



Republic of the Philippines
PROVINCE OF LEYTE
Provincial Capitol
Tacloban City

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PROVINCIAL LEGAL OFFICE

Item No.: 25

Date: 07 2026 JUL

PROVINCE OF LEYTE
LEGAL OFFICE

RECEIVED

By: [Signature]
Date: 6.26.26 Time: 1:20

Sangguniang Panlalawigan
Province of Leyte

RECEIVED

Date: JUN 26 2026
By: [Signature]

2nd INDORSEMENT

Jun 3, 2026

Respectfully returned to the Sangguniang Panlalawigan of Leyte, through the SP Secretary, the attached Ordinance No. 3 of the Sangguniang Bayan of Merida, Leyte.

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

- Ordinance No.3 entitled: "An Ordinance amending/revising Municipal Ordinance no. 1 etc."

REVIEW/RECOMMENDATION/LEGAL OPINION:

This office opines that the subject Ordinance is, in general, within the legislative authority of the Sangguniang Bayan to repeal/amend its prior acts either expressly or by the passage of an essentially inconsistent resolution ¹. 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

¹ (Constantino vs. Desierto, 288 SCRA 654) April 13, 1998

Republic of the Philippines
PROVINCE OF LEYTE
Palo, Leyte
-o0o-

OFFICE OF THE SANGGUNIANG PANLALAWIGAN

1ST INDORSEMENT
29 May 2026

PROVINCE OF LEYTE
LEGAL OFFICE
RECEIVED
By: 
Date: 6.01.26 Time: 9:14

The Provincial Legal Office is respectfully requested to review and submit recommendations on the herein enclosed **Municipal Ordinance No. 03, series of 2026 of the Municipality of Merida, Leyte**, entitled: **An Ordinance amending/revising Municipal Ordinance No. 01, series of 2016 (Merida GAD Code), to include protections against discrimination based on SOGIES (LGBTQ+RIGHTS), the Safe Spaces Act ("Bawal Bastos Law"), and the expanded Maternity Leave Law.**


FLORINDA JILLS. UYVICO
Secretary to the Sanggunian



Republic of the Philippines
Province of Leyte
MUNICIPALITY OF MERIDA

OFFICE OF THE SANGGUNIANG BAYAN

28 MAY 2026

THE SANGGUNIANG PANLALAWIGAN OF LEYTE
CAPITOL BUILDING
PALO LEYTE

Province of Leyte
RECEIVED
Date: MAY 29 2026
By: _____

DEAR HONORABLE MEMBERS;

I have the honor to submit to the Sangguniang Panlalawigan of Leyte copies of **MUNICIPAL ORDINANCE NO. 03, SERIES OF 2026 – “AN ORDINANCE AMENDING / REVISING MUNICIPAL ORDINANCE NO. 01, SERIES OF 2016 (MERIDA GAD CODE), TO INCLUDE PROTECTIONS AGAINST DISCRIMINATION BASED ON SOGIESC (LGBTQ+ RIGHTS), THE SAFE SPACES ACT (BAWAL BASTOS LAW), AND THE EXPANDED MATERNITY LEAVE LAW”** enacted by the 19th Council of this Municipality, for review and consideration.

Hoping everything is in order.

Thank you.

Respectfully,


JOSELITO T. DELOS ANGELES
Secretary to the Sangguniang Bayan



Republic of the Philippines
Province of Leyte
MUNICIPALITY OF MERIDA

SANGGUNIANG BAYAN

EXCERPT FROM THE MINUTES OF THE 12TH REGULAR SESSION OF THE SANGGUNIANG BAYAN (16TH COUNCIL), MERIDA, LEYTE HELD ON OCTOBER 05, 2016 AT THE LEGISLATIVE BUILDING SESSION HALL.

- RESOLUTION NO. 16-16-040 -

A RESOLUTION ADOPTING MUNICIPAL ORDINANCE NO. 03, SERIES OF 2016 ENACTING THE GENDER AND DEVELOPMENT (GAD) CODE OF THE MUNICIPALITY OF MERIDA, PROVINCE OF LEYTE.

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

WHEREAS, Republic Act no. 7192, otherwise known as the "Women in Development and Nation Building Act" strengthen the nation's policy to uphold and provide for women rights and opportunities equal to that of men by mandating all government agencies to take appropriate measures in implementing the said provisions;

WHEREAS, pursuant to Section 14, Art II of the Constitution and RA 7192, an Executive order no. 273, entitled: "APPROVING AND ADOPTING THE PHILIPPINES PLAN FOR GENDER RESPONSIVENE DEVELOPMENT, 1995-2025" was promulgated directing all government agencies, including LGUs, to institutionalize Gender and Development (GAD) efforts in the government by incorporating GAD concerns in their planning, programming, and budgeting process;

WHEREAS, over the decades and protection of women rights has become a universal concern. Hence, the adaptation of a code providing for the fundamental rights of women is imperative and deemed in accordance with the provisions of the constitution and other related laws, which matter was further guaranteed during the international Convention the Elimination of All Forms of Discrimination Against Women (CEDAW) and recognized under international human rights instruments duly signed and ratified by the Philippines;

WHEREAS, the United Nations Millennium Summit in September 2000 concluded with the adaptation of United Nations Millennium Declaration in order to renew its global commitment to peace and human rights to set specific goals and targets towards reducing poverty and worst forms of human deprivation.

WHEREAS, following that adaptation of Millennium Declaration, an Eight-Point Millennium Development Goals (MDGs) were established and agreed upon by the 193 members' states and 23 international organizations. One of the focuses of the MDGs is on "promoting gender equality and empowering women". The Philippines, as one of the UN member, is a signatory to the Millennium Declaration and has committed to attain the MDGs by 2015;

WHEREAS, consistent with our country's commitment to achieved and attain the MDGs comprehensive women's human rights law that seeks to eliminate discrimination against women by recognizing, protecting fulfilling and promoting the rights of Filipino women, equally those in



THE REPUBLIC OF THE PHILIPPINES
 PROVINCE OF LEYTE
SANGGUNIANG BAYAN NG MERIDA (19TH COUNCIL)



Sangguniang Panlalawigan
 Province of Leyte

RECEIVED

Date: MAY 29 2026

EXCERPT FROM THE MINUTES OF THE 32ND REGULAR SESSION OF THE
 SANGGUNIANG BAYAN (19TH COUNCIL), MERIDA, LEYTE, HELD ON APRIL 15, 2026
 AT THE LEGISLATIVE BUILDING SESSION HALL.

I HEREBY CERTIFY that this is a true and accurate copy of the resolution duly adopted by the Sangguniang Bayan of Merida, Leyte on APRIL 15, 2026.

JOSELITO T. DELOS ANGELES
 SB Secretary

SANGGUNIANG BAYAN MEMBERS:

HON. ATTY. CHRISTIAN Q. SALTA
 SB Member

HON. BENJAMIN A. TRAVERO JR.
 SB Member

HON. JESUS ANTONIO R. MARTINEZ
 SB Member

HON. CHENIL C. CALDERON
 SB Member

HON. MELQUIADES D. GUIO-GUIO
 SB Member

HON. BRENDA T. ADOLFO
 SB Member

HON. ROGEN G. WENCESLAO
 SB Member

HON. OLIVER R. LIMOSNERO
 SB Member

HON. RONILLO O. LABANG
 LNB President

HON. ASHLEY NORZEN J. DIAZ
 SK Federation President

HON. RODRIGO M. WENCESLAO
 Municipal Vice-Mayor, Presiding Officer

-RESOLUTION NO. 19-26-081-

A RESOLUTION ADOPTING MUNICIPAL ORDINANCE NO. 03, SERIES OF 2026 "AN ORDINANCE AMENDING/REVISING MUNICIPAL ORDINANCE NO.01, SERIES OF 2016 (MERIDA GAD CODE), TO INCLUDE PROTECTIONS AGAINST DISCRIMINATION BASED ON SOGIESC (LGBTQ+RIGHTS), THE SAFE SPACES ACT ("BAWAL BASTOS LAW"), AND THE EXPANDED MATERNITY LEAVE LAW."

WHEREAS, on October 5, 2016, the Sangguniang Bayan enacted Municipal Ordinance No. 03, Series of 2016;

WHEREAS, Municipal Ordinance No. 03, Series of 2016, serves as the primary legal framework for Gender and Development in Merida;

WHEREAS, Section 14, Article II of the 1987 Constitution and Ra 7192 (women in Development and Nation Building Act) mandate the State to ensure fundamental equality before the law for women and men;

WHEREAS, since enactment of the 2016 Code, new national laws such as RA 11313 (Safe Spaces Act) and RA 11210 (105-Day Expanded Maternity Leave Law) have been passed to address gender-based harassment and maternal health;

WHEREAS, there is a critical need to broaden the scope of the GAD Code to include the LGBTQ+ community and to align with new national laws that penalize public and online harassment;

WHEREAS, the Municipality of Merida seeks to harmonize its local GAD Code with these landmark legislations to better protect its constituents;

NOW, WHEREFORE, ON MOTION OF Hon. Benjamin A. Travero, Jr., Chairman Committee on Social Services, duly seconded by MASS, BE IT RESOLVED TO ENACT;

**-MUNICIPAL ORDINANCE NO. 03-
 Series of 2026**

SECTION 1. TITLE. This Ordinance shall be known as the "UPDATED MERIDA GAD CODE OF 2026".

SECTION 2. AMENDMENT TO SECTION 4 (DEFINITIONS OF TERMS): Section 4 of Ordinance No. 03, Series of 2016, is hereby amended to include the following:

- **SOGIESC:** Refers to Sexual Orientation, Gender Identity, Gender Expression, and Sex Characteristics;
- **GENDER-BASED STREETS AND PUBLIC SPACES SEXUAL HARASSMENT:** Acts committed through any unwanted and uninvited sexual actions or remarks against any person regardless of the motive for committing such action or remarks. These include catcalling, wolf-whistling, leering, and intrusive gazing (RA 11313);
- **GENDER-BASED ONLINE SEXUAL HARASSMENT:** Use of information and communications technology to terrorize or intimidate victims through physical, psychological, and emotional threats, including unwanted sexual remarks and comments online (RA 11313);
- **EXPANDED WORKPLACE AND EDUCATIONAL OBLIGATIONS:** It requires both public and private sectors to designate an internal mechanism (Committee on Decorum and Investigation or CODI) to handle sexual harassment cases specifically under these new definitions.

SECTION 3. INCLUSION OF ANTI-DISCRIMINATION PROVISIONS (LGBTQ+ RIGHTS). A new Section is hereby inserted, stating "The Municipality of Merida prohibits all forms of discrimination against any person based on their SOGIESC. This includes the denial of government services, workplace discrimination, and bullying in educational institutions based on a person's sexual orientation or gender identity".

LAND OF MERRY AND DASHING PEOPLE

LGU Merida, Barangay Poblacion, Greenheights District,
 Merida, Leyte 6540 The

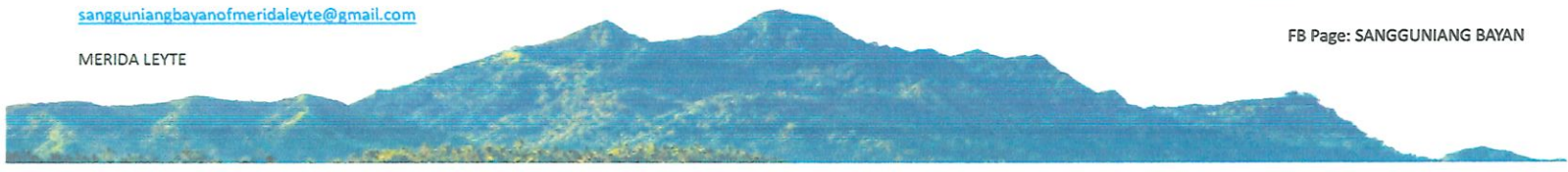
Philippines

Email:

sangguniangbayanofmeridaleyte@gmail.com

FB Page: SANGGUNIANG BAYAN

MERIDA LEYTE





THE REPUBLIC OF THE PHILIPPINES
 PROVINCE OF LEYTE
SANGGUNIANG BAYAN NG MERIDA (19TH COUNCIL)



SECTION 4. AMENDMENT TO SECTION 29 (MATERNITY BENEFITS). Section 29 is updated to reflect RA 11210, granting One Hundred Five (105) days of fully paid maternity leave to all female workers in the public and private sectors, regardless of civil status or the legitimacy of her child, with an additional 15 days for solo parents.

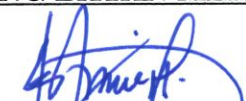

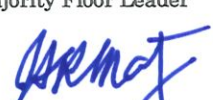

SECTION 5. MANDATORY COMPLIANCE. All local business establishments and government officer in Merida are required to post anti-sexual harassment notices (Safe Spaces Act) in conspicuous areas to inform the public that gender-based harassment is a crime.

SECTION 6. REPEALING AND EFFECTIVITY CLAUSE. All inconsistent local laws are repealed. This Ordinance shall take immediately upon approval.

ENACTED: 15 APRIL 2026


APPROVED UNANIMOUSLY.

SANGGUNIANG BAYAN MEMBERS

 ATTY. CHRISTIAN Q. SALTA, EnP Municipal Councillor Majority Floor Leader	 BENJAMIN A. TRAYERO, JR. Municipal Councillor	 CHENIL C. CALDERON Municipal Councillor
 JESUS ANTONIO R. MARTINEZ Municipal Councillor	 BRENDA T. ADOLFO Municipal Councillor	 MELQUIADES D. GUIO-GUIO Municipal Councillor
 ROGEN G. WENCESLAO Municipal Councillor	 OLIVER R. LIMOSNERO Municipal Councillor	 RONILLO O. LABANG Ex-Officio (LnB President)
	 ASHLEY NOREEN J. DIAZ Ex-Officio (Mun. SK Fed. President)	

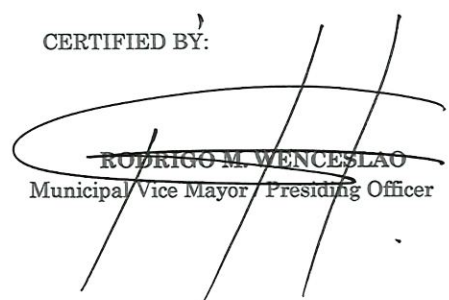
APPROVED BY HIS HONOR, THE MUNICIPAL MAYOR ON May 04, 2026.

CONFORME:



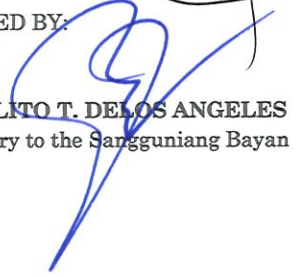
ENGR. ROLANDO M. VILASENCIO
 Municipal Mayor

CERTIFIED BY:



~~**RODRIGO M. WENCESLAO**~~
 Municipal Vice Mayor / Presiding Officer

ATTESTED BY:



JOSELITO T. DELOS ANGELES
 Secretary to the Sangguniang Bayan



2.4. In order to attain the foregoing principles:

2.4.a) As mandated in the Special Provisions of the Annual General Appropriations Act (GAA) the municipality shall appropriate at least 5% of the total LGU annual budget for the implementation of its annual Gender and Development Plan that shall be formulated to address gender concerns and issues and to support programs and activities for women in accordance with the provisions of RA 7192, otherwise known as the Women in Development and Nation-Building Act.

2.4.b) The Municipality of Merida shall formulate GAD Plan that shall contribute poverty alleviation, the economic empowerment of women, the protection, promotion and fulfillment of women's human rights, the achievement of its Millennium Development Goals (MDGs) and the practice of gender-responsive governance.

2.4.c) The Municipality of Merida shall ensure that women benefit equally and participate directly in government programs, projects and activities.

2.4.d) All government project proposals shall ~~ascertain~~ ^{include} the inclusion of gender-responsive indicators and guidelines.

2.4.e) The Municipality of Merida shall review and revise all their internal policies, set rules and regulations, circulars, issuances and procedures to remove gender biases thereat.

2.4.f) The Gender and Development Focal point and/or the Municipal Council for Women of the Municipality of Merida shall be actively consulted on matters dealing with gender issues and concerns so as to determine gender biases and implementation on women.

SECTION 3. RELATED PRINCIPLES. To facilitate the development of the full potentials of women, the following rights, as defined under the United Nations Conventions on the Elimination of all Forms of Discrimination Against Women (CEDAW), are hereby declared and adopted under this ordinance;

3.1 Women have the right to the prevention of and protection on all forms of violence and coercion against their person, their freedom, their sexuality and their individually.

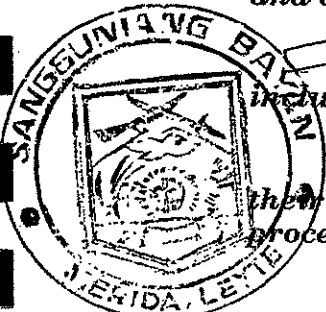
3.2 Women have the right to freely and duly participate, individually or collectively, in the political process in their communities and nation.

3.3 Women have the right to the means for assuring the economic welfare and security.

3.4 Women have the right to the necessary knowledge of and means for the full exercise of their reproductive choice with the constitution and their beliefs and preferences.

3.5 Women have the right to choose a spouse in accordance with the law, their values and preferences, maintain and equality in marriages or its dissolution, and receive adequate support for rearing and caring of their children.

3.6 Women have the right in adequate, relevant and gender-fair education throughout their lives from childhood to adulthood.



INCLUSION of SUPPLEMENTARY PROVISION as certain

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4.14 Gender Sensitivity Training - means providing people with formal learning experience in order to increase their awareness and provide the knowledge and skills, necessary to recognize and address gender issues in the programming process. At the center of the learning process is the conscientization, or the ability to recognize the underlying issues of gender equality which form a pervasive obstacle to program progress.

4.15 Indigenous People - a group of people who have continuously lived as an organized community in a communally bounded and defined territory, and who have under claims of ownership, occupied, possessed, and utilized such territories since time immemorial, sharing common bonds of language, customs, traditions and other distinctive cultural traits.

4.16 Minors - refers to persons below 18 years of age.

4.17 Other Places of Amusement refer to all other places of amusement not specifically enumerated or otherwise provided for in this code, includes but not limited to night/day clubs, cocktail lounges, super or family clubs, disco houses, minus-one or sing-along houses, bar or beer houses, fast-food centers showing sports competitions replay videocassette films/movies and other places of amusement where one seeks admission to entertain oneself by seeing or viewing or by direct participation.

4.18 Prostitution - is the sale, purchase and exchange of women and minors for sexual exploitation for each project or other economic consideration by an individual including but not limited to pimp, procurer of the service parents, owners of establishments such as hotel and restaurants, and any other persons who uses various schemes to prostitute women and minors. It is the act defined under the Revised Penal Code of the Philippines and shall be recognized as a violation of human rights and exploitation of women who have no real choices for survival.

4.19 Psychological/Emotional Abuse - refers to written or spoken acts and declarations made to or against the victim or his/her for the purpose of accomplishing any of the purposes specified and defined in Section 50 hereof.

4.20 Reproductive Health - is a state of complete physical, mental and social well-being and merely the absence of disease and infirmity in all matters relating to the reproductive system and to its function and process. It constitutes twelve (12) elements, namely:

4.20.a) Maternal, infant and child health and nutrition, including breastfeeding.

4.20.b) Family planning information and services.

4.20.c) Prevention and management of RTIs, HIV and AIDS and other STIs.

4.20.d) Treatment of breast and reproductive tract cancers and other gynecological conditions and disorders.

4.20.e) Prescription of abortion and management of abortions complications.

4.20.f) Mental Health aspect of reproductive health care.

4.20.g) Treatment of infertility and sexual dysfunction.

4.20.h) Counselling and education in sexuality and sexual health.



Quintana
[Signature]

SECTION 21. INFORMATION EDUCATION ON WOMEN'S HEALTH. The Municipal Health Department, on collaboration with the Municipal Health Board, shall endeavor to improve the implementation of education/information campaign of women's health, such as but not limited to the celebration of the International Day of Action for Women's Health every May 28 of each year.

ARTICLE IV

EDUCATION AND TRAINING

SECTION 22. STATEMENT OF POLICY. The Municipality of Merida shall endeavor to improve access of women and men to technology-based education and training programs.

SECTION 23. LITERACY AND ADULT EDUCATION. In coordination with the Department of Education and the Technology Education and Skills Development Authority (TESDA), non-formed education classes shall be held in identified schools in the municipality to facilitate working women's and men's access to education. Any woman or man desiring to engage in functional and practical education shall be given priority in the adult education programs of the municipal government.

SECTION 24. GENDER FAIR CURRICULA. The Municipality of Merida shall promote gender equality in all schools at all levels in the municipality.

SECTION 25. SPECIAL EDUCATION FOR WOMEN AND MEN WITH DISABILITY. The Municipality of Merida shall ensure that all interested woman or man with disability shall have the access to special education programs.

SECTION 26. SCHOLARSHIP PROGRAM. The Municipality of Merida shall include poor and indigent married women and men, solo-parents and mothers with infants in its educational scholarship programs.

ARTICLE V

LABOR, EMPLOYMENT AND ECONOMIC OPPORTUNITIES

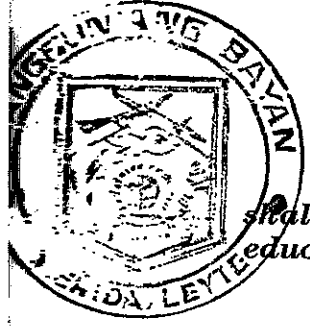
SECTION 27. STATEMENT OF POLICY. The Municipality of Merida shall ensure that all its departments and offices in and expand their socio-economic programs to include women and men as beneficiaries and implement programs and project designed to empower them and provide access to medium and large scale economic opportunities.

SECTION 28. EQUAL ACCESS TO EMPLOYMENT AND TRAINING PROGRAMS. No one shall be denied employment training or promotion opportunity on account of gender, sex, age, ethnicity, creed, religion, or civil status, as prescribed in the Labor Code and as amended by R.A 6725.

SECTION 29. WAGES AND BENEFITS. Every employer shall comply with the minimum wage as prescribed by the Regional Tripartite an Wages Productivity Board (RTWPB) and shall grant all benefits to all employees as provide by law. *(AMENDMENT ON THIS SECTION)*

SECTION 30. FACILITIES AND SUPPORT SYSTEM TO EMPLOYEES. The Municipality of Merida shall ensure the safety and health of women and men in appropriate cases to wit:

30.1 Establish separate toilet rooms and lavatories for men and women and provide at least a dressing room for women and men.



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SECTION 63. SEPARABILITY CLAUSE. *If any reason, any portion or provision of this Code is declared unconstitutional or invalid, the other sections or provisions hereof which are not affected thereby shall continue to be in full force and effect.*

SECTION 64. SUPPLEMENTARY CLAUSE. *On matters not provided in this code, any existing applicable laws and their corresponding Implementing Rules, Executive Orders and relevant issuances issued thereof shall apply in a supplemental manner.*

SECTION 65. EFFECTIVITY CLAUSE. *This code shall take effect upon compliance of posting and publication requirements prescribed under RA 7160 otherwise known as the Local Government Code of 1991.*

ENACTED,

RESOLVED FURTHER, *to furnish copies ordinance each to the Honorable Mayor Marcos Antonio D. Solana; the Municipal Budget Officer; the Municipal Accountant; the Municipal Treasurer; the Municipal Social Welfare and Development Officer; Auditor; DILG Merida; and other offices concerned for information and reference.*

CARRIED UNANIMOUSLY.

SECTION 66. SEPARABILITY CLAUSE - *If any provision of this Ordinance is declared invalid or unconstitutional, other parts or provisions thereof which are not affected thereby shall remain valid and in full force and effect.*

SECTION 67. REPEALING CLAUSE - *All Ordinances, rules and regulations inconsistent with this ordinance are hereby repealed, amended, or modified accordingly.*

SECTION 68. EFFECTIVITY - *This Ordinance shall effect upon its approval and after posting the same in three (3) conspicuous places in the municipality within three (3) consecutive weeks.*

ENACTED : 05 OCTOBER 2016.
APPROVED UNANIMOUSLY.

CERTIFIED CORRECT AND DULY ADOPTED.

JOSELITO B. DELOS ANGELES
Secretary to the Sanggunian



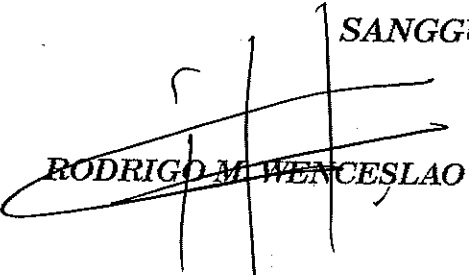
ANTONIO C. JABILLES
Municipal Vice Mayor, Presiding

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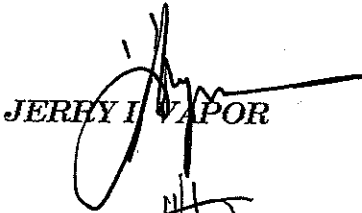
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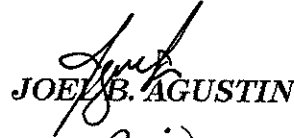
SANGGUNIANG BAYAN MEMBERS

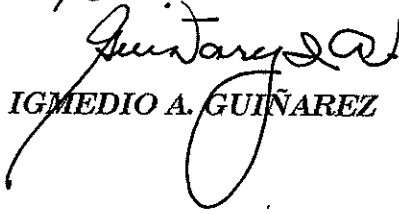

RODRIGO M. WENCESLAO

KUMAR M. DUMAGSA


JERRY I. VAPOR


VIRGILIO Q. HITGANO


JOEL B. AGUSTIN



IGMEDIO A. GUIÑAREZ

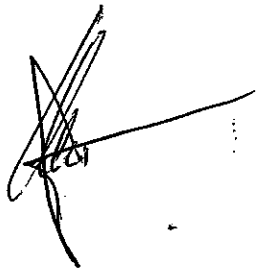
MELQUIADEZ D. GUIO-GUIO
(absent)

NICOLAS ANTHONY C. MARTINEZ
(absent)

NENFA C. OYAO
(Official Travel)




MARCOS ANTONIO D. SOLAÑA, M.D.
Municipal Mayor
10/26/16





Republic of the Philippines
Province of Leyte
MUNICIPALITY OF MERIDA

OFFICE OF THE SANGGUNIANG BAYAN

CERTIFICATION

TO WHOM IT MAY CONCERN:

THIS IS TO CERTIFY that MUNICIPAL ORDINANCE NO. 03, SERIES OF 2026 – “AN ORDINANCE AMENDING / REVISING MUNICIPAL ORDINANCE NO. 01, SERIES OF 2016 (MERIDA GAD CODE), TO INCLUDE PROTECTIONS AGAINST DISCRIMINATION BASED ON SOGIESC (LGBTQ+ RIGHTS), THE SAFE SPACES ACT (BAWAL BASTOS LAW), AND THE EXPANDED MATERNITY LEAVE LAW” had been posted in three (3) conspicuous places in the locality within three (3) consecutive weeks from MAY 05, 2026 TO MAY 26, 2026.

THIS CERTIFICATION has been issued in compliance to Section 511 (1), Title One, book IV of RA 7160, otherwise known as the Local Government Code of 1991.

DONE AND ISSUED this 28TH day of MAY 2026 at Merida, Leyte, Philippines.


JOSELITO T. DELOS ANGELES
Secretary to the Sangguniang Bayan