investment Plan and other related plans, programs and policies including local ordinances and policies, setting up rules and regulations.

Section 27. Gender Responsive Environmental Programs

1. **Integrated Gender responsive and Environment-Friendly Zoning Plan of Palo.** An integrated gender-responsive and environment-friendly zoning plan of Palo shall provide, but not limited to the following:
 - a. Relocation of communities shall not deprive women and men's source of livelihood;
 - b. Relocation sites shall not contribute to an increase in women's multiple burden, economically, household care and domestic care work and socially productive work;
 - c. Housing and industrial project sites shall be those unproductive lands unsuitable for economic purposes; and
 - d. Industrial center for light industry shall be placed in key or strategic locations of Palo Leyte while heavy industry shall be centralized in one district or zone and shall not impose hazards and risk to the lives of the community.
2. **Community-Based Environmental Plans and Programs.** Both men and women shall participate in pollution control, zero waste technology development and management, preservation of the forest, wetland and peatland, Resources.
3. **Gender-responsive Natural Resource-Based Management Programs.** The Local Government of Palo Leyte shall engage itself in the development of gender-sensitive natural resources-based management programs to protect, conserve and sustainably manage its agriculture, forestry and peatland resources and biodiversity to sustain its ecosystem services.
4. **Creation of Natural-Resource Management Council.** LGU Palo and each barangay shall create a Natural- Resource Management Council, which shall ensure promotion and protection of forest and wetland/peatland resources in order to maintain ecologically balanced environment and ensure full participation of women.
5. **Inclusion of Women representation in the Municipal Solid Waste Management Board (MSWMB).** The LGU of Palo shall reorganize and activate the Municipal Solid Waste Management Board (MSWMB), ensuring full participation of women.
6. **Role of Women in Environmental Impact Assessment of Projects.** The LGU shall promote the active role of women in environmental impact assessment of projects. Instruments for environmental impact assessment shall consciously determine sex-disaggregated data and gender analysis inclusion of women's impacts.



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Section 28. Use and Promotion of Gender-fair language and IEC materials. The Municipality of Palo shall ensure use and promotion of gender fair languages and Information, education and advocacy materials, verbal, written and for publications at all times.

**CHAPTER III
DEVELOPMENT AREAS AND GAD-RELATED INTERVENTIONS**

**ARTICLE I
EXPANDED ECONOMIC OPPORTUNITIES**

Section 29. Women's Economic Empowerment. In accordance with the thrust of the Municipal Government of Palo to promote women's economic empowerment wherein women have access to and control over productive resource and benefits from wealth-creating activities, the following shall be enforced and undertaken:

1. **Trade, Industry and Services.** The Municipality shall implement and provide the following:
 - a. **Enhance gender-responsive entrepreneurship in the municipality and ensuring enforcement of the following:**
 - i. RA 9501, Magna Carta for Micro, Small and Medium Enterprises that promotes, supports and encourages entrepreneurship through providing assistance, and strengthening a balanced and sustainable development to MSMEs.
 - ii. RA 10644 otherwise known as "Go Negosyo Act". The Municipal Government of Palo shall support the establishment of Go Negosyo Centers under the provision of the Micro, Small and Medium Enterprise Development (MSMED) Council which will serve as One-Stop-Shop to promote and support entrepreneurial efforts and activities and shall be responsible for promoting ease of doing business and facilitating access to services for MSMEs within the municipality. The LGU of Palo shall coordinate with the MSMED Council to encourage public-private partnership in the establishment and management of Negosyo Centers. The MSMED Council through the Department of Trade and Industry shall perform oversight functions and shall assign personnel to fulfil functions of the Negosyo Centers.
 - iii. RA 9178, Barangay Micro Business Enterprises (BMBEs) Act of 2002 to promote establishment of Barangay Micro Business Enterprises (BMBEs) allocation incentives, benefits and other purposes.
 - iv. RA 10679, Youth Entrepreneurship Act promoting entrepreneurship and financial education among Filipino youth.



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- v. RA 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.
- b. **Access to improve inclusive, responsible businesses and entrepreneurial sustainability.** Provide access to improve sustainability, growth and scale up of women entrepreneurs and their businesses and more opportunity on MSME, Social entrepreneurs' development from the perspective of gender equality and women's empowerment.
- c. **Gender-responsive processing.** Review and streamline procedures as applicable; adopt online services; and or reduce fees for registration, licensing, tax payment and other formal requirements to address women's time poverty and avoid harassment. Accelerate compliance with core labor standards, business regulatory standards, and gender-equal policies with SMEs and for women as SME workers.
- d. **Tax Incentive Provision.** Provide tax incentive in favor of gender-responsive business entities under the following:
 - i. Any amount used for the establishment, maintenance and operation of the child day care support system shall be tax-deductible.
 - ii. Annual tax credit per child regularly served for at least one year in the Center.
 - iii. Annual tax credit per woman extended with maternity leave benefits for breast feeding.
- e. **Gender-responsive MSME financial services.** Provide gender responsive MSME finance including setting up legal advisory desk for women, formal registration of enterprises, offer savings, micro insurance and other financial services and products tailored to women's needs, financial literacy education and training programs and business capacity for women enterprises/associations and other financial inclusion strategies and business development.
- f. **Inclusive Value Chain Development.** Provide a gender-inclusive value chain development especially for small men and women producers to improve infrastructures, technology, trade and marketing including reduction of women's time poverty and upgrading skills, knowledge of women in the value chain.
- g. **Participation of marginalized groups to sustainable entrepreneurial programs.** Provide support in building the capacities of women from marginalized groups to lead and or participate in sustainable entrepreneurial activities.
- h. **Consumer protection program.** Intensify consumer protection advocacy and consumer education activities among women consumers and entrepreneurs.
- i. **Increase Access to capital, credit and livelihood resources and market linkages.** Provide and increase capital assistance program and financial institutions such as equal access to formal sources of livelihood, credit, capital and technology. The LGU of Palo shall assist women entrepreneurs and organized women's group to acquire



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additional capital through extension of interest-free, collateral free, short-term loan to ensure profitability and continued development of their enterprises.

- j. **Investments and Loans.** Provide Investments and Loans and shall hold consultative assemblies with women GOs and NGOs in establishing contracts for loans and investments and clarify implications on women's welfare and development at the barangay and municipal level.
- k. **Valuing Unpaid Care and Domestic Work.** Multiple burdens on unpaid care and domestic work hinders women to benefit and participate in productive work and economically empowering programs. The LGU shall provide services and opportunities that will recognize and value unpaid care and domestic work through provision of available infrastructure such as access to water, and other public services, that will address /reduce multiple burden of care and domestic work, social protection mechanisms and the promotion of shared responsibility within the household and family.
- l. **Technology and innovations.** Promote appropriate technology and community-based/oriented innovations that are gender responsive to women and men small producers.
- m. **Improve inclusive and transformational services.** Provide a combination of transactional and transformational services among women and men small scale producers to more effectively participate in value chain development and community/sectoral development that is equitable and sustainable.
- n. **Improve MSME and Social Entrepreneurship in the Municipality through the Establishment of Alagang Social Enterprises Development (ASED) Council.** The Municipal Government shall establish a coordinator and Council which will serve as One-Stop-Shop to promote and support enterprise development and entrepreneurial efforts and activities in the Municipality and will serve as partners in inclusive recovery from pandemic and poverty reduction programs. Its functions, responsibilities and composition shall include but will not limited to the following:
 - i. Spearhead the formulation of Palo Social Enterprises Development Plan and implementation of the same in coordination with Business Permits and Licensing Section, Municipal Agriculture Office, Municipal Agrarian Reform Office, and other national government agencies such as DA, DAR, DTI, TESDA and other relevant agencies to promote, improve and enhance enterprise development, social entrepreneurship, and inclusive business in the Municipality in providing inclusive recovery and economically empowering opportunities such as job creation and employment.
 - ii. Develop social marketing strategies in entrepreneurship towards strengthening tourism, entrepreneurial mission and values, attitudes of the Municipality's entrepreneurs, local officials and other. Likewise, it shall lead in the implementation of social marketing strategies within the municipality.

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- iii. Disseminate information on access and investment options.
 - iv. Provide assistance to women who wish to establish social enterprises, in the form of conducting market feasibility studies, financial consultancy, product development and market linkages.
 - v. Coordinate with GFPS, GAD Unit, all offices, national government agencies and institutions in promoting gender-responsive enterprise development, social entrepreneurship, economically empowering investment, access and opportunities.
- o. **Establishment of baselines and database on youth and women-owned enterprises or entrepreneurs and women and men workers.** The Municipal government through the Office of the Municipal Treasurer and Business Permits and Licensing Section (BPLS) shall undertake mapping out of Social Enterprises and Tagging towards keeping an up-to-date record on registered enterprises and those in the formal sector. Mapping and tagging shall be undertaken in preparation for the business registration. Results of mapping and tagging shall be given to Palo Social Enterprise Development coordinator, GAD Unit, MPDO as basis for determining appropriate services for the enterprises and GAD Unit for the inclusion in the GAD database and other GAD-related programs as applicable and appropriate.
 - p. **Strengthen Capacity Development Training on Women and youth entrepreneurs.** LGU Palo shall continue and intensify access to appropriate training programs, seminars and other similar activities which will enhance their entrepreneurial skills including linking with other public and private agencies providing capacity development to invest and improve women's, youth economic empowerment.
 - q. Provision of incentives and or awards and further support for Women's economic empowerment good practices and models replicable and scalable.
2. **Agriculture, Fishery and Forestry.** The Municipality shall establish development opportunities that will enable women and men small scale producers to overcome barriers to development through more inclusive agriculture, fishery (peatland and wetland ecosystem) and forestry value chain and increased access to land and capital, access to better jobs and agri-forestry business opportunities:
- a. **Access to land for men and women-headed households.** When applicable, idle lands shall be distributed to qualified women and men-headed households interested and committed to till the land pursuant to limitation set forth in RA 6657, otherwise known as the Comprehensive Agrarian Reform Law and without prejudice to the authority of the Department of Agrarian Reform (DAR) by the benefits of Section 19 on eminent domain of the Local Government Code.
 - b. **Increased women participation in leadership and decision-making in the agriculture, fishery (peatland and wetlands ecosystem) and Forestry.**



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- i. Provide equal opportunity to women to participate or be involve in all Environmental and Natural Resource Management related PPAs.
- ii. Provide programs to organize, strengthen and capacitate women-led organization on food security, agri-forestry business and environmental conservation and protection programs.
- c. **Provide programs and trainings, accessible market linkage and insurance mechanisms that will enhance the capacity of women to adopt new and better technologies, entrepreneurships in agriculture, fishery/aquaculture (Peatland) and forestry to improve productivity, access to services, increase income and resilience to climate risks and disasters.**
 - i. Inclusion of women farmers in Registry System for Basic Sectors in Agriculture RSBA database.
 - ii. Provide post-harvest and crops storage facilities to protect assets and crops of farmers from disasters and effective market linkage.
 - iii. Provide access of government assistance to women and men farmers who are not members of farmer's organization such as household approach agro-ecology and forestry programs and other socio-economic opportunities.
 - iv. Promote seed varieties and or crops appropriate to extreme weather conditions to improve adaptation and mitigation.
 - v. Provide conditional cash transfer and cash for work programs to create income generating activities supportive to local agri-forestry growth, climate resilience, protection and restoration programs.

Section 30. Labor and Employment. The LGU shall promote and provide equal access to employment, training and promotion.

1. Ensure that policies in hiring, training and promotion of employees are not discriminatory to women and men particularly including those pregnant and lactating mother, PWDs, LGBTQIA+, military services, and those from marginalized, vulnerable sectors in domestic and informal economy.
2. Every employer shall comply with the minimum wage as prescribed by law and shall grant all benefits to employees such as maternity and paternity leaves, sick leaves, vacation leaves, solo parent leaves and other special leave benefits provided in RA 9262, RA 9710, retirement, termination and such other benefits as provided by law.
3. Enjoy labor rights and protection from occupational safety and health risks and hazards, sexual harassment, discriminatory practices.
4. Promote higher representation of women in private sector boards and decision-making positions including a voice in labor organizations.
5. Provide opportunities to women and men OFWs in all phases of migration.
6. Adopt measures to equal access of women and men from marginalized social groups and incentivize women to participate in the labor force.



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7. Provide adequate support for care work to enable women stay in the labor market and implement actions to strengthen enabling environment for recognizing, representing, redistributing and reducing unpaid care and domestic work.
8. Provide gender responsive and inclusive policy options in government and private sector including Human Resource Policy such as flexible work schedule, work from home, compensatory leave to enable women and men employees to share in care responsibilities for children and elders and parental sharing of family responsibilities.
9. Opportunities to expand employment, decent work and green job for women in the agri-forestry, industry, manufacturing and services sectors including entrepreneurship.
10. Fully enforce the breastfeeding law and ensure increase compliance by the private sector such as requiring lactation station, PWDs, child friendly business facilities.
11. Ensure enforcement and increase awareness on Anti-Sexual Harassment Law in the workplace and protection mechanism to support safeguard and protection, zero tolerance and preventive measures of women and men workers.
12. Develop and establish mechanism such as Monitoring System for Labor Standards in the GAD Unit to monitor all agencies and establishment or companies violating Labor Code provisions as well as the provision of this code.
13. Create database of OFWs and provide special support to spouse and children.
14. Create Inclusive Employment Opportunities for Differently-Abled Persons. The LGU shall develop creative employment opportunities for differently-abled women and men recognizing their differentiated conditions and full potentials as human persons.
15. A referral system shall be established in the Office of the Mayor through the GFPS Monitoring and Evaluation Committee to refer any violations on gender-related labor issues or complaints to concerned authorities for appropriate action.

ARTICLE II

ACCELERATED HUMAN CAPITAL DEVELOPMENT THROUGH INVESTING IN GENDER EQUALITY AND WOMEN'S EMPOWERMENT

Section 31. Health, Nutrition, Sexual and Reproductive Health. The LGU of Palo shall provide mechanisms and strategies to reduce health related vulnerabilities and improved access to gender responsive, age appropriate, disability, culture-sensitive health services particularly in mental, sexual and reproductive health, nutrition and family planning.

1. Eliminate discrimination in accessing Primary Health Care Services. No person shall be denied of health care services on the account of gender, age, sex, creed, civil and social status, education, religion and ethnicity.
2. Eliminate discrimination in accessing Reproductive Health Services for All health Facility. No health facility in the Municipality shall deny persons living below poverty line of reproductive health services. All health facilities in the Municipality shall offer

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appropriate, complete information, equitable and affordable reproductive health services for all regardless of sex and social status with respect to religious beliefs and practices.

3. Upgrading the Health Care Delivery System. The Municipality shall provide appropriate resources in upgrading the Health Care Delivery System to achieve an optimum quality health care and services that are not discriminatory on account of gender, age, sex, disability, creed, religion and ethnicity and gender responsive facilities to clients and health workers.
4. Adopt the gender-responsive reproductive health care approach at all levels of health care delivery. Such approach integrates other gender issues not previously considered central to population, sexuality, reproductive tract infection, gender power relations, domestic violence, and shall not be limited to family planning and child bearing. Women's decision to prevent and control pregnancy shall be given the appropriate support and guidance by all health professionals, private and public at very minimal or no cost at all.

The elements of reproductive health care include the following:

- a. Family planning information and services which shall include as a first priority making women of reproductive age fully aware of their respective cycles and to make them aware of when fertilization is highly probable as well as highly improbable;
- b. Maternal, neonatal and child health care and nutrition, including breastfeeding as embodied with similar and or relevant MNCHN laws and policies;
- c. Prevention of abortion/miscarriage management and management of abortion/miscarriage complications;
- d. Adolescent sexual and reproductive health guidance counselling and services.
- e. Prevention, treatment and management of reproductive tract infection (RTIs), HIV and AIDS and other sexually transmittable infections (STIs).
- f. Elimination of violence against women and children and other forms of sexual and gender-based violence.
- g. Intensify programs on Adolescent and Youth Health and Development, and provision of higher resources in addressing sexual and reproductive health rights and needs;
- h. Treatment of breast cancer, reproductive tract cancers and other gynecological conditions and disorders.
- i. Inclusion of male responsibility such as family planning and involvement of men's reproductive health concerns and services;
- j. Prevention treatment and management of infertility and sexual dysfunction;

5. Improve prevention awareness, enhance access of medical services, provision of medicines to poor and marginalized HPN and diabetic patients LaHBDiab HPN Diabetes Club.



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6. In cases of violence against women and children, women and children's victims and survivors shall be provided with comprehensive health services that include psychosocial, therapeutic, medical and legal interventions and assistance towards healing, recovery and empowerment.
7. Strengthen provision of care and medical assistance to elderly women and men.
8. Increase Budget for Women's health. A substantial portion of the health budget of the Municipal Government shall be allocated for women's health services.
9. All men and women, LGBTQIA+ community regardless of sexual orientation, and gender, shall have equitable access to medical needs, referral and gender sensitive facilitation, proper treatment to protect themselves against Sexually Transmitted Diseases, HIV and AIDS.
10. Gender-sensitive and responsive crisis Intervention Unit. The local government of Palo shall create and establish a gender-sensitive crises intervention unit at all levels of health care (primary, secondary and tertiary) and shall provide training to all health and other allied personnel who shall be assigned to this unit.
11. Enforcement of RA 10354 "The Responsible Parenthood and Reproductive Health Act" to accelerate efforts in attaining Sexual and Reproductive Health Rights and Strengthen, Intensify advocacy campaign on Adolescent Sexual and Reproductive Health Programs.

Section 32. Nutrition Program. In the effort of combating malnutrition among children, pregnant and lactating mother, the following shall be undertaken:

1. **Increase nutrition and mental health development programs and resources.** The LGU shall provide sufficient funds and resources including sustainability of feeding program through provision of affordable and nutritious food for children and adolescent, institutionalize capacity development programs and incentivization of Barangay Nutrition Scholars.
2. **Formulation of comprehensive program on nutrition and integrating the same in the regular plans and programs of the Municipal government.** The Municipal Agriculture Office, Municipal Health Office and Municipal Social Welfare and Development Office shall formulate a comprehensive program on nutrition and integrate the same in their regular programs and plans to promote nutritious diet among children, pregnant and lactating mothers. There shall be a comprehensive nutrition program for school children with appropriate resources.
3. **Adoption and promote Food Always in the Home (FAITH) Gardening and or set up communal gardens or Gulayan sa Barangay** in all barangays through the Municipal Agrarian Office and Municipal Agrarian Reform Office, Municipal Social Welfare Office through the 4Ps Program, Department of Education to encourage barangays and schools, in setting up communal gardens and maximizing land productivity, increase food security and nutrition.



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4. All barangays shall coordinate with the Municipal Assessor's Office, Municipal Agrarian Office and Municipal Agrarian Reform Office, Municipal Social Welfare office through the 4PS programs to identify lands possible for communal gardens. Set up agreements with land owners supporting nutrition and food security programs of the municipality.
5. **Weighing of pregnant and lactating mothers.** All barangays health centers and stations shall encourage all pregnant and lactating mothers to undertake regular weighing. Reports shall be regularly submitted to the Municipal Health Office for the purpose of crafting appropriate intervention.
6. **Promotion of exclusive breastfeeding.** Promotion of exclusive breastfeeding for six months and encourage the continuation of breastfeeding up to (2) years. Likewise, all establishment and offices must provide breastfeeding area and facility for their lactating mother /workers and clients.
7. Provide trainings, support to households, women's organizations and farmer's organization who shall promote communal gardens to enhance and scale up gardening and planting activities and contribute nutritious food for feeding programs in the barangay.
8. Provide support mechanism to institutionalize Barangay Nutrition Scholars (BNS) programs and capacity development.

Section 33. Mental Health Protection and Prevention Program. Protection of human well-being and management, treatment and intervention of mental health illness / problems. The LGU shall:

1. Allocate and provide sufficient funds and resources and for mental health programs.
2. Provide, develop and formulate accessible mental health programs and referral system;
3. Establish /create appropriate mechanisms such as clinic, facilities and services, provision of anti-psychotic drugs, accessible and affordable psychiatric and medical intervention.
4. Strengthening awareness, protection, prevention and advocacy of depression, mental health illness such as but not limited to women with post-partum depression, elders, men and women and children with mental health illness and disability and all individuals and WEDC needing psychosocial intervention.

Section 34. Strengthening the Technical Capability of Municipal Health Office. The Municipal Health Office shall have the following functions and responsibilities:

1. Formulate specific plans and programs as well as device strategies and system, adopt measures to ensure efficient and effective delivery of primary health care and basic reproductive health care services and provision of adequate facilities.
2. Monitor the implementation of the Reproductive Health Care Program and undertaken research on pertinent health, population and sustainable human development issues that include:



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- a. Community population and reproductive health survey to pinpoint or identify families with family planning unmet needs;
 - b. Master listing of couples who have attended pre-marriage counselling sessions on Responsible Parenthood; and
 - c. Conduct capability building and education activities for health professionals and service providers including Family Health Workers, Barangay Health Workers and others concerned individuals.
3. All Municipal and Barangay Health Workers shall undergo Gender Sensitive and other GAD Related Trainings and apply appropriately to ensure socially inclusive and proper facilitation and treatment, provide services of clients with utmost care and sensitive behavior and provide proper feedback mechanism.
4. Barangay Health Workers shall be deployed in communities to perform the following functions:
- a. Provide health information regarding the different family planning methods;
 - b. Organize responsible parenthood classes and special counselling sessions;
 - c. Encourage parents to use all modern family planning methods such as natural family planning method, artificial spacing method and permanent method.

Section 35. Gender-responsive approach on Pre-marriage Counselling and Responsible Parenthood Counselling. All pre-marriage and responsible parenthood counselling shall integrate GAD related laws and concepts, women's rights and children's rights laws especially in family code, gender-based violence, women's decision over their bodies, family planning and pregnancy spacing, use of maiden name and surname of women spouse, annulment and legal separation, adultery and concubinage, gender roles and addressing multiple burdens of unpaid care work and promote care work as team work and shared care responsibilities in households. Counselors are appropriately trained and shall practice and implement proper orientation and information to couples relative to marriage and family planning.

Section 36. Gender responsive Parent Effectiveness Service. LGU Palo shall provide and expand the knowledge and skills of parents and other involved in child rearing on early childhood development, health care, behavioral management, husband-wife relationship, and parenting rights and duties. Increase awareness of households on the value of care and domestic work, develop shared responsibilities to address multiple burden of both reproductive and productive work.

Section 37. Education, Trainings and Scholarship. Equal Access and Elimination of Discrimination in Education, Trainings and Scholarship. The Municipality of Palo shall ensure that education is available, accessible, affordable, non-discriminatory and gender-responsive to all women and men, girls and boys. It shall also improve access of women to non-traditional and

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technology-based education training and programs. Further, the LGU shall implement the following:

1. Promote, develop and enforce gender-sensitive curriculum at all levels. All public and private schools in the Municipality shall actively promote gender sensitivity in their subject /course curriculum and gender-fair socialization for all enrollees. Public and private schools shall also promote gender-sensitive counselling and career education programs to encourage anyone to pursue academic and technical courses to widen their career opportunities.
2. Provide capacity development trainings on GAD to all evaluators, teachers to ensure gender stereotyping and images in educational materials and curricula are adequately and appropriately revised to all the education sector and partnership shall be pursued between private sector, churches and or faith-based groups.
3. Gender-sensitive languages, conversations shall be promoted and be used and at all times and eliminate discriminative words and bullying within the family, peers, schools, communities, gatherings, and public places.
4. Relevant Education sector, GFPS, School boards, development committees and councils in the Municipality shall adopt and develop the following:
 - a. Gender-sensitive learning design, information and educational learning materials and curriculum;
 - b. Integrate the principles of gender equality in curricular offerings and pedagogical system and strategies;
 - c. Ensure gender responsive programs of all public and private sector professional strategies, school counselling and student –professionals career programs and services;
 - d. Review and revise and update education programs, syllabi, and other instructional materials to ensure gender biases and discrimination are eliminated.
 - e. Provide scholarships programs for marginalized women and girls, men and boys. Conditions such as age, pregnancy. Motherhood, disabilities, lack of consent of husband or wife shall not be grounds for disqualification in the grant of scholarships.
 - f. Expulsion and non-readmission of women faculty and students due to pregnancy outside of marriage shall be outlawed. No school shall turn or refuse admission to a female student solely on account of her pregnancy outside of marriage during her term in school.
 - g. Promote enrolment of women in non-traditional skills training.
 - h. Women and men who have no access to formal education shall be able to access and enroll with the Alternative Learning System (ALS) to be set up in all Barangays of Palo, Leyte.
 - i. Special Education for Differently-Abled Persons. There shall be a special education school or trainings for differently-abled in Palo which shall be appropriate technology curricula.

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- j. Monitoring and reporting of Stereotyped Portrayal of Roles of Women and Men in Educational Materials. The GAD Unit and GFPS shall coordinate closely with the DepEd, CHED and TESDA in monitoring and reporting the stereotyped portrayal of roles of women and men as projected on educational materials.
- k. Sexual and Reproductive Health Rights and Responsibilities shall be integrated in the curriculum and instructional materials particularly starting at pre-puberty ages. Boys and girls and young people regardless of sex, religion, gender, sexual orientation, color, mental and physical ability have the right to protect themselves and shall be able to access proper sexual education, information and orientation from families, peers and other educational institutions.
- l. Special Classes for women and Men as applicable. All schools and trainings for both working men and women shall be given access to special classes for women and men during weekends to facilitate and manage their productive work and care work activities and at the same given the opportunity to enhance their knowledge, skills and capacities.

Section 38. Special Education for Differently-Abled Persons. The LGU of Palo shall advocate the conduct of special education and trainings for differently-abled women, men and children.

Section 39. Accessible and Affordable Shelter and Housing. The Municipality shall ensure equal access to any housing and shelter programs for marginalized women and men, solo parent and to our LGBTQIA+. Together with relevant agencies on shelter and housing, the LGU shall develop housing programs that are localized, simple accessible with potable water and electricity, safe and secure, viable employment opportunities and affordable amortization. They shall be consulted and involved in community planning and development, especially in matters pertaining to land use, zoning, and relocation.

The LGUs shall integrate the following:

1. Ensure full participation and involvement of women in land use, zoning and community planning and development through capability building and skills training in shelter and urban development.
2. Female-headed household, solo parent is not discriminated in the provision of relocation or resettlement sites and that access to basic services, facilities, employment, and livelihood opportunities are responsive to the needs of women.
3. Ensure safe transfer for women and children to resettlement or relocation sites especially in cases of demolition and eviction.
4. Provide basic social services in resettlement communities in accordance with existing laws.
5. Guidelines, policies and programs, documents in resettlement sites are provided for women belonging to marginalized sectors and shall be gender-responsive.
6. Provide gender-sensitive database in resettlement sites.



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7. Ensure gender – sensitive and responsive designs in housing and urban development program and all other kinds of infrastructures plans and strategies. All housing projects including design and facilities whether undertaken by the government agencies or the private sector, are able to secure the privacy, safety of women and children and facilities can address or reduce the multiple burden on unpaid care and domestic work.

**ARTICLE III
GENDER-BASED VIOLENCE AND ENHANCE GENDER JUSTICE SYSTEM**

Section 40. Protection of Women and Children from Violence. The Municipality of Palo shall ensure that all women and children shall be protected from all forms of violence and that appropriate and necessary programs and services are implemented. It shall enforce and implement International and National Laws promoting the elimination of all forms of violence.

Section 41. Establishment of a Barangay Violence against Women and Children (VAWC) Desk. The Municipality of Palo/Barangay Local Government Units in coordination with concerned agencies shall provide financial and technical assistance to ensure the functionality of a VAWC Desk in every barangay in the Municipality of Palo.

Section 42. Creation of plantilla or permanent position as VAWC Desk Officer. The VAWC Desk should be preferably a woman in all barangay that will be trained on gender -sensitive handling of cases and can provide support and sustain initiatives on eliminating gender-based violence in the barangay.

Section 43. Comprehensive Support to Women and children's survivors of gender-based violence. The Local Government of Palo, Leyte, through its proper agencies and offices, shall provide comprehensive support to women-survivors of violence, which consist of, but not limited to the following:

1. Immediately conduct an investigation within twenty-four (24) hours;
2. Provide for counselling and free medical services to the offended party;
3. Gather evidence for the arrest and prosecution of the offender;
4. Make a report of the investigation and on, the basis of the offended party's testimony and additional evidence, if any, endorse the same to the proper prosecution office within 36 hours from time of filing, regardless of his/her personal evaluation of the case;
5. The investigating officer or the examining physician, if possible, of the same sex as the offended party shall ensure that only persons expressly authorized by the examination is being conducted;

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6. Women victims/survivors of all forms of violence shall be registered in a community-based psychological program that shall assist the women in holistically rebuilding and empowering themselves;
7. All investigation/hearings involving rape cases and other forms of violence against women and children conducted in the police stations, prosecutor's offices and the trial courts shall recognize the survivors' social support group as expressly allowed or requested by the offended party; and
8. The Crises Center para sa Kababaihan at Kabataan will serve as temporary shelter within appropriate support services for women and children in crisis. And or women in difficult circumstances (WEDC). The provision of this particular service will be under the management and supervision of the Municipal Social Welfare and Development Office.
9. The GFPS shall allocate fund and resources from the GAD Budget to support survivors in facilitating and seeking justice.

Section 44. Enhance Psychological/Psychiatric Intervention Programs. Women and children who are survivors of all forms of violence shall be registered in the Psychological/Psychiatric Intervention Program which shall be carried out by the GAD Unit, Municipal Social Welfare and Development, Municipal Health Office, concerned NGO and other related agencies as provided in the Implementing Rules and Regulations of this Code.

Section 45. Intensify Advocacy Campaigns on Gender-based Violence and Harassment

1. Intensify advocacy campaigns and expand programs to educate and involve men on programs or activities to eliminate gender-based violence. Men's organization such as ERPAT, MOVE and male care champion shall be organized and institutionalized. Provide trainings, recognition to men's organizations promoting end of violence and gender based harassment, and women's empowerment and gender equality.
2. Strengthen public information programs on gender-based violence and harassment. Strengthen and intensify awareness of women, men, girls and boys, LGBT and marginalized groups on gender-based violence through conducting comprehensive and multi-level information, capacity development trainings, orientation and close coordination and partnership with civil society organizations, women's organizations.
3. Oversight of tourism, travel and other entertainment activities in the Municipality. The LGU of Palo through the GFPS in coordination with Licensing Division, tourism office and entertainment establishment, shall ensure that private establishment shall adhere to the protection and safety of women and men and children in the Municipality.
4. Special Training for Lupong Tagapamayapa. A periodic special para-legal training for Lupong Tagapamayapa shall be conducted along gender issues and related matters. They shall also be included in gender sensitivity and other GAD related trainings relevant to their roles and functions.



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Section 46. Enforcement of Anti-Sexual Harassment Act and Safe Spaces Act. All local offices, agencies and establishments or companies, schools, government and private, in the Municipality of Palo shall enforce the laws. They shall be obliged to conduct an orientation and training on Sexual Harassment and Anti-Sexual Harassment Act and Safe Spaces Act to all staff, employees, including new staff regardless of sex, gender, race religion, beliefs. All Institutions shall be oriented by the LGU of Palo through the HRMO, GFPS and GAD Unit and shall be required to submit annual report on the activity conducted to ensure security, safety, prevention of incidents, protection of all staff in the workplace, private, in streets, public spaces, online, educational and training institutions and eliminate any forms of violence, harassment. All institutions, academe, public and private agencies where applicable shall create a Committee on Decorum and Investigation of cases on gender-based sexual harassment in workplace, private and public places. The Committee shall conduct meetings as the case maybe with officers and employees, teachers, instructors, professors, coaches, trainers and students or trainees to increase understanding and prevent incidents of gender-based sexual harassment. It shall also conduct the investigation of alleged cases consulting gender-based sexual harassment.

Section 47. Creation and Strengthening of Municipal Inter-Agency Council against Trafficking (IACAT)-VAWC. There shall be a created, established and functional Municipal Inter- Agency Council against Trafficking which shall perform the following tasks, powers and functions:

1. Formulate and institute guidelines, policies and a comprehensive program to protect women and children, suppress and eliminate any forms of trafficking in women, men, and children;
2. Create and establish systems on surveillance, investigation and ensure effective and efficient coordination to rescue identified victims.
3. Undertake information, education and advocacy campaigns against trafficking in persons and VAWC Conduct massive information campaigns;
4. Undertake guidance and counselling to women going abroad as fiancées of foreign nationals;
5. Make representations with schools and universities for the inclusion of migration and its implication from women in all levels of curricula;
6. Refer victims to appropriate agencies;
7. Formulated a program for returning victims in cooperation with local offices of DOLE, TESDA and other government agencies involved in training and livelihood development;
8. Secure assistance from any of the local government units, departments or bureaus of the national government; and
9. Exercise all powers and functions necessary to attain purposes and objectives.
10. Monitor and oversee the strict implementation of: RA 7610, RA 8353, RA 9208, RA 11313, RA 11648, RA 10364, RA 11596 and RA 11930 (OSAEC).

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Section 48. Institutionalization of the Bantay Panimalay (Community Watch against Gender Violence). The Bantay Panimalay shall be institutionalized to prevent and minimize the incidence of Violence against Women and Children (VAWC) cases, domestic violence, sexual abuse and trafficking through the creation of Bantay Panimalay Inter-Agency Committee (BP-IAC) and Bantay Panimalay Community Organizations (BPCOs).

1. The Bantay Panimalay Inter-Agency Committee (ICA) shall be composed of Office of the Public Prosecutor, Municipal Social Welfare and Development Office (MSWDO), Municipal Health Office (MHO), Municipal Planning and Development Office (MPDO), Philippines National Police (PNP) and representative from media and other government and non-government organizations directly and indirectly concerned with Violence Against Women and Children (VAWC). The Bantay Panimalay-IAC shall;
 - a. Monitor the effective and efficient implementation of Bantay Panimalay;
 - b. Disseminate information to communities and groups;
 - c. Coordinate the Bantay Panimalay Community Organization (BPCOs).
2. The Bantay Panimalay Community Organizations (BPCOs) shall be composed of the Barangay Council and concerned residents trained in handling VAWC cases. The BPCOs shall;
 - a. Act as community patrol and monitor cases in the barangay.
 - b. Act as support system for survivors and their children and facilities referrals;
 - c. Advocate for peace and justice; and
 - d. Counsel and mediate.

ARTICLE IV

SECURITY AND CONFIDENTIALITY PROVISIONS

Section 49. Secure and Conducive Environment for Investigation. The LGU of Palo shall provide at the GAD Unit a secure multi-purpose counselling and investigation room which shall ensure safety, privacy and confidentiality of the victim.

Section 50. Establishment of a Crisis Intervention Unit (CIU) at the GAD Unit. The Crisis Intervention Unit shall be established at the GAD Unit which shall readily respond to the needs of women/children-in-crisis through the provision of a gender-sensitive counselling, food, clothing, medical, temporary shelter, referral services and other support services. The CIU shall;

1. Be provided with separate room equipped with its own mobile hotline necessary office equipment.
2. Be provided with separate room(s) furnished with necessary facilities to serve as temporary shelter to survivors of violence against women and children;
3. Appoint/assign trained social workers who shall be on call 24 hours daily; and
4. Provide training to all health and other allied personnel who shall be assigned to this unit



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Section 51. Survivor's Support Group. There shall be an organized group established who shall provide professional assistance to victims of violence. All investigations/hearings involve in rape cases and other forms of violence against women and children conducted in the survivor's support group to be present in the courtroom as observers and to provide moral support to the survivor-subject of litigation as expressly allowed or requested by the offended party.

Section 52. Rehabilitation Service for VAWC Perpetrators through Counselling. The LGU Palo, through the GAD Unit, MSWDO and other concerned agencies/offices, shall provide rehabilitation counselling to VAWC perpetrator to assist them in their reintegration to the community.

Section 53. Raids. Police Brutality and other physical abusiveness shall not be allowed during conduct of raids. Violators of this provision shall be subjected to administrative sanctions.

**ARTICLE V
JUSTICE, PEACE, AND ORDER**

Section 54. Strengthening of Women and Children Protection Desk (WCPD). The existing Women and Children Protection Desk in the Palo Police Station shall be strengthened through the following:

1. Provision of a special/separate facility with a convenient room fully equipped with mobile hotline and necessary office equipment and a service vehicle that will ensure safety, confidentiality of cases affecting women and children;
2. The Women and Children's Complaint Desk (WCCD) shall preferably be handled by Female Police Officers. The Palo Municipal Police Station shall have a high-level qualification, and functionality trained on gender-sensitive handling of complaints on women and children.
3. All forms of gender-based violence shall be handled by female police officers who are oriented and trained on gender-sensitivity and GAD related concepts, laws and policies and such character shall not violate the accepted standards in handling cases.
4. In the case where complaints of gender-based violence occur on men, the Municipal Social Welfare and Development Office (MSWD) and GAD Unit shall be involved for appropriate handling, documentation and further referral.

Section 55. Investigation/Examination of Rape Survivors. It shall be the duty of the female Investigating police office or the examining physician, to ensure that only persons expressly authorized by the examining physician and or the rape survivor are allowed inside the room where the investigation or medical or physical examination is being conducted. The LGU/Police Officers / WCPDs shall provide private room for investigation of such cases.



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Section 56. Protective Measures. At any stage of the preliminary examination or investigation, prosecution and trial of a complaint for rape the following measures shall be observed:

1. The right to closed door hearing unless expressly waived by the offended party;
2. The right of social support group to witness hearing as expressly allowed or requested by the offended party; and
3. Non-disclosure of the name and personal circumstances of the offended party, or any information tending to establish his/her identity.

ARTICLE VI

**EXPANDED OPPORTUNITIES FOR WOMEN'S PARTICIPATION, LEADERSHIP AND BENEFITS
IN DISASTER RESILIENCE AND HUMANITARIAN ACTION**

Section 57. Disaster Risk Reduction and Managements. The LGU of Palo shall ensure strengthened resilience of women, especially from poor and marginalized groups, to natural and human-induced risks and disasters; women's perspective, participation and leadership in Humanitarian Action, Disaster Risk Reduction and Management, Climate Change Adaptation and Mitigation is enhanced. The Magna Carta of Women states that "Women have the right to protection and security in times of disasters, calamities, and other crisis situations especially in all phases of relief, recovery, rehabilitation, and construction efforts. The State shall provide for immediate humanitarian assistance, allocation of resources, and early resettlement, if necessary. It shall also address the particular needs of women from a gender perspective to ensure their full protection from sexual exploitation and other sexual and gender -based violence committed against them. Responses to disaster situations shall include the provision of services, such as psychosocial support, livelihood support, education, psychological health, and comprehensive health services, including protection during pregnancy."

1. Increase the capacity of LGU staff in the execution of DRR-CCA thematic programming including full understanding, putting into practice of gender perspective integration to achieve a gender responsive DRR-CCA management.

a. Pre-disaster and resilience building:

- i. Ensure that women, children and youth participate in public awareness and education campaign on disaster risk management and climate change adaptation;
- ii. Ensure that women, children and youth are involved in the Hazard, Vulnerability and Capacity assessment (HVCA) mapping and in the formulation of disaster contingency plans;
- iii. Ensure that women, children and youth are well represented in Provincial, Municipal and Barangay Disaster Risk Reduction Council structure and are distributed in the different service committees to ensure their participation in planning and decision-making processes;



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EXCERPTS FROM THE MINUTES OF THE 109TH REGULAR SESSION OF THE 2022 SANGGUNIANG BAYAN OF THE MUNICIPALITY OF PALO, PROVINCE OF LEYTE, HELD ON SEPTEMBER 9, 2024, AT THE SANGGUNIANG BAYAN SESSION HALL.

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- iv. Design an emergency response plan for vulnerable groups, including women and children for search and rescue operations, evacuation management plan and rehabilitation plan;
- v. Provide a separate evacuation center for women and their children;
- vi. Build the capacity of women, children and youth in managing community-based early warning system (CBEWS);
- vii. Build the capacity of women, children and youth in managing trauma and providing psychosocial intervention to disaster victims;
- viii. Train women, children and youth in providing first aid medical response to cases resulting from disasters;
- ix. Maintain updated data and statistics on vulnerable groups (e.g., women, children, senior citizens, persons with disabilities and people living with HIV/AIDS);
- x. The LGU shall adopt an Anticipatory Action Plan to prevent, reduce and mitigate potential impact especially for poor and marginalized constituents in the Municipality.
- xi. Develop and build the capacity of a strong network of women's organizations on DRRM.

b. During disaster

- i. Maintain sex-disaggregated data about the vulnerable groups;
- ii. Ensure that the minimum standards in disaster response as a set forth in the Humanitarian Charter, including people's need for water, sanitation, health care, nutrition, food and shelter are met.
- iii. Ensure provision of Minimum Initial Service Package (MISP) for women and children during emergencies.

c. Post disaster (Recovery and Rehabilitation)

- i. Ensure women's participation in resilience building and recovery efforts by:
- ii. Involving women in the conduct of Damage Assessment and Needs Assessment (DANA) to ensure that women's and children's situation and specific needs are well taken into account;
- iii. 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.
- iv. Involve women in the rehabilitation of the agricultural sector by providing them training and agricultural inputs;
- v. Ensure that psychosocial and stress-debriefing interventions for women and children disaster victims are carried out by women providers to better situate the intervention;



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- vi. Ensure that women and children have access to and control over water, sanitation, nutrition, food, shelter, and health care to ensure their full recovery.
2. Develop gender-specific and sex-disaggregated data that are up to date.
3. Develop and strengthened mechanisms to advance leadership in the DRRM phases such as in the community disaster resilience programs.
4. Ensure inclusive response and Gender-based violence programs are mainstreamed during emergencies collaborate with other agencies.
5. Establish referral pathway in times of disaster at evacuation centers. Upgrade evacuation center facilities to ensure privacy, dignity, protection and prevention measures of any gender-based violence are enforced.
6. Ensure that provisions of women and girls needs in times of disaster are appropriately responded and integrated in the planning and implementation.
7. Ensure the availability of temporary shelters that are appropriate, safe, private, and well-fit for women, unaccompanied and adolescent boys and girls, and other vulnerable groups including those living with a disability.
8. Ensure establishment of women and child-friendly spaces especially in emergencies following good practices;
9. Identify and allocate appropriate space for income earning activities while recovering from disaster.
10. The Municipal Government of Palo shall ensure that the five (5) percent DRR fund is allocated in addressing the special needs of the vulnerable groups, especially women and children in emergency and relief phase up to the recovery and rehabilitation stage.

ARTICLE VII

WOMEN'S PARTICIPATION, LEADERSHIP CAMP; BENEFITS IN SCIENCE, TECHNOLOGY CAMP; INNOVATION, ICT, INFRASTRUCTURE AND ENERGY

Section 58. Science, Technology and Innovation (STI) & Information, Communications Technology (ICT). The Municipality of Palo shall ensure improved benefit and opportunities, access of women from development in Science, Technology and Innovation and ICT to advance their socio-economic status and well-being including easing their burden in the home, industries, workplaces and public spaces. Participation and leadership in STI and ICT careers and employment.

1. Develop and enhance communications infrastructure of geographically isolated rural areas in the Municipality of Palo to ensure timely and adequate information including access to emergency services by establishing community communication centers.
2. Development programs that will leverage the power of ICTs to address persistent inequality issues such as women's lack of access to banks, financial products and services market information.



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3. Develop mechanisms to monitor risks (either in the form of direct threats, including online violence and harassment or unintended consequences, such as reinforcing or exacerbating inequalities) and prevent harm to men, and boys, women and girls LGBTQA+ as a result of new technology.
4. The LGU of Palo shall set standards and policies to all entertainment establishments including internet café to adhere and promote elimination of gender- based violence, and ensure safe spaces and protection and addressing cases from online and social media, cybercrime incidence of women and men, children and youth. Regular inspection shall be undertaken by Municipal Permit and Licensing Office, GFPS, and GAD Unit, Bureau of Fire Protection, PNP, MSWDO to ensure compliance on existing standards, rules and regulations.

Section 59. Infrastructure and Transportation.

1. Enhance and strengthened gender mainstreaming women's participation in infrastructure and transport projects.
2. Invest in highly sustainable projects such as construction or demarcation of bicycle lanes and the expansion of green spaces that are women and child-friendly.
3. Expand and invest in data system /database infrastructure that includes sex disaggregated and gender statistics for monitoring and tracking interventions with impact on women and girls and other marginalized women sector.
4. The LGU of Palo shall ensure a gender responsive transportation facilities/establishment and system in the Municipality especially in geographically isolated communities or barangays.

Section 60. Energy.

1. Improved access to available energy sources among rural households, reduced gap in women and men employment in LGUs energy development intervention, safe and healthy work conditions for women in the energy sector and improved representation of women as stakeholders and decision-makers in energy development.
2. Provide opportunities and access, options of available in shifting to renewable energy especially those who are marginalized sector such as provision of solar lamps and other energy sources especially in geographically isolated communities/barangays in the Municipality of Palo.
3. Intensify consumer awareness on safe and efficient energy products and services particularly in the rural areas and develop and sustain of IEC and advocacy programs such as:
 - a. Safe LPG Campaign (Ligtas na paggamit ng LPG) and fire prevention mechanism;
 - b. Other IEC on traditional fuels such as biodiesel and bioethanol) Auto LPG, compressed natural gas (CNG and liquid);
 - c. Renewable energy and or energy transition interventions.



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**ARTICLE VIII
ENHANCED WOMEN'S PARTICIPATION, AND BENEFITS IN POLITICS AND GOVERNMENT
SERVICE**

Section 61. Women and Politics. The Municipality of Palo shall ensure improved women's representation and enabling environment for women to vote, campaign, hold political office and speak out on behalf of their constituents supported a changing culture that values women's participation and contribution to good governance through politics.

1. Promote creation of Women's organization (WROs) and CSOs with diverse sectoral representation and strengthen the creation of Women federation and councils that will represents women in all of its diversity.
2. Provide and institutionalize programs that will continuously sustain capacity development programs for women's organization in representation, participation, leadership, organizational and financial management.
3. Ensure that Women are able to articulate their concerns, issues and needs to represent and participate in civic spaces, programming/ planning and decision-making policies and processes. Including representation in local special bodies in the Municipality.
4. Encourage CSOs and WROs to support qualified, upholding women's rights female political candidates.
5. Eliminate prevailing norms, values and gender stereotypes hindering women from successfully entering politics.
6. Create network of support from CSOs and WROs, private sector which will advocate for the inclusion and gender equality in political party platforms.

Section 62. Representation of Women's Council in local special bodies and committees. The LGU of Palo shall ensure the participation of women in all mandatory and special bodies, committees and councils and women sector representatives is/are appointed to the Municipal Development Council.

Section 63. Women and Civil Service. The LGU shall provide opportunities for women at the helm of institutions carrying out effective and inclusive recovery and responses especially from the pandemic. The LGU shall intensify access of the following:

1. Women leaders to be proactive in the advocacies. The presence of women leaders in local and community level governance to increase policy-making that advances rights, promotes equality and improves quality of life for those who are overlooked or marginalized in society.
2. Support women's expanded participation and leadership in public institutions.
3. Develop a roster of women eligible for managerial executive positions in government.
4. Undertake proactive measure to strengthen the capacities of women leadership and management.
5. Ensure gender balance in all institutions in private and public sector.

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**ARTICLE IX
TRANSFORMING SOCIAL NORMS AND CULTURE, PROMOTE GENDER EQUALITY AND
WOMEN'S EMPOWERMENT**

Section 64. Transforming Gender Norms and Culture.

1. Provide continuous training on GAD related concept, laws and policies to all government employees, private sector and WROS, CSOs, NGOs working in the Municipality.
2. Ensure to promote a culture of gender sensitive constituents, eliminate barriers of women and adopt measures to prevent gender-based violence, and all forms of discrimination against women, men children, LGBT and all marginalized sectors.
3. Capacitate all civil servants with gender lens, social inclusion and diversity.
4. Provide continuous education on gender sensitivity and gender fair languages for media creators and all events and productions activities including staff and team.
5. Intensify advocacy that promote positive and more realistic values that do not demean, stereotype nor discriminate women and girls, men and boys including those of diverse SOGIE.
6. Promote the involvement of men and boys as change agents and partners for the promotion of gender equality.
7. Encourage the creation of male movements and networks of male advocates to work towards encouraging other men to support gender equality, eliminate gender-based violence and empowerment of women and girls.
8. Establish partnership with men community leaders including faith-based organizations in gender equality advocacy and actions.
9. Create diverse advocacy groups for the lobbying of sector specific sectoral legislative agenda.
10. Develop a database of laws that will be revised/repealed to ensure gender responsiveness of legal framework.
11. Build the capacity of LGU officials and legislators on gender empowerment to facilitate the passage of socially, gender inclusive and sector-responsive policies and laws.
12. Intensify advocacy campaigns, provide trainings, awareness sessions embedding feminism, feminist principles, non-discrimination orientations and capacity building programs to all constituents / communities to eliminate gender-based violence and all forms of discrimination in achieving gender equality and justice.

Section 65. Communications, Media, Film and Arts. The LGU of Palo shall intensify programs for the advancement of women in collaboration with government and non-government media-related organizations. It shall endeavor to raise the consciousness of general public in recognizing the dignity of women and the role and contribution of women in the family community and society through the strategic use of mass and social media.



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1. Reinforce inclusion of gender responsive advocacies to address stereotypes through social media publications, newsletter in schools, public and private institution, radio programs and media.
2. All media and communications institutions shall undergo capacity development training on gender sensitivity and eliminate all forms of derogatory portrayal of women and men in media, arts and film.
3. Prohibits institutions, entertainments and other shows and programs in the Municipality that are discriminatory, demeaning/ derogatory to women's and men's, children's dignity.
4. Prohibition of Printing, Publication, Display and Distribution of Pornographic Scenes on Movie, /TV Trailers, social media, Shows, Posters, Billboards and other Materials and Similar Literature. It shall be unlawful for any person to print, publish, display or distribute pornographic scenes which treat women, men and children as sex objects and commodities.
5. Prohibits Beauty Contest which indecently expose a women's and men's body that is offensive to moral and provokes violence to women, men and children. Holding a beauty contest that commodify and demean women, men and children shall be regulated. Any institutions or organizations that will facilitate and event shall coordinate with the GAD Unit and GFPS and present their over-all concept and plan. The GAD Unit and GFPS shall provide gender sensitive training and orientation to the event coordinators and production team to ensure protection from gender-based violence, sexual harassment and facilitate and gender-responsive hosting and production including use of gender fair languages at all times.
6. Media Watch. The LGU GFPS shall organize a Media Watch Task Force for print, broadcast and multi-media, to include schools, computer shops and other forms of audio-visual instruments, social media to document, monitor and initiate appropriate legal actions against activities degrading women, men, children, LGBTQIA+, PWDs, and other marginalized /vulnerable sector in the community.

ARTICLE X

Anti-Discrimination and Social Protection

Section 66. Prohibiting discrimination on the basis of sexual orientation and gender identity. The LGU of Palo shall exemplify conscious efforts at improving the quality of lives of women and men and of all sexual orientations and gender identities and actively work for the elimination of all forms of discrimination that offend the equal protection clause of the Bill of Rights enshrined in the Constitution and other existing laws and to value the dignity of every person guarantee full respect for human rights and give the highest priority to measures that protect and enhance the right of all people. The Municipality shall exert efforts to address all forms of discrimination such as the following:



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1. Integrate development programs and policies for the LGBTQIA+ community addressing discrimination, gender-based violence and promote social protection and respect to human and women's rights of LGBTQIA+.
2. Create and organize LGBTQIA+ organizations and or councils and shall promotes gender equality and respect of human and women's rights.
3. Strengthen LGBTQIA+ representation and participation to promote and support full respect of human and women's rights, gender equality and gender justice.

Section 67. Advocacy of Differently-Abled Women's and Men's Rights. Active advocacy of the rights of differently-abled women and men shall be conducted jointly by the MSWDO, GAD Unit and other concerned service providers.

Section 68. Reporting of Cases of Harassment Committed Against Differently-Abled Persons. The LHU through the MSWDO and GAD Unit shall require all barangays to monitor and report causes of harassment committed against differently-abled women, men and children.

Section 69. Create and strengthen Organization of Differently-Abled Persons. Each barangay shall organize all differently-abled women, men and children for representation in the Barangay Development Council in order to advance the interest of this special group.

Section 70. Provision of support and access, and enforcement of RA 8972 Solo Parent Welfare Act, RA 10361 Domestic Worker or Batas Kasambahay Act and RA 9994 "Expanded Senior Citizens Act of 2010" to ensure social protection and benefits, achieve appropriate and just living wage, and access to productive and economically empowering programs.

Section 71. Enhanced Access to Social Protection of Marginalized Sector. The LGU Shall provide information and ensure marginalized sector are able to access affordable social protection mechanism such as but not limited to Phil-health, SSS, and microfinance institution with social protection schemes and other risk insurance mechanism to protect their asset, livelihood and properties especially in times of calamities and disasters or illness or accidents.

**CHAPTER IV
PENAL PROVISIONS**

Section 72. Violation of the Provision of this Code. Any violation of this Code of the foregoing prohibited acts shall be penalized. Any person or organization, whether public or private, may file a complaint for violation of this Code to the SB Ethics Committee. The violation may include failure to comply and strictly implement the 5% GAD Budget policy required under Republic Act 9710 otherwise known as Magna Carta of Women.

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Section 73. Adoption of Section 42 of MCW. This GAD Code adopts as provided in Section 42 of MCW, the Commission on Human Rights shall recommend to the CSC, DILG, Sandiganbayan, Office of the Ombudsman, and other pertinent offices or bodies sanctions either administrative or disciplinary for individuals who fail to comply with and implement RA 9710, including non-compliance to the GAD Budget policy.

Section 74. The Sangguniang Bayan Committee on Good Governance shall investigate violations of this Code and recommend the appropriate filing of administrative case against the erring public official to the Department of Interior and Local Government (DILG), the Civil Service Commission (CSC) or the Ombudsman for appropriate sanctions and penalties.

Section 75. Non-disclosures of Survivors and Offenders Identities. It shall be unlawful for person to disclose confidential information or records of victims/survivors of violence to the public in any manner. Any person who violates this code shall be penalized with 15 days imprisonment and payment of Five Thousand Pesos (5,000) at the discretion of the court. The confidentiality provision as quoted under Section 7 of the Anti-Trafficking law as amended.

Section 76. Immediate action on report and/or delivery of Service. Failure to act within 24 hours by concerned person or authority on complaints and /or appropriate legal, medical, counselling, psychosocial referral assistance to the complainants.

Section 77. Adoption of existing national laws and penal provisions. The Municipality of Palo resolve to protect the rights of women and children by adopting the existing national laws and its corresponding penal provisions.

**CHAPTER V
TRANSITORY AND IMPLEMENTATION PROVISION**

Section 78. Implementing Rules and Regulations. The Executive Committee shall formulate Implementing Rules and Regulations of this Code within ninety days after its effectivity.

Section 79. GAD Budget. The Municipal and Barangay Government Units of Palo shall allocate a 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 (5) % GAD Budget shall endeavour and judiciously used to influence the remaining 95% of the LGU development programs towards gender-responsiveness.

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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 80. 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.

**CHAPTER VI
FINAL PROVISIONS**

Section 81. GAD Code Implementation. All Government Agencies and the private sectors within the Municipality of Palo shall implement this Code in coordination with the GFPS.

Section 82. Compliance Report. Upon the effectivity of this Code and every year thereafter, all Heads of Offices in the Municipality of Palo and instrumentalities shall submit a report to the GFPS Executive Committee on the compliance of this Code.

Section 83. Separability Clause. If for any reason any portion of this Code is declared unconstitutional or invalid, the other sections of the provisions hereof which are not affected thereby shall continue to be in force and effect.

Section 84. Suppletory Clause. On matters not provided for in this Code, any existing applicable law and its corresponding implementing rules and regulations, executive orders and relevant issuances issued therefore shall apply in supplementary manner.

Section 85. Repealing Clause. All ordinances, resolutions, memoranda, orders and other issuances which are inconsistent with this Code are hereby repealed or modified accordingly

Section 86. Effectivity. This Code shall take effect upon its approval and upon compliance with the mandatory posting and publication requirements prescribed under Republic Act No. 7160, otherwise known as the Local Government Code of 1991.

APPROVED.

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CERTIFIED CORRECT:

BRIAN VALENTE P. ELORCHA
Secretary to the Sanggunian

ATTESTED:


JONATHAN F. CHIQUILLO
Vice-Mayor
Presiding Officer


ANDRES IAN R. SEVILLA
SB Member



CASIMERO P. VILLAS, JR.
SB Member


CHIQUI RUTH C. UY
SB Member



AARON H. ROCA
SB Member


FELIPE T. YGRUBAY, JR.
SB Member



ANTONINO C. HERNIT
SB Member


CASIMERO B. PARADO II
SB Member


GREGORIO PAPOOSE V. LANTAJO, JR.
President, Liga ng mga Barangay


MARY DWELL S. AGNER
President, PPSK

APPROVED October 10, 2024.


REMEDIOS "MATIN" L. PETILLA
Municipal Mayor



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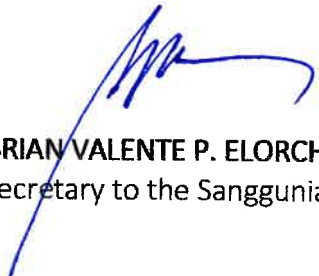
CERTIFICATE OF POSTING

TO WHOM IT MAY CONCERN:

THIS IS TO CERTIFY that pursuant to section 59, Chapter 3, Title Two, Book I, of the Local Government Code of 1991, the undersigned had caused the posting of copies of Municipal Ordinance No. 2024-05 entitled " The New Gender and Development Code of the Municipality of Palo, Province of Leyte, which was enacted by the Sangguniang Bayan on September 9, 2024 and the copies of the said ordinances were actually posted on October 10, 2024 for the period of not less than three (3) weeks therefrom, in the following conspicuous places in the Municipality of Palo.

- 1) One copy in the bulletin board at the entrance of the Palo Municipal Hall.
- 2) One copy in the Bulletin board at the Office of the Market Supervisor.

ISSUED this 22nd day of November 2024, at Palo, Leyte.


BRIAN VALENTE P. ELORCHA
Secretary to the Sanggunian

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5. From Hon. Allan M. Repulda, Punong Barangay, Brgy. San Fernando, this municipality, transmitting a copy of Barangay Resolution No. 111, Series of 2024, entitled, "A Resolution Authorizing the Punong Barangay Hon. Allan M. Repulda to enter into a Memorandum of Agreement (MOA) with the Local Government Unit of Palo, Leyte, represented by its Local Chief Executive, Hon. Remedios "Matin" L. Petilla, for the utilization of the Municipal Assistance to the Barangay from Calendar Year 2022 in the amount of Seventy Five Thousand Pesos (₱75,000.00) and Calendar Year 2023 in the amount of One Hundred Thousand Pesos (₱100,000.00) and Calendar Year 2024 in the amount of One Hundred Thousand Pesos (₱100,000.00) having a total amount of Two Hundred Seventy Five Thousand Pesos (₱275,000.00) intended for the implementation of the Construction of CHB Drainage Canal at Purok Macopa and Main Road A."

- Noted.

FINAL 

II. Business for Third and Reading.

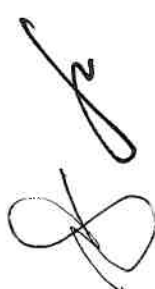
1. Draft Ordinance No. D-2023-12

The New Gender and Development Code of the Municipality of Palo, Province of Leyte.

Sponsor: Hon. Casimero P. Villas, Jr.

Co-Sponsors: Hon. Chiqui Ruth C. Uy, Hon. Aaron H. Roca, Hon. Felipe T. Ygrubay, Jr. and Hon. Jan Michelle L. Dolina

- Copies of the final draft were furnished each Sangguniang Bayan Members for their perusal. Thereafter, Hon. Villas, Jr. moved for the approval of the final draft on third and final reading. The motion was duly seconded by all Sangguniang Bayan Members present. Since there was no objection, the final draft was declared Approved on Third and Final Reading, thus:



MUNICIPAL ORDINANCE NO. 2024-05

THE NEW GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF PALO, PROVINCE OF LEYTE.

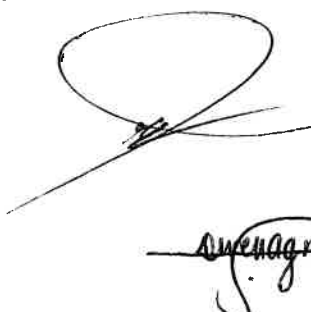
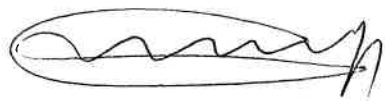


(see Annex "A" for the text)

After the approval of the measure on third and final reading, Hon. Villas, Jr. expressed his heartfelt gratitude to the Presiding Officer, Hon. Jonathan P. Chiquillo, and the rest of the Members of the Sanggunian for its collective effort in the formulation of the Code, and support for the successful passage of the same.



Likewise, the Honorable Presiding Officer congratulated and thanked the Sponsor and Co-sponsors of the ordinance.





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NOTICE FOR PUBLIC HEARING
 (Receiving form)

Draft Ordinance: "Gender and Development Code of Palo, Leyte"

No.	Barangay	Received by	Signature	Date
1	ANAHAWAY			
2	ARADO	CHELLE D. MADRA	[Signature]	2-2-24
3	BARAS	Luz B. ORDO	[Signature]	2-2-24
4	BARAYONG	Ejegane C. Malibuezo	[Signature]	2-2-24
5	BURI	[Signature]	[Signature]	2-2-24
6	CABARASAN DAKU	E. Macapana Jr.	[Signature]	2/2/24
7	CABARASAN GUTI	[Signature]	[Signature]	2/2/24
8	CAMPETIK	[Signature]	[Signature]	
9	CANDAHUG	Nimfa D. Pulga	[Signature]	09/26/20
10	CANGUMBANG	FEONA U. RETE	[Signature]	2/2/2024
11	CANHIDOC	Ligaya P. Barbon	[Signature]	02/2/2024
12	CAPIRAWAN	Pamela R. Cortez	[Signature]	Feb. 2. 2024
13	CASTILLA	Pratiny P. Sacillo	[Signature]	Feb. 2. 24
14	CAVITE EAST	[Signature]	[Signature]	2/2/24
15	CAVITE WEST	[Signature]	[Signature]	2/2/24
16	COGON	Jonalyn M. Doyla	[Signature]	2/02-24
17	GACAO	Panchito M. Cortez	[Signature]	
18	GUINDAPUNAN	[Signature]	[Signature]	2/2/24
19	LIBERTAD	DARINA M. ROMERO	[Signature]	2/02/24
20	LUNTAD	Felicidad B. Imbo	[Signature]	2/2/24
21	NAGA-NAGA	ASPAR A. de VEYNA	[Signature]	2/2/24
22	PAWING	PAUL HERNIT	[Signature]	2-2-24
23	SALVACION	ROEL D. BALDI	[Signature]	2/2/24
24	SAN AGUSTIN	MATIAS C. DELACRUZ	[Signature]	2/2/24
25	SAN ANTONIO	LORETO R. MODESTO	[Signature]	2/02/24
26	SAN FERNANDO	Roselle Macalalad	[Signature]	2/2/24
27	SAN ISIDRO			
28	SAN JOAQUIN	Fiorante Bongalis	[Signature]	2/2/24
29	SAN JOSE	[Signature]	[Signature]	2/2/24
30	SAN MIGUEL	RAUL M. UAGAN	[Signature]	2-2-24
31	SANTA CRUZ			
32	TACURANGA	CARMENITA G. PARONA	[Signature]	2/2/24
33	TERAZA			



Republic of the Philippines
 PROVINCE OF LEYTE
 Municipality of Palo

NOTICE FOR PUBLIC HEARING
 (Receiving form)

Draft Ordinance: "Gender and Development Code of Palo, Leyte"

No.	Barangay	Received by	Signature	Date
1	ANAHAWAY			
2	ARADO	CELILLE O. MORA	[Signature]	2-2-24
3	BARAS	Luz B. Mora	[Signature]	2-2-24
4	BARAYONG	Elegane C. Malibuezo	[Signature]	2-2-24
5	BURI	Rosario B. Babad	[Signature]	2-2-24
6	CABARASAN DAKU	E. Macapana Jr.	[Signature]	2/2/24
7	CABARASAN GUTI	[Signature]	[Signature]	2/2/24
8	CAMPETIK	[Signature]	[Signature]	
9	CANDAHUG	Nimfa D. Pulga	[Signature]	09/30/20
10	CANGUMBANG	FEONA U. RETS	[Signature]	2/2/2024
11	CANHIDOC	Ligaya P. Barbosa	[Signature]	02/2/2024
12	CAPIRAWAN	Pamela R. Cortez	[Signature]	Feb. 2. 2024
13	CASTILLA	Pratima P. Saello	[Signature]	Feb. 2. 24
14	CAVITE EAST	[Signature]	[Signature]	2/2/24
15	CAVITE WEST	[Signature]	[Signature]	2/2/24
16	COGON	Jonathan M. Dapla	[Signature]	2/02-24
17	GACAO	Pamela R. Cortez	[Signature]	
18	GUINDAPUNAN	Rosa Mae R. Pina	[Signature]	2/2/24
19	LIBERTAD	DARINA M. ROMERO	[Signature]	2/02/24
20	LUNTAD	Felicidad L. Imbo	[Signature]	2/2/24
21	NAGA-NAGA	GASPAR A. de VERA	[Signature]	2/2/24
22	PAWING	PAUL HERNIT	[Signature]	2-2-24
23	SALVACION	ROEL D. BARRERA	[Signature]	2/2/24
24	SAN AGUSTIN	MATIAS C. DELA CRUZ	[Signature]	2/2/24
25	SAN ANTONIO	LORETO R. MODESTO	[Signature]	2/02/24
26	SAN FERNANDO	Roselle Macalalad	[Signature]	2/2/24
27	SAN ISIDRO			
28	SAN JOAQUIN	Florante Bongalan	[Signature]	2/2/24
29	SAN JOSE	[Signature]	[Signature]	2/2/24
30	SAN MIGUEL	RAUL M. UAGAN	[Signature]	2-2-24
31	SANTA CRUZ			
32	TACURANGA	CARMELITA G. PATERNA	[Signature]	2/2/24
33	TERAZA			

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Republic of the Philippines
 PROVINCE OF LEYTE
 Municipality of Palo

NOTICE FOR PUBLIC HEARING
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1	ANAHAWAY			
2	ARADO	CELILLE O. MADRA	[Signature]	2-2-24
3	BARAS	LORETO R. MADRA	[Signature]	2-2-24
4	BARAYONG	Ejegane C. Malibuezo	[Signature]	2-2-24
5	BURI	Francis D. Babad	[Signature]	2-2-24
6	CABARASAN DAKU	E. Macapunan Jr.	[Signature]	2/2/24
7	CABARASAN GUTI	[Signature]	[Signature]	2/2/24
8	CAMPETIK	[Signature]	[Signature]	
9	CANDAHUG	Nancy D. Pulga	[Signature]	09/30/20 1306
10	CANGUMBANG	FEONA U. RETES	[Signature]	2/2/2024
11	CANHIDOC	Ligaya P. Barbera	[Signature]	02/2/2024
12	CAPIRAWAN	Pamela R. Cortez	[Signature]	Feb. 2, 2024
13	CASTILLA	Beatrice P. Sacello	[Signature]	Feb. 2, 24
14	CAVITE EAST	[Signature]	[Signature]	2/2/24
15	CAVITE WEST	[Signature]	[Signature]	2/2/24
16	COGON	Jonathan M. Doyler	[Signature]	2/02-24
17	GACAO	Panchito M. Cortez	[Signature]	
18	GUINDAPUNAN	Rosa Mae R. Pardo	[Signature]	2/2/24
19	LIBERTAD	DARINA M. LOMETA	[Signature]	2/02/24
20	LUNTAD	Felocidad L. Imber	[Signature]	2/2/24
21	NAGA-NAGA	CASPAR A. DE VERA	[Signature]	2/2/24
22	PAWING	PAUL HEZNI	[Signature]	2-2-24
23	SALVACION	ROEL D. BANGAL	[Signature]	2/2/24
24	SAN AGUSTIN	MATIAS C. DELA CRUZ	[Signature]	2/2/24
25	SAN ANTONIO	LORETO R. MODESTO	[Signature]	2/02/24
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27	SAN ISIDRO			
28	SAN JOAQUIN	Fiorante Bongalis	[Signature]	2/2/24
29	SAN JOSE	[Signature]	[Signature]	2/2/24
30	SAN MIGUEL	RAUL M. KAGAN	[Signature]	2-2-24
31	SANTA CRUZ			
32	TACURANGA	CARMELITA G. PARENA	[Signature]	2/2/24
33	TERAZA			

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Leyte-Samar DAILY EXPRESS, INC.

Editorial & Business Office: G/F Knights of Columbus Building
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Tel. Nos. (053) 888-0037

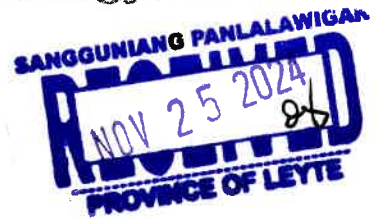
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REPUBLIC OF THE PHILIPPINES)

City of Tacloban)

S.S.



AFFIDAVIT OF PUBLICATION

THAT I, **DALMACIO C. GRAFIL** of legal age, married and resident of Tacloban City, Philippines after being duly sworn to in accordance with the provisions of law, depose and say:

THAT- I am the **PUBLISHER** of the **LEYTE SAMAR DAILY EXPRESS, INC** a newspaper edited and printed in the City of Tacloban and regularly circulated in the provinces of Leyte, Southern Leyte, Biliran, Samar, Northern Samar, Eastern Samar and the cities of Tacloban, Ormoc, Baybay, Maasin, Calbayog, Catbalogan and Borongan.

THAT: Republic of the Philippines Region VIII Province of LEYTE Palo, Leyte **OFFICE OF THE SANGGUNIANG BAYAN MUNICIPAL ORDINANCE NO. 2024-05 "THE NEW GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF PALO, PROVINCE OF LEYTE"**.

A printed copy of which is attached was published in the said newspaper on November 12 & 19, 2024.

IN WITNESS WHEREOF, I hereunto affix my signature this 20th day of November 2024, at Tacloban City, Philippines.

DALMACIO C. GRAFIL
Affiant

SUBSCRIBED AND SWORN to before me this 20th day of November 2024, at Tacloban City. Affiant exhibited to me his Driver's License No. H02-98-046603. Date Issued December 13, 2021. Date of Expiration November 22, 2026.

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Book No. XV
Series of 2024

ATTY. KERBY A. ENABORE
Notary Public

For and within Territorial Jurisdiction of RTC Tacloban City,
Notarial Commission No. 2623-01-57
Valid Until December 31, 2024
PTR No. 8487115; 01/02/2024, Tacloban City
Roll of Attorney's No. 70761
IBP No. 382088; Dec. 30, 2023; Leyte Chapter
MCLE Compliance No. VII-0004927
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