



Republic of the Philippines  
 Province of Ilocos Norte  
 CITY OF LAOAG

**SANGGUNIANG PANLUNGSOD**

**EXCERPTS FROM THE MINUTES OF THE 20<sup>TH</sup> REGULAR SESSION OF THE 12<sup>TH</sup> SANGGUNIANG PANLUNGSOD OF LAOAG, HELD AT 2:00 IN THE AFTERNOON, AT THE SANGGUNIANG PANLUNGSOD SESSION HALL, LAOAG CITY, ON TUESDAY, 29 NOVEMBER 2022.**

**PRESENT:**

- |                                     |                                   |
|-------------------------------------|-----------------------------------|
| 1. Hon. Rey Carlos M. Fariñas       | City Vice-Mayor/Presiding Officer |
| 2. Hon. James Bryan Q. Alcid        | S.P. Member                       |
| 3. Hon. Handy T. Lao                | S.P. Member                       |
| 4. Hon. Enrico F. Ang               | S.P. Member                       |
| 5. Hon. Jeff Ericson P. Fariñas     | S.P. Member                       |
| 6. Hon. Jaybee G. Baquiran          | S.P. Member                       |
| 7. Hon. Juan Conrado A. Respicio II | S.P. Member                       |
| 8. Hon. John Michael V. Fariñas     | S.P. Member                       |
| 9. Hon. Jason Bader Ll. Perera      | S.P. Member                       |
| 10. Hon. Roger John C. Fariñas II   | S.P. Member                       |
| 11. Hon. Derick B. Lao              | S.P. Member                       |
| 12. Hon. Mikee V. Fariñas           | ABC President, Ex-officio         |
| 13. Hon. Anzhelyka Faye T. Lao      | SK President, Ex-officio          |

**ABSENT:**

None.

**CITY ORDINANCE NO. 2022-031  
 SERIES OF 2022**

**AN ORDINANCE ENACTING A GENDER AND DEVELOPMENT CODE FOR THE CITY OF LAOAG AND FOR OTHER PURPOSES**

**WHEREAS**, Section 11, Article II, of the 1987 Philippine Constitution states that “the State values the dignity of every human person, and guarantees full respect for human rights”;

**WHEREAS**, Section 1 (a), Article XIII, of the 1987 Philippine Constitution states that the enactment of measures that protect and enhance the right of the people to human dignity, reduce social, economic, and political inequalities, and remove cultural inequities shall be given highest priority;

**WHEREAS**, Section 1, Article III of the 1987 Philippine Constitution, guarantees that “no person shall be deprived of life, liberty and property without due process of law, nor shall any person be denied the equal protection of the laws”;

**WHEREAS**, the Philippines being a state-party to the United Nations (UN) Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) also known as the International Bill of Rights of Women, which it signed on July 15, 1980, and ratified on August 15, 1981, shall pursue and implement programs, projects and activities that will contribute to the achievement of women’s empowerment and gender equality;

**WHEREAS**, the Localization of the Magna Carta of Women prescribes the creation and strengthening of an LGU Gender and Development Focal Point System (GFPS), an institutional mechanism for GAD implementation;

**WHEREAS**, the Magna Carta of Women also recognizes the woman’s right to protection from all forms of violence. Agencies of government shall give priority to the defense and protection of women against gender-based offenses and help women attain justice and healing. It also ensures mandatory training on human rights and gender sensitivity to all government personnel involved in the protection and defense of women against gender-based violence;

**WHEREAS**, Section 2 of Republic Act 7877 also known as the “Anti-Sexual Harassment Act of 1995” states that “the State shall value the dignity of every individual, enhance the development of its human resources, guarantee full respect for human rights, and uphold the dignity of workers, employees, applicants for employment,

*[Handwritten signatures and initials]*

student or those undergoing training, instruction or education. Toward this end all forms of sexual harassment in the employment, education, or training environment are hereby declared unlawful”;

**WHEREAS**, Section 16 of the Local Government Code provides that – “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 ensure and support, among other things, the preservation and enrichment of culture, promote health and safety, enhance the right of the people to a balanced ecology, encourage and support the development of appropriate and self-reliant scientific and technological capabilities, improve public morals, enhance economic prosperity and social justice, promote full employment among their residents, maintain peace and order, and preserve the comfort and convenience of their inhabitants”;

**WHEREAS**, the City of Laoag has not yet enacted its own Gender and Development Code but through City Ordinance No. 2008-023, it adopted Provincial Ordinance No. 027-2005 known as the GAD Code of Ilocos Norte;

**WHEREAS**, since the year 2008, various national laws have been passed that need to be harmonized with the present provisions of Gender and Development Code that was adopted by the City Government of Laoag and therefore, necessitates the passage of a new Gender and Development Code of the City of Laoag that would adopt its own programs that would advocate the respect and promotion of women’s rights and welfare;

**NOW THEREFORE**, Be it Ordained by the Sangguniang Panlungsod in session duly assembled that:

## **BOOK I – GENERAL PROVISIONS**

### **CHAPTER I- BASIC PRINCIPLES**

#### **ARTICLE I**

#### **Title and Declaration of Policy and Principles**

**SECTION 1. Title.** This Ordinance shall be known as “The Gender and Development Code of the City of Laoag”.

**SECTION 2. Declaration of Policy and Principles of City Government of Laoag.** It shall be the policy of the City Government of Laoag to ensure both women/girls and men/boys benefit equally and participate directly in the development programs and projects of its various offices and ensure the full participation and involvement of both men and women in the development process, pursuant to RA 7192’, WOMEN IN DEVELOPMENT AND NATION BUILDING ACT, and REPUBLIC ACT NO. 9710: MAGNA CARTA OF WOMEN. It shall also uphold the rights of women/girls and the belief in their worth and dignity as human beings, in accordance with the fundamental freedoms guaranteed under the Constitution and Provisions of the Universal Declaration of Human Rights, Convention on the Elimination of all Forms of Discrimination Against Women and other International human rights instruments, of which the Philippines is a party.

Women shall be recognized as full and equal partners of men in development and nation-building and men shall share equally with all forms of productive and reproductive activities.

The City Government of Laoag shall actively contribute to the establishment of a national and international economic order based on sustained, equitable growth and balanced ecology. Any development effort it undertakes should realize the rights of women, enhance women’s full potentials, uplift their status and lead to the improvement of the quality of lives, their families and communities.

Toward this end, the City Government of Laoag shall pursue and implement vigorously gender responsive development policies, design and integrate specific gender support system, take into consideration women’s and girl’s right to economic survival, political participation, self-determination and personal empowerment; adopt and implement measures to protect and promote their rights; and ensure the widest participation of women from the local government, non-government organizations (NGOs) and people’s organizations (POs), and the private/business sector in all phases of the development program cycle.

#### **To Attain the Foregoing Policy:**

1. All City government departments, offices and instrumentalities shall ensure that women and girls benefit equally and participate directly in the development programs and projects of said departments and agencies, specifically those funded under official foreign development assistance, to ensure the full participation and involvement of women in the development process, pursuant to RA 7192 or the Women in Development and Nation Building Act.
2. All City government project proposals shall ascertain the inclusion of gender responsive indicators and guidelines while not being remiss in locating the root of women’s oppression,



pursuant to the United Nations Declarations and Conventions of Women of which the Philippine Government is a signatory.

3. All City departments, offices and instrumentalities upon effectivity of this Code shall review and revise all their regulations, circulars, issuances and procedures to remove gender bias therein, if any.
4. All City government departments, offices and instrumentalities shall reaffirm the right of women in all sectors to participate in policy formulation, planning, organization, implementation, management, monitoring and evaluation of all programs, projects and services. It shall support policies, programs and support services to encourage active participation of women in local and national development, pursuant to Republic Act No. 9710 or the Magna Carta of Women.

#### RELATED PRINCIPLES

SECTION 3. **Rights of Women Defined.** Women's rights are the rights of women that are defined and declared by the United Nations under the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) which are hereby adopted as follows:

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

SECTION 4. **Definition of Terms** – for the purpose of this Code, the following terms shall mean:

- a. **Gender-** refers to socially constructed difference between men and women, for all the sexual orientation and gender identities, created artificially, partly through socialization and partly through positive and negative discrimination in the various institutions and structures of society.
- b. **Development-** refers to the improvement of the equality of life regardless of age, sex, gender, tribe, race, creed and religion. It is characterized by an enrichment of Filipino indigenous resources, sustainable utilization of the natural resources of the country and freedom from dependency. It is therefore, sustainable, equitable and gender-responsive.
- c. **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, and supportive of self-determination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in developmental choices; seeks to transform society's social, economic, and political structures and questions the validity of the gender roles they ascribed 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;
- d. **Discrimination Against Women-** refers to any distinction, exclusion or restriction made on the basis of sex has purpose or effect of impairing or nullifying the recognition, enjoyment or exercise by women of their rights irrespective of their marital status.
- e. **Commodification of Women-** refers to a practice which puts women in subordinate situation which results in the treatment of women as both consumers and objects. As consumers, women are enticed to buy beauty products to enhance their physical attractiveness. As objects of consumption, women are reduced to a sexual commodity for manipulation and utilization for

one's sexual desire or interest usually in exchange of money or goods so that women have no control or power to reject such utilization or manipulation.

- f. **Women Empowerment**- refers to the provision, availability, and accessibility of opportunities, services, and observance of human rights through life-cycle and rights-based approach 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;
- g. **Marginalization**- refers to a condition where a whole category of people is excluded from useful and meaningful participation in political, economic, social, and cultural life;
- h. **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:
  - 1. Urban Poor - refers to those residing in urban or blighted areas, with or without the benefit health, education, housing, and other essentials in life;
  - 2. 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 (GOCCs) and institutions, as well as non-profit private institutions or organizations;
  - 3. 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;
  - 4. Moro - refers to people who are of the Islamic faith;
  - 5. Children - refers to those who are below eighteen (18) years of age or over but are unable to fully take care of themselves or protect themselves from abuse, neglect, cruelty, exploitation, or discrimination because of a physical or mental disability or condition;
  - 6. Senior Citizens - refers to those sixty (60) years of age and above;
  - 7. Persons With Disabilities (PWDs) - 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 as defined in Republic Act No. 7277 as amended by Republic Act No. 9442, otherwise known as the "Magna Carta for Disabled Persons";
  - 8. 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;
  - 9. Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and + (LGBTQIA+) - refers to a diverse and complex range of identities based on sexual orientation, gender identity and expression (hereinafter referred as "SOGIE"). The term "LGBTQIA+" refers to gender and sexually non-conforming persons, including, but not limited to lesbian, gay, bisexual, transgender, queer, intersex, asexual and + persons;
- i. **Substantive Equality**- refers to the full and equal enjoyment of rights and freedoms contemplated under Republic Act No. 9710. It Encompasses de jure and de facto equality and also equality in outcomes;
- j. **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;
- k. **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 de facto 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.

- l. **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 and programs in all social, political, civil, and economic spheres so that women and men benefit equally, and to ensure that 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.
- m. **Violence Against Women** - 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:
  - (1) 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;
  - (2) Physical, sexual, and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment, and intimidation at work, in educational institutions and all other public spaces, trafficking in women, and prostitution;
  - (3) 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 Act No. 9208 and 9262. Under this Code, this term is used interchangeably with gender-based violence.
- n. **Sexual Harassment Against Women in Streets and Public Spaces** - refers to an unwanted and uninvited sexual actions or remarks against a woman regardless of the motive that has threatened her sense of personal space and physical safety and committed in public places such as alleys, roads, sidewalks and parks, buildings, schools, churches, restaurants, malls, public washrooms, bars, internet shops, public markets, transportation terminals or public utility vehicles.
- o. **Women in the Military** - refers to women employed in the military, police, and other similar services, both in the major and technical services, who are performing combat and/or non-combat functions;
- p. **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.
- q. **Solo Parent** – any individual who falls under any of the following categories:
  - (1) A woman who gives birth as a result of rape and other crimes against chastity even without a final conviction of the offender: *Provided*, That the mother keeps and raises the child;
  - (2) Parent left solo or alone with the responsibility of parenthood due to death of spouse;
  - (3) Parent left solo or alone with the responsibility of parenthood while the spouse is detained or is serving sentence for a criminal conviction for at least one (1) year;
  - (4) Parent left solo or alone with the responsibility of parenthood due to physical and/or mental incapacity of spouse as certified by a public medical practitioner;
  - (5) Parent left solo or alone with the responsibility of parenthood due to legal separation or *de facto* separation from spouse for at least one (1) year, as long as he/she is entrusted with the custody of the children;
  - (6) Parent left solo or alone with the responsibility of parenthood due to declaration of nullity or annulment of marriage as decreed by a court or by a church as long as he/she is entrusted with the custody of the children;
  - (7) Parent left solo or alone with the responsibility of parenthood due to abandonment of spouse for at least one (1) year;
  - (8) Unmarried mother/father who has preferred to keep and rear her/his child/children instead of having others care for them or give them up to a welfare institution;
  - (9) Any other person who solely provides parental care and support to a child or children; and
  - (10) Any family member who assumes the responsibility of head of family as a result of the death, abandonment, disappearance or prolonged absence of the parents or solo parent.



## CHAPTER II- DEVELOPMENT CONCERNS

### Article I Violence Against Women

**SECTION 1. Violence Against Women.** Any act of gender-based violence the result in, or is likely to result, in physical, sexual or psychological harm or suffering to women, including threats of such act, coercion or arbitrary deprivation of liberty, whether occurring in public or private life as defined in the UN Declaration of the Elimination of Violence Against Women and **R.A 9262 otherwise known as the "Anti-Violence Against Women and Their Children Act of 2004"**.

**SECTION 2. Violence Against Women shall include but is not limited to the following acts:**

- a. Physical, sexual and psychological violence occurring in the family regardless of relationships, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation.
- b. Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution.
- c. Violations of the human rights of women in situations of armed-conflict; in particular, murder, physical and psychological torture, systematic rape, sexual slavery and forced pregnancy.
- d. Forced sterilization and forced abortion, social stigmatization, coercive/forced use of contraceptive, pre-natal sex selection, female infanticide, forced medical or psychological examinations without expressed approval of the concerned person.
- e. To buy or sell a woman or any of her body parts for profit.
- f. Sexual harassment and assault of women in detention.

**SECTION 3. Sexual Abuse. Sexual abuse shall include but not limited to the following:**

- a. When a man inserts or attempts to insert his penis into the mouth, genital or anus of a woman under any of the following:
  - 1) Through force, threat or intimidation;
  - 2) By means of abuse of authority or relationship;
  - 3) When the offended party is deprived of reason or is otherwise unconscious;
  - 4) When the offended party is below sixteen (16) years old, even though none of the above circumstances is present.
- b. When a person who inserts part of his/her body other than the sexual organ, or who introduces any object or instrument into the genital or anus of a woman under any of the situations stated in paragraph 1.
- c. When a person subjects another to have sexual intercourse with an animal under circumstances stated in paragraph 1 or through any abnormal, unusual or ignominious sexual act.
- d. Sexual abuse in intimate relationship consisting of any form of forced sexual act by a partner to the other within intimate relations as defined in the Anti-Rape Law of 2001, such as those between women relations, married or unmarried, legally separated or separated in fact.
- e. Incestuous abuse committed by any person who has authority over a person by virtue of consanguinity and/or affinity such as those perpetrated by father, mother, grandparent, brother, sister, whether whole or half-blood; an uncle, aunt, nephew or niece, or cousin to the 4<sup>th</sup> degree.

**SECTION 4. Partner/Wife Abuse and Battering.** Battering is any single or sporadic act of violence which shall include the repeated and habitual cyclic pattern as means of intimidation and imposition of the batterer's will and control over the survivor's life. It constitutes the following kinds of behavior but is not limited to:

- a. Physical abuse and battering - this includes any form of inflicting wounds, pain, etc. on any part of the woman's body or the threat of physical violence.
- b. Sexual abuse and assault this includes physical attacks on the women's breast/genitals or forced sexual activity, accompanied by either physical violence or the threat of physical violence.
- c. Psychological abuse - this includes threats of suicide, violence against the women or her family, punching, breaking or defacing or otherwise destroying the house or any part thereof; or of personal belongings of a woman, threatening to take the children away, threatening deportation of wives with foreign citizenship, threatening to kidnap children or take them to a foreign country and forcing the victims to do degrading things; controlling the victim's lawful or usual activities, the use of foul and insulting words or statements and threats and abandonment and expulsion such as forcing the wives to leave the conjugal dwelling. This provision shall apply to any form of intimate relations such as common-law relations, those between and among members of the same households; and include men's control over women's resources (e.g. income, property, etc.).

- d. Economic abuse - this includes deprivation of women on economic resources, their generation and mobilization so as to create dependency and submissiveness to men and to any established structures of domination such as controlling over women's hard-earned money and use them to finance the husbands' vices, etc.

**SECTION 5. Trafficking in Women.** A covert or overt recruitment, transportation, transfer or harboring or receipt of women with or without her consent or knowledge, within or across national borders by means of threat or use of force, or other forms of coercion, abduction, fraud, deception, abuse of power or of position, taking advantage of the vulnerability of the women or, the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

Trafficking in Women shall include the following but is not limited to any person or association, cult, religion or organization or similar entities to commit the following acts;

- a. Establish or carry-on business for the purpose of matching women for marriage to foreigners either on a mail-order basis or through personal introduction or cyberspace;
- b. Advertise, publish, print or distribute, or cause the advertisement, publication, printing or distribution of any brochure, flyer or propaganda material calculated to promote the above-mentioned prohibited acts for profit or advantage;
- c. Solicit, enlist or attach/induce any woman to join any club, association or organization whose objectives is to match women for marriage to foreigners either on a mail order basis or through personal introduction or cyberspace or any which facilitate the act of solicitation;
- d. Use the postal service, cyberspace or satellite TV to promote the above-mentioned prohibited acts;
- e. To buy or sell a woman, or any of her body parts for profit; or to use her body by any pretext; to be used for experiments; research or the like without her consent;
- f. Act as procurer of a prostituted woman;
- g. Threaten or use violence and force a woman to become a mail-order bride;
- h. Lease or sublease, use or allow to be used any house, building or establishment for the purpose of trafficking in persons; and
- i. Organize, produce or distribute pornographic materials that promote traffic in persons;

**SECTION 6. Mail-Order Bride.** It is a practice where a woman establishes personal relation with male-foreign national via mail, electronic or similar means upon recruitment by an individual or agency for the purpose of exploiting women in guise of marriage.

**SECTION 7. Sexual Harassment.** It is a form of misconduct involving an act or a series of unwelcome sexual advances, requests for sexual favors, or other verbal or physical behavior of a sexual nature, made directly or indirectly.

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

**SECTION 8. Other Forms of Sexual Harassment.** Other than the definition provided by RA 7877, the following constitute sexual harassment some of which covered by the Revised Penal Code under Acts of Lasciviousness and Unjust Vexation, to wit;

- 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; displaying offensive or lewd pictures and publications in the workplace;
- c. Interrogating someone about sexual activities or private life during interviews for employment scholarship grant or any lawful activity applied for;
- d. Making offensive hand or body gestures to someone;
- e. Repeatedly asking for dates despite verbal rejections;
- f. Touching, pinching or brushing up against someone's body unnecessarily or deliberately;
- g. Kissing or embracing someone against her will;
- h. Requesting sexual favors in exchange for a good grade, obtaining a good job or promotion, etc.;
- i. Cursing, whistling or calling a woman in public with words having dirty connotations or implications which tend to ridicule, humiliate or embarrass the woman such as "puta", "peste", "pokpok";
- j. Any other unnecessary acts during physical examinations;
- k. Requiring women to wear suggestive or provocative attire during interviews such as job hiring, promotion, admission; and
- l. Any expression of gender bias against a person with the intention to embarrass, humiliate, stigmatize.
- m. Flashing or exposing genitalia in public, including public masturbation, with the intention to sexually harass, intimidate, or threaten a woman; and

- n. Any other analogous act - Any act of sexual harassment against a woman which demeans her dignity, damages, diminishes, or destroys or diminishes her esteem, health and/or well-being;

**SECTION 9. Sexual Harassment Of Women In Streets And Public Spaces.** Acts committed through unwanted and uninvited sexual actions or remarks against any person regardless of motive that has threatened one's sense of personal space and physical safety and committed in public spaces shall include the following:

- a. Catcalling;
- b. Wolf-whistling;
- c. Unwanted invitations;
- d. Misogynistic, Transphobic, Homophobic and sexist slurs;
- e. Persistent uninvited comments or gestures on a person's appearance;
- f. Relentless requests for personal details;
- g. Statement of sexual comments and suggestions;
- h. Public masturbation or flashing of private parts;
- i. Groping, or any advances;

Violators of the same shall be penalized under the provisions of Republic Act 11313 otherwise known as the Safe Spaces Act.

**SECTION 10. Pedophilia.** It is a form of sexual perversion where children are the preferred victims for intercourse. It shall include the following acts but shall not be limited to the following:

- a. When the offender shall have sexual intercourse with a boy or girl child;
- b. When the offender shall have anal intercourse with a boy or girl child;
- c. When the offender does other sexual acts such as fondling, kissing the private parts of a girl or boy child or taking photographs/video of the same for pornography;
- d. When the offender shall have in possession of pornographic photographs/videos of the same;

**SECTION 11. Commercial Exploitation of Women/Men and Girls/Boys.** It shall be unlawful for any person to sell or market women's and girl's bodies in various form of packaging. These include but not limited to the following:

- a. Prostitution which is selling a woman's body mainly sex;
- b. Printing, publication, display and distribution of pornographic scenes on movies/TV shows, trailers, posters, billboards and other materials and literature that treat women/men and girls/boys as a sex objects and commodities;
- c. Pornographic and indecent shows depicting women/men and girls/boys as sexual objects either in nude or provocative gestures; and/or
- d. Live shows where women or girl- children are influenced or forced to dance or do naked shows in public or private places or various purposes;

**SECTION 12. Non-Discrimination of Gays, Lesbians, Bisexuals, Transgender, Queer, Intersex, Asexual and + (LGBTQIA+).** In consonance with the provisions of City Ordinance No. 2017-081 otherwise known as "The Comprehensive Anti-Discrimination Ordinance of Laoag City" it shall be regarded a violation of human rights to discriminate against any person on the basis of his/her sexual preference or orientation for employment, participation in the city development programs and projects, and/or other family or community activities. Every person's right to his/her sexual preference shall be respected and protected.

## Article II

### Support Mechanisms to Empower Women and Promote and Respect Women's Rights

**SECTION 13. Comprehensive Support to Women- Survivors of Violence.** The City Government shall, provide comprehensive support to women-survivors that consist of but not limited to the following:

- a. Immediately conduct an investigation within 24 hours;
- b. Provide for counseling and medical services for the offended party;
- c. Gather evidence for the arrest and prosecution of the offenders;
- d. Make a report of his/her investigation and on the basis of the offended party's testimony and additional evidence, if any, endorse the same to the proper prosecution office within thirty-six (36) hours from time of filing, regardless of his/her evaluation of the case;
- e. 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 latter are allowed inside the room where the investigation or medical or physical examination is being conducted;



- f. Women victims-survivors of all forms of violence shall be registered in a community-based psychological program that shall assist the women in holistically re-building and empowering themselves;
- g. All investigations/hearings involving rape cases and other forms of violence against women conducted in the police stations, prosecutor's office and the trial courts shall recognize the survivor's social support group as expressly allowed or requested by the offended party;
- h. A temporary shelter with appropriate support services for women in crisis shall be appropriately constructed under the management and supervision of the City Social Welfare and Development Office;
- i. Free legal services to women and victim-survivors;
- j. The case record shall not be divulged to anyone except the members of the helping team (PNP, Prosecutors, Health, Social Welfare and others) without the consent of the offended party;
- k. Police reports for sexual harassment of women in all public spaces should be immediately fed into the Laoag City Police Department database of sexual assault cases;
- l. Capacity for city and barangay officials should also be increased to provide grievance mechanisms present in the Violence Against Women and Children (VAWC) desks established to respond to sexual harassment in public spaces;

**SECTION 14. Psychosocial Program.** It is an intervention using integration and holistic approach to conditions of women considering their differentiated needs within a social context.

**SECTION 15. Survivor's Support Group Defined.** It is an organized group of women to whom a woman-survivor of violence agrees to go through a collective healing process.

**SECTION 16. Support Services for Women in the Entertainment Industry.** Women in the entertainment industry are those women employed in establishments identified as places of amusements and shall include, but not limited to night clubs or day clubs, cocktail lounges, supper or family clubs, karaoke and videoke bars, beer houses/gardens, fast food centers, resorts which show TV/cable programs, films, movies, sport shows either by direct hook-up or via satellite and other places of amusements where one seeks admission to entertain himself.

The City Government shall provide socio-economic support services for needy women in the entertainment industry to respond to their practical needs but not limited to the following:

- AICS or Aid to Individuals in Crisis Situations Program – financial assistance or referral

Requirements:

**If Medical:**

- Certificate of Residency / Indigency
- Medical Certificate / Medical Abstract
- Identification Card

**If Burial**

- Certificate of Residency / Indigency
- Death Certificate
- Funeral Contract
- Identification Card

**If Transportation**

- Certificate of Residency / Indigency
- Bus Ticket
- Identification Card

- Skills Training on Livelihood Program

Requirements:

- Certificate of Residency/ Indigency
- Letter of Intent/ Request to undergo Skills Training

- Psychological Support/ Counselling Services

Requirements:

- Certificate of Residency/ Indigency
- Referral

- Referral for their access to other agencies services

**SECTION 17. Regular Medical Routine Check-Up.** Women in the entertainment industry shall be required to undergo medical routine check-up and be prescribed medicines if needed.

In consonance with the provisions of the City Ordinance 2003-023. Every employee of all establishments in the area shall be initially requested to undergo mandatory testing for Urinalysis, stool exam, Hepatitis B screening, VDRL/RRR, physical and medical exam every six (6) months and a chest X-ray once a year.

The Office will administer periodic voluntary HIV testing, to be done every six (6) months or as often as the case may warrant, of employees of concerned establishments, with special emphasis on those who have unprotected sexual contact in the last three (3) months, even if the initial test done had negative results for HIV.

### ARTICLE III

#### Political and Public Sphere Participation of Women

**SECTION 18. Women's Participation and Representation in the City Development Council.** The City, and Barangay Development Councils shall ensure that at least one-third (1/3) of its members are composed of women in recognition of their considerable accomplishments and programs geared towards people-centered genuine development. Both the City and Barangay Development Councils shall undergo capacity building for gender responsive development planning to ensure that all plans, programs and projects are gender responsive.

**SECTION 19. Promoting Gender Balance at All Levels in Laoag City Local Government Positions.** The City government shall promote gender balance or equal proportion of qualified women and men for opportunity to assure key positions at all levels of local government, whether elective or appointive. This should form part of the City Government of Laoag's efforts to eliminate barriers to women's participation in the public sphere. This shall include their equal representation in the structures of the City Development Council (CDC), and the Barangay Development Council (BDC).

**SECTION 20. Barangay Gender and Development Committees.** All barangays shall establish their respective Barangay Gender and Development Focal Point System (BGFPS) that shall ensure that gender issues and concerns are incorporated and addressed at the barangay level and reflected in their respective development plans. All Accredited Women's Organizations with mass membership at the community level shall be represented in the committee as a cluster. This Committee shall appropriate at least five percent Gender and Development (GAD) Budget as institutionalized and mandated by law.

**SECTION 21. Marking Significant Days for Women's Action.** March 8 of every year, a day shall be declared as a special day for all women in City of Laoag through an Executive Order by the City Mayor. These shall be coordinated city and barangay level activities for women to be highlighted with the State of the Women Address by the Local Chief Executive reporting all accomplishments and initiatives to promote the status of women in City. A Committee for this activity shall be convened and spearheaded by the City Population Office and City GAD Council.

A half-day leave with pay maybe availed of by any woman employee on March 8 day. In recognition of women's contribution to society, commercial, and establishments shall be encouraged to give a twenty percent (20%) discount for women on March 8 day.

**SECTION 22. Day of Action for Breast Cancer Awareness.** The City Government shall set a day in the third week of March through an Executive Order, to organize information campaign activities on breast cancer, one of the top causes of maternal mortality. A coordinated city and barangay level activities shall be set and spearheaded by the City Health Office to promote consciousness on breast cancer.

**SECTION 23. Girl Child Week.** The City government, shall celebrate Girl Child Week on the 4<sup>th</sup> week of March of every year to promote Protection and Gender-Fair Treatment of the Girl Child. It shall organize activities to celebrate the Girl Child Week with the special recognition of cases of working children. It shall be spearheaded by the Schools Division of Laoag City and the City Social Welfare and Development Office.

**SECTION 24. International Day of Action for Women's Health.** The City Government, shall set May 28 to mark the International Day of Action for Women's Health, Wellness and Well-Being where issues and concerns relative to the protection and promotion of women's health shall be examined, deliberated, projected, and government action sought. A coordinated city and barangay level activities shall be set and spearheaded by the City Health Office and City Social Welfare and Development Office to promote women's health and well-being.

**SECTION 25. International Week of Action Against Gender-Based Violence.** The City Government shall organize various events and activities to educate residents about violence against women and children every November 25 to December 10 as the period marked as the International Week of Action Against Gender-Based Violence and culminates on International Human Rights Day. The activities shall be spearheaded jointly by the City Social Welfare and Development Office, City Health Office, Association of Barangay Councils (ABC) and the City GAD Council.

SECTION 26. **Laoag City Gender and Development Summit.** The City Government, through an Executive Order by the City, shall set a day in the month of February to hold a Gender and Development Summit as part of the City Fiesta Celebration. A committee shall be convened to manage and coordinate the activities and affairs of the summit focusing on (a) current situation of women in Laoag City; and (b) women's issues and concerns and how these can be addressed. The summit shall come up with priority issues with their specific action points to be disseminated and proposed for adoption at the Sangguniang Panlungsod.

SECTION 27. **Peace Based on Social Justice and Human Rights.** The City Government network shall promote peace through education at the barangay level by undertaking affirmative action and information campaign on activities on peace and development issues based on social justice and human rights to be spearheaded by barangay leaders in coordination with community-based women, peoples and non-government organizations.

#### **Article IV Labor and Employment**

SECTION 28. **Wage and Benefits for Women.** Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or as stipulated by pertinent legislation passed by Congress and shall grant all benefits to all women employees such as maternity leave, sick, and vacation leave, retirement, and other benefits provided by law. The same provision shall apply to benefits provided by law and benefits covered by the Collective Bargaining Agreements between employers and unions.

SECTION 29. **Maternity Leave Benefits.** In consonance with the provisions of Republic Act No. 11210 otherwise known as the "105-Day Expanded Maternity Leave Law", all covered female workers in government and the private sector including those in the informal economy, regardless of civil status or the legitimacy of their child, shall be granted one hundred five (105) days maternity leave with full pay and an option to extend for an additional thirty (30) days without pay. Provided, that in case the worker qualifies as a solo parent under Republic Act 8972, or the Solo Parents' Welfare Act, the worker shall be granted an additional fifteen (15) days maternity leave with full pay.

For cases of miscarriage or emergency termination of pregnancy, sixty (60) days maternity leave with full pay shall be granted.

Any female worker entitled to maternity benefits has the option to allocate up to seven (7) days of said benefits to the child's father, whether or not the same is married to the female worker. In case of death, absence or incapacity of the father, the benefit may be allocated to an alternate care giver who maybe a relative within the fourth (4<sup>th</sup>) degree of consanguinity or the current partner of the female worker sharing the same household, upon the election of the mother/ female worker taking into consideration the best interest of the child.

SECTION 30 - **Adoption Leave** - A female government employee, regardless of her civil status and employment status, and length of service who qualifies as an adoptive parent under R.A. No. 8552 or the "Domestic Adoption Act of 1998" and whose prospective adoptee is below seven (7) years of age as of placement shall qualify to avail adoption leave sixty (60) days with full pay, which leave shall be enjoyed in a continuous and uninterrupted manner. The same privilege may also be enjoyed by a married male employee with an unemployed (wife) spouse.

SECTION 31. **Paternity Leave Benefits.** In consonance with the provisions of Republic Act 8187 otherwise known as the "Paternity Leave Act of 1996" every married male employee in the private and public sectors shall be entitled to a paternity leave of seven (7) days with full pay for the first four deliveries/miscarriage of the legitimate spouse with whom he is cohabiting.

However, existing benefits of any form granted under existing laws or any contract, agreement or policy between employer and employee shall not be reduced.

SECTION 32. **Flexible Work Schedule.** - The employer shall provide for a flexible working schedule for solo parents: *Provided*, That the same shall not affect individual and company productivity: *Provided, further*, That any employer may request exemption from the above requirements from the DOLE on certain meritorious grounds.

SECTION 33. **Work Discrimination.** - No employer shall discriminate against any solo parent employee with respect to terms and conditions of employment on account of his/her status.

SECTION 34. **Parental Leave.** - In addition to leave privileges under existing laws, parental leave of not more than seven (7) working days every year shall be granted to any solo parent employee who has rendered service of at least one (1) year.

SECTION 35. **MCW Special Leave Benefit.** – A female employee’s leave entitlement of up to two (2) months with full pay based on her gross monthly compensation following *surgery* caused by *gynecological disorders*.

Any female employee who has been with the company for the last twelve (12) months and has rendered at least six (6) months of continuous aggregate service may avail the said leave prior to undergoing surgery.

In the public sector, any female employee who has rendered at least six (6) months aggregated service in any various government agencies for the last twelve (12) months prior to undergoing surgery for gynecological disorders may avail of the said leave.

SECTION 36. **VAWC Leave** – Women victims under R.A. 9262 otherwise known as the Anti-Violence Against Women and their Children Law, are entitled to take a paid leave of absence up to ten (10) days in addition to paid leaves under the Labor Code and Civil Service Rules and Regulations, extendible when the necessity arises as specified in the protection order.

SECTION 37. **Increase Reproductive Health Benefits for Women.** A yearly twelve (12) day menstrual/menopausal leave for women employees of private offices and commercial/industrial establishments, located in the City, who have rendered at least one (1) year continuous service, provided that this benefit shall be mutually agreed upon in the Collective Bargaining Agreement (CBA) between the concerned employee’s union and management. Provided further, that this benefit shall be taken one-day each month for menstrual or menopausal leave.

SECTION 38. **Orientation on Sexual Harassment.** All government agencies and private offices, commercial/industrial establishments located in the City of Laoag shall conduct regular orientation on sexual harassment for their respective employees. **Certificate of Compliance** shall be submitted to the Public Employment Service Office (PESO).

The City Government shall set-up/ create its own Committee on Decorum and Investigation (CODI) including the promulgation of the Implementing Rules and Regulations (IRR) or policy on sexual harassment that will provide/prescribe procedure for the investigation of sexual harassment cases and administrative sanctions covering all City Officers and employees in accordance with the provision of RA 7877 and the Civil Service Rules and Regulations on Sexual Harassment.

The City Government of Laoag shall campaign to set-up/create the same CODI in all private offices and commercial/industrial establishments.

SECTION 39. **Grievance Machinery.** A Grievance Committee shall be set-up in all government and private offices, commercial/industrial establishments located in the City, to act on complaints/cases related to various forms of discrimination against women in the work place such as hiring, job training, promotion, and the like.

SECTION 40. **Equal Access to Job Training and Promotion.** No woman shall be deprived of job training and promotion account of her gender, age, ethnicity, creed, religion and civil status in consonance with the provisions of City Ordinance No. 2017-081 otherwise known as “The Comprehensive Anti-Discrimination Ordinance of Laoag City”.

SECTION 41. **Facility and Support Systems for Women.** The City Government shall ensure occupational safety and health of women employees in both government and private offices and commercial/industrial establishments. In appropriate cases, it shall require employers to:

- a. Provide an ergonomic system of seats or of equipment in the performance of their duties without detriment to efficiency;
- b. Establish separate toilet rooms, lavatories and lounge for men and women and provide at least a dressing room for women;
- c. Provide breast feeding corner for women in the workplace;
- d. Diaper Station;

SECTION 42. **Household Based Workers or Women in the Informal Sector.** The City Government shall ensure that social protection shall be accorded to women working in the informal economy. These are women vendors, sewers, laundry workers, and related occupations. Organized home-based workers may avail of social security and employee's compensation benefits and Philhealth benefits upon proper documentation and registration with the Social Security System and Philhealth, respectively.

The City Government, through Community Affairs Office, City Social Welfare and Development Office, and the City Health Office shall conduct an inventory of all women involved in the informal sector for consultation and provision of appropriate support services for the sector.

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SECTION 43. **Barangay-Based House Help Support.** The City Government shall conduct compulsory education for both house helpers and house helper employers on gender-sensitivity in their respective barangay units. An administrative sanction shall be imposed to any barangay council that fails to comply with this provision.

SECTION 44. **Women in the Entertainment Industry.** Women engaged in legitimate occupations in the entertainment industry such as singers, stage performers/actresses, bar girls and receptionists, shall be recognized as wage earners and they shall receive minimum wage and benefits afforded to women workers and shall render services as set in the job contract and only in the place of work as specified in the business permit of the establishment concerned.

It must be emphasized that employing minors in the entertainment industry is prohibited in accordance with RA 7658.

SECTION 45. **Police Operations in Entertainment Establishments.** All police operations or raids conducted in any entertainment establishment must be undertaken with utmost care and respect for human rights and always in the presence of women PNP officers. Police officers shall not take this opportunity for sexual exploitation or for extortion from entertainers and other concerned parties. Violation of this provision is punishable under the Revised Penal Code and other related laws.

SECTION 46. **Tax Incentives for Business Entities.** The City Government shall provide tax incentives to business entities as follows:

- a. Any amount used for the establishment, maintenance and operation of child minding support service shall be tax-deductible;
- b. Annual tax credit per child regularly served for at least one (1) year in the **Center**; and
- c. Annual tax credit per woman extended with maternity leave benefits for breastfeeding;

SECTION 47. **Monitoring System for Labor standards.** A mechanism shall be installed by the City GAD Council to monitor all offices, agencies and establishments or companies violating Labor Code provisions of this Ordinance; prepare regular reports to concerned departments and recommend appropriate action.

#### **Article V Health Rights**

SECTION 48. **Right to Health.** Article 12 of the UN International Covenant on Economic, Social and Cultural Rights provides that women's right to health, which includes women's reproductive rights, is a basic fundamental human right. In recognition of the fact that women's reproductive roles and social expectations have made health policies, programs and services to focus more on pregnancy and birth-related cases rather than on more holistic approach, the City government shall respect and promote a rights-based approach to women's and men's health by considering their respective specific realities and health needs at every stage in their lives. It shall also promote shared responsibilities of couple for childbirth and child-care.

SECTION 49. **Reproductive Health Defined.** As defined in the International Conference on Population and Development and World Health Organization and affirmed in the International Women's Conference in Beijing, reproductive health is a state of complete physical, mental, and social well-being and not merely the absence of disease and infirmity in all matters relating to the reproductive system and to its functions and processes, i.e., people are able to have a satisfying sex life and have the capability to reproduce and the freedom to decide it, when and how to do so.

The City Health Office shall adopt the reproductive health care approach at all levels of health care delivery. Such approach integrates many issues not previously, considered as central, such as population, sexuality, reproductive tract infection, gender power relations and domestic violence, and thus, shall not be limited to family planning and child bearing or safe motherhood.

In consonance with Executive Order No. 12, the City Health Office shall integrate strategies and programs to support universal access to RH services through demand generation, service delivery network and mobilization of community volunteers including the Barangay Health Workers (BHWs), Barangay Population Volunteers (BPVs) and Barangay Nutrition Scholars (BNS) in geographically isolated and disadvantaged areas (GIDAs) by;

- I. Mapping areas to locate couples and individuals with unmet need for modern family planning;
- II. Accelerating the implementation of the RPRH Law, particularly in the provision of modern family planning commodities and services;



- III. Conducting intensive community-based demand generation and referral activities and ensure the provision of quality modern family planning information and services, within the principle of informed choice and voluntarism; and
- IV. Collaborating with civil society organizations (CSOs) and the private sector in attaining zero unmet need for modern family planning in their respective localities.

SECTION 50. **Health Care Delivery.** Quality health care and services shall be accessible to all women and men regardless of age, sex, creed, religion and ethnicity in the City of Laoag.

No Hospital/Clinic in the City shall deny women and men living below the poverty line reproductive health services. A Certificate of Indigency shall be issued by the Punong Barangay for the purpose of verification.

In cases of emergency, a Social Worker or any authorized personnel shall be designated to conduct rapid appraisal of the socio-economic status of the patient for admission purposes.

The City must ensure regular expansion and upgrading of health care facilities to ensure their access by all women and men.

SECTION 51. **Women's Control Over Their Bodies.** Women's decision to attain healthy sexual development and achieve their reproductive intention shall be given appropriate support and guidance by all health professional, private and public, at a very minimal cost.

SECTION 52. **Gender-Sensitive Women and Children Protection Unit (WCPU).** All LGUs shall establish a Gender-Sensitive Crisis Intervention Unit at all levels of health care, especially at the tertiary level, and shall provide service training to all health and other allied personnel who shall be assigned in this unit.

SECTION 53. **Gender-Fair Approach to Pre-Marriage Orientation and Counseling Program.** The City Population Services Office, the City Social Welfare and Development Office, the Department of the Interior and Local Government, the City Health Office and the City Civil Registrar shall ensure gender-sensitive conduct required in the application for marriage licenses with the City Civil Registry.

SECTION 54. **Mainstreaming Reproductive Health Framework through Primary Health Care Strategy.** In consonance with the City Population Services Office Policies, Child and Youth and Welfare Code, and in pursuance of agreements made at the International Conference on Population and Development (ICPD), the City Government shall mainstream the Reproductive Health Approach in health care services delivery using the primary health care strategy.

#### **Article VI Education Rights**

SECTION 55. **Conduct of Regular-Sensitivity Training for all Teachers at all School Levels.** The Schools Division of the City in coordination with the Laoag City GAD Council shall conduct and incorporate gender-sensitivity orientation in teacher's orientation seminars and Parents-Teachers Association meetings at the beginning of the school year.

SECTION 56. **Developing Gender-Fair Education Materials.** The Division of City Schools shall ensure that all educational materials developed by the city school Officials and the private sector are gender-fair and do not portray stereotyping of roles for men and women or boys and girls. It shall conduct a regular monitoring and review of existing educational materials to ensure that these are gender sensitive and gentle fair.

SECTION 57. **Promotion of Gender-Sensitive Curriculum.** All public and private schools in the City of Laoag shall actively promote gender sensitivity in their subject/course curriculum and gender fair socialization for school pupils. The City Schools Division shall also ensure that school officials and the private sector professional school counseling and career education programs are gender responsive.

SECTION 58. **Promoting Gender Sensitive Education Programs and Services.** All schools, offices, establishments or companies, departments and agencies including barangay officials shall initiate gender sensitivity orientation and training, including prevention of all forms of violence against women and girls which shall equip them with theoretical and practical knowledge on gender justice.

SECTION 59. **Gender-Responsive Non-Formal Education for Youth and Adults.** The City Schools Division in coordination with the Technical Education Skills Development Authority (TESDA) shall conduct non-formal classes for women and men desiring to engage themselves in functional and practical education, and Alternative Learning Education (ALS) to be held in barangay high school or barangay multi-purpose centers.

**Article VII  
Culture and Mass Media**

SECTION 60. **Gender-Sensitive Portrayals in Media.** The City Government of Laoag shall oblige all media institutions to be sensitive in the portrayal of women's and men's role, encourage positive images of women, and discourage sexist and homophobic print materials and broadcast programs.

SECTION 61. **Gender-Sensitivity Training for Local Media Practitioners.** The City Government shall encourage and support the conduct of gender sensitivity workshop training for local media practitioners at the community level and tertiary schools located in the City. It shall likewise provide full support to media practitioners and freelance/independent media productions that advocate gender-sensitive issues through various forms of incentives and recognition.

SECTION 62. **Regulation of Internet Cafes and Computer Shops.** The City government shall regulate the operation of internet service-providing establishments, entertainment computer shops in order to curb and prevent proliferation or access of cybersex pornography for minors.

SECTION 63. **Regulation of Media Coverage During Police Raids on Entertainment Establishments.** The City government shall regulate the media coverage of entertainment establishment raid operations for the prevention of exploitation of women and men entertainers and their unnecessary body public exposure and humiliation.

**Article VIII  
Socio-Economic Rights**

SECTION 64. **Gender-Responsive and Comprehensive Livelihood Program.** The City Government shall allocate funds for socio-economic programs for poor women and men that include gender responsive livelihood skills and values training seminars. The Comprehensive Livelihood Program shall include feasibility study, financing, monitoring, sustainable paying scheme and incentives.

The City Government shall implement RA 7277 or the Magna Carta for Disabled Persons that reserves five (5%) percent of contractual or emergency positions for persons with disabilities.

SECTION 65. **Low-Cost Basic services** - The City Government shall facilitate access of women and men to quality low-cost housing, safe water, electricity, communication, transportation, and basic commodities.

SECTION 66. **Monitoring of Standardization of Prices of Basic Commodities** - The City Government shall ensure fair marketing practices and standard pricing of basic commodities through regular price monitoring in local markets.

SECTION 67. **Economic Empowerment for Poor Women** - Feminization of poverty which is regarded as a condition when gap between the rich and the poor widens and grassroots women bear the economic brunt leading to instability and unequal distribution of wealth. Such gap reinforces non-response to both practical strategic interests of women. The City government shall ensure poor women of strategic and transformative mechanisms whereby they could uplift their economic and social relations.

**ARTICLE IX  
Special Sectoral Concern**

SECTION 68. **Women with Disabilities Defined** - Refers to women 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.

SECTION 69. **Advocacy on Differently Abled Women's Rights and Support Mechanisms for Education and Employment** - The City government shall initiate active advocacy on the rights of differently-abled women; establish special education schools/classes for them through the Division of City Schools and which shall offer appropriate curriculum for their specific needs; develop creative employment opportunities for them in recognition of their differentiated conditions and full potential as a person. The City government shall ensure that all educational and commercial buildings are provided with ramps and toilet facilities for differently-abled persons. The City government shall implement Republic Act No. 7277 or the Magna Carta for Disabled Persons, that reserves five percent (5%) of contractual or emergency positions for persons with disabilities.

SECTION 70. **Organization of Differently-Abled Women in the Community** - It shall be the duty of the Barangay GAD Committee to organize differently-abled women in the community in order to advance the interests of this special group of women and to monitor and report cases of harassment and discrimination committed against differently-abled women.

SECTION 71. **Mobilizing Support for Elderly Women in the Community** - It shall be the duty of the Barangay GAD Committee to organize elderly women within the barangay to advance their practical and

strategic interests and needs. The City government and the Barangay GAD Committee shall allocate funds for emergency assistance, yearly physical health check-ups, social group work program, and appropriate socioeconomic activities.

**SECTION 72. Organization of Differently-Abled Women in the Community.** It shall be the duty of the Barangay GAD Council to organize differently-abled in the community to advance their practical and strategic interests and needs. The City and Barangay Government shall allocate funds for emergency assistance, yearly physical health check-ups, social group work program and appropriate socio-economic activities.

**SECTION 73. Support to Women in Detention.** The rights of all women detainees in the city shall be protected by ensuring them of:

- a. speedy trial of their respective cases;
- b. appropriate programs to respond to their specific needs and problems as detainees including those related to reproductive health;
- c. separate physical structure and space provisions for detention and rehabilitation; and
- d. provision of legal services.

#### **Article X**

#### **Women and Children Support System**

**SECTION 74.** The City Government shall implement systems and programs that are anchored on the United Nations Convention on the Rights of the Child (UNCRC) stipulating the promotion and protection of children's rights to survival, development and protection in national and local laws which now includes the New Family Code and the Child Youth Welfare Code.

**SECTION 75. Gender-responsive and Child-friendly Child Minding Center in Every Barangay.** The City Government shall ensure that child-friendly and gender responsive child day care/minding centers are set-up in every barangay to provide parents support facilities for the care of their children when they go to work or school. The centers shall ensure that the basic early child education curriculum in the centers promote gender fair socialization; encourage both fathers and mothers to participate in the development, care and nurturing of their children; and boys and girls in the centers are able to learn to respect the rights of all children to the full enjoyment of their childhood and their rights.

**SECTION 76. Shared Parenting and Responsibilities.** The City Government shall advocate that all fathers and mothers have both the moral obligation and responsibility in assuring the rights and well-being of their children, such as caring and nurturing, regardless of sex, and physiology and psychological conditions as provided in RA No. 10354

**SECTION 77. Prevention of Teenage Pregnancy.** In consonance, with the provisions of Executive Order No. 141, the City Government thru the POPCOM shall adopt measures to address the root causes of the rising cases of adolescent pregnancies.

It shall continue to educate leaders, parents and other community members about evidence-based strategies to reduce if not eliminate adolescent pregnancy and improve adolescent reproductive health.

The City Government thru the POPCOM shall identify and implement protocol interventions related to the prevention of adolescent pregnancies such as comprehensive sexuality education, education and employment opportunities for young people, and health promotion through media and communications.

The City Government shall endeavor to establish a Teen Center to provide a place where teenagers can share and seek counsel from peers and guidance counselors. It will be a training center where partners like the PNP will provide training on safety. It will be a library, sports center, recreational center and a tutorial center. The counseling services shall cater to walk-in appointments so as to accommodate the out-of-school youth.

#### **ARTICLE XI**

#### **Gender and Development**

**SECTION 78. Gender and Development Defined.** Conscious efforts at improving the quality of lives of women and men of all sexual orientations and identities based on sustained, equitable growth and balanced ecology. It sees society as a gender system in all its aspects - economic, political and social. It views oppression in both private and public sphere recognizing women as agents of change through the orientation of the male-centered culture.



SECTION 79. **Gender Sensitivity and Training, Gender Sensitization.** It is a critical process of learning and unlearning by an individual, female or male, of the causes and effects of the culturally determined roles of women and men.

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

SECTION 80. **Active Support to Gender Studies.** A sufficient amount shall be allotted to gender-related documentation and researches which shall form part of the Laoag City data-based program development.

SECTION 81. **Production, Popularization of and Campaign Gender-Fair Materials.** The City Government shall actively promote, publish popular forms of gender-fair materials through all concerned departments and local agencies/networks.

SECTION 82. **Gender and Development Focal Point System (GADFPS)** - The GFPS shall be composed of the GAD Council with the local chief executive as its Chair, a Technical Working Group (TWC) which is composed of the GAD Focal Persons of every department who are members of the GAD Council, and a Secretariat.

SECTION 83. **Integrated Gender-sensitive and Environment-friendly Zonification Plan of Laoag City** - An integrated gender-sensitive and environment-friendly zonification plan of Laoag City shall constitute, but not limited to, the following:

- a. The City Government as far as practicable shall ensure that relocation of communities shall not deprive women and men of their sources to livelihood;
- b. Relocation sites shall not contribute to an increase in women's burden in economic, home and social production;
- c. Housing and industrial project sites shall be those unproductive lands unsuitable for economic purposes;
- d. Industrial center for light industry shall be placed in key districts of Laoag City while the heavy industry shall be centralized in one district.

SECTION 84. **Community-Based Environmental Plans Programs.** Both men and women shall participate in pollution control, zero-waste technology development and management preservation of the city's remaining tree parks and aquatic resources.

SECTION 85. **Gender-Sensitive Natural Resource Based Management Programs.** The City Government and all barangays shall engage itself in the development of gender sensitive natural resource-based management programs.

SECTION 86. **Role of Women and Men in Environmental Impact Assessment of Projects.** The City Government and all barangays shall promote the active role of women vis-à-vis men in environmental impact assessment of projects. Instruments for environmental impact assessment shall consciously determine sex-disaggregated data.

SECTION 87. **Promotion of Appropriate Technology.** The City Government and all barangays shall actively promote alternative technologies that are appropriate and safe for women.

SECTION 88. **Sufficient Budget for Basic Social Services.** A sufficient amount shall be allocated from all sources of funds for the basic social services for women and children in extremely difficult circumstances.

SECTION 89. **Investment and Loans.** The City Government shall hold consultative assemblies with Women NGOs/POs in establishing contracts for loans and investments to clarify implications on women's welfare and development at the barangay level.

SECTION 90. **Overseas Contract Worker's (OCW) Wives and Children Support.** The City Government shall conduct a survey of overseas contract workers at the barangay level, out of which shall serve as basis for special support to OCW families, especially wives and children.

SECTION 91. **Special Course on OCW.** A special course on overseas contract work primarily to orient women on the issues and concerns relative to migration shall be conducted in all barangays to be organized by their respective Barangay GAD Committee.

SECTION 92. **Education and National Policies.** Women and men shall undertake education on national policies and their implications on women.



SECTION 93. **Special Training for Lupong Tagapamayapa and Barangay Public Safety Officers (BPSOs).** All training courses for Barangay Lupong Tagapamayapa and BPSOs shall include basic orientation on gender and development and gender-based violence.

SECTION 94. **Gender and Population.** The City Health Office and the Population Office, shall review and redesign the population program based on the reproductive health framework.

SECTION 95. **Training on Non-Traditional Occupation.** Women shall be given opportunity to acquire training on non-traditional occupation especially in the field of science and technology.

## BOOK II-FINAL PROVISIONS

### CHAPTER I - PENAL PROVISIONS

#### Article I

#### Violence Against Women and Children

SECTION 1. **Soliciting Sexual Services.** It is unlawful for a person to solicit a woman's service for sexual purposes as a gift, representation, public relations, or as an act of goodwill regardless of whether the solicitor profits or not from such act without prejudice to the provisions of the Revised Penal Code and Republic Act 9208 otherwise known as the Anti-Trafficking in Persons Act as amended by **R.A. 10364 or the Expanded Anti-Trafficking in Persons Act of 2021.**

Any person may file complaint together with the affected woman to the proper court. Violators of this Code shall suffer the penalty in accordance with RA 9208.

SECTION 2. **Trafficking in Women and Children.** Any person or agency, who, with the use of force or deceit, lures a woman or boy/girl child to work abroad or in other provinces or cities in the Philippines for a particular job or work on a promise of high fees, but instead landed on prostitution, domestic help or other odd jobs. Violators of this provision shall be penalized in accordance with the penal provisions under RA 9208 or the Anti-Trafficking in Persons Act as amended by R.A. 10364 or the Expanded Anti-Trafficking Act of 2012, R.A. 7610 or the Law on Protection Against Child Abuse, R.A. 8353 or the Anti-Rape Law, and the Revised Penal Code.

SECTION 3. **Prostitution, Sex Trade.** An agency or person who shall engage in keeping women for sex for a fee shall suffer the penalty in accordance with the Revised Penal Code.

Entertainment establishments that promote prostitution as defined in this Code shall suffer the penalty in accordance with R.A. 7610, R.A. 9208, R.A. 7877, R.A. 8353 and R.A. 7658.

SECTION 4. **Sex Tours.** No hotels, beach resorts, sauna baths and related establishments shall be allowed to operate or be used as conduit for sex tours. **Violation of this provision shall be penalized in accordance with the provisions of R.A. 10364** and cancellation of the business permit of the establishment.

SECTION 5. **Beauty Contest.** Beauty Contest which tends to commodify, abuse, humiliate and treat other persons, especially women and homosexuals as sex objects shall strictly be prohibited in schools, communities, barangays and by the City government in its special celebrations, but in their stead the projection of women's strengths and potentials, especially with regard to indigenous and culturally relevant forms shall be encouraged.

Those who initiated the conceptualization and implementation of the beauty contest shall be upon conviction subjected to a penalty consisting of the following:

For business entities: a) Cancellation of Business Permit; b) Fine of Five Thousand Pesos (P5,000.00),

For representatives of agencies, departments or units of the local government of the City of Laoag: a) Suspension for one month without pay; b) Fine of Five Thousand Pesos (P5,000.00);

For educational institutions, charity or welfare organizations: a) Cancellation of license to operate; b) Fine of Five Thousand Pesos (P5,000.00);

SECTION 6. **Fund Raising Initiative Defined.** It refers to any activity, whether in whole or in part, integrated in any draw, benefit or disco dance, premier showing of movies, or any similar fund-raising undertakings where women are used as donor prize, substitute for prizes won, a companion package for an award, prize or recognition, or any manner, activity, come-on display, or exhibition which depicts women as central, partial, or special focus in order to raise funds.

All fund raising initiatives as defined in this Section shall be strictly prohibited in the City of Laoag. Violators of this provision shall pay a fine of Five Thousand Pesos (P5,000.00) or imprisonment of six (6) months or both at the discretion of the court.

SECTION 7. **Women and Girls in Detention.** No women or girl child shall be kept by any PNP/military personnel in police/military detachment/checkpoint or any analogous quarter for purposes of comfort and may not be deprived of basic social service in detention. Violations shall be penalized through summary dismissal proceedings of the local AFP/PNP and/or at the discretion of the **People's Law Enforcement Board.**

SECTION 8. **Forced Marriage.** No woman shall be forced to marry on basis of vitiated consent. Any person or representative committing fraudulent or coercive act to cause and effect a force marriage shall be liable under this code by a fine of Five Thousand Pesos (P5,000.00) or an imprisonment of one year, or both, at the discretion of the Court.

SECTION 9. **Regular Surveillance of Entertainment Establishments.** A City Government Interdepartmental Task Force shall be created to conduct regular surveillance of business establishments involved in trading women's bodies such as: (a) prostitution; b) printing, publications, display and distribution of pornographic scenes on Movies/TV shows, trailers, posters, billboards and other materials and literature that treat women as sex objects and commodities; organizing production of pornographic and indecent shows depicting women and girls as sexual objects either in nude or provocative gestures; and mounting live shows where women or girl-child are influenced or forced to dance or do naked shows in public or private places.

Any person or agency that engages in organizing or production of these activities that exploit women and girl children violate human rights and shall be dealt with under the law. Failure of the Task Force to submit weekly report shall be subjected to administrative sanction.

SECTION 10. **Violence Against Women.** Any violator of this Code as stipulated in Section 1, Art I, Chapter 2 in Book 1, shall be penalized in accordance with the provisions of the Revised Penal Code and R.A. 9262 otherwise known as the "Anti-Violence Against Women and Their Children Act of 2004"

SECTION 11. **Sexual Harassment of Women in Public Spaces.** Violation of this provision shall be penalized in accordance with Republic Act 11313.

SECTION 12. **Pedophilia.** Any act falling under the definition of pedophilia shall constitute a violation of this Code as stipulated in Section 9, Art I, Chapter 2 in Book 1 Any violator of this provision shall be penalized in accordance with the Revised Penal Code and R.A. 7610 otherwise known as the "Special Protection of Children Against Abuse, Exploitation and Discrimination Act".

SECTION 13. **Discrimination of Gays, Lesbians, Bisexual, Transgenders, Queer, Intersex, Asexual and + (LGBTQIA+)** shall be penalized under the provisions of City Ordinance No. 2017-081 otherwise known as "The Comprehensive Anti-Discrimination Ordinance of Laoag City".

SECTION 14. **Failure to Grant or Recognize the Leave Benefits granted to Women.** The employer who violates these provisions shall pay a fine of Five Thousand Pesos (P5,000.00) and a suspension of business permit or license to operate for six (6) months. For local government offices or agencies, administrative sanctions shall be imposed.

SECTION 15. Where the prohibited act penalized in this Code is already penalized by a national law, the penalty of the national law shall be followed.

## Article II Labor and Employment

SECTION 16. **Equal Access to Job Training and Promotion.** No woman shall be deprived of job training and promotion on account of her gender, age, ethnicity, creed, religion and civil status. Violations by private employers shall constitute a fine of Five Thousand Pesos (P5,000.00) and temporary cancellation of business permit for the first offense and Five Thousand Pesos (P5,000.00) fine and permanent cancellation of business permit for the second offense or as prescribed by the Court in accordance with penal provisions under the Labor Code. A City Government unit or agency head of office is liable with the penalty of (3) three months suspension and a fine of One Thousand Pesos (P1,000.00).

SECTION 17. **Wage and Benefits for Women.** Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or passed by the Congress and shall grant all benefits to all women employees such as maternity leave, sick and vacation leave, retirement, termination and other benefits provided by law. Violation by private employers shall constitute a fine of Five Thousand Pesos (P5000.00) and a cancellation of business permit or as prescribed by the Court in accordance with penal provisions under the Labor Code. A local government unit or agency head office that violates this provision shall be liable with the penalty of three (3) months suspension and a fine of One Thousand Pesos (P1,000.00)



**SECTION 18. Facilities and Support Systems for Women.** The City Government shall ensure the safety and health of women employees. In appropriate cases, it shall require employers to:

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

Violation by private employers shall constitute a fine of Five Thousand Pesos (P5,000.00) and the cancellation of business permit or as prescribed by the Court. City Government unit or agency head of office is liable with the penalty of three (3) months suspension and a fine of One Thousand Pesos (P1,000.00).

**SECTION 19. Barangay Education on Gender-Sensitivity.** All barangay in the City shall conduct compulsory training and education for barangay officials, house helpers and house helper employers on gender-sensitivity. An administrative sanction shall be imposed to any barangay council which fails to comply with this provision.

**SECTION 20. Women in the Entertainment Industry.** Women engaged in the entertainment industry shall be recognized as wage earners and they shall receive a minimum wage and benefits afforded to women workers and shall render services as set in the job contract and only in the place of work as specified in the business permit of the establishment concerned. Violations of this provision shall be subjected to a fine of Five Thousand Pesos (5,000.00) or cancellation of business permit, or both, at the discretion of the Court.

**SECTION 21. Police Operations in Entertainment Establishment.** All police operations/raids conducted in any entertainment establishment must be undertaken with utmost respect for human rights. Police officers shall not take this opportunity for sexual exploitation of or extortion from entertainers and other concerned parties. The City shall also regulate the media coverage of raiding activities. Violation of this provision shall be subjected to an administrative sanction/action.

**SECTION 22. Orientation on Sexual Harassment.** All government and commercial and private offices, agencies, establishments or companies located in the City shall conduct regular orientation seminars on sexual harassment for their respective employees.

Certificate of Compliance shall be issued by the City Administrator. Establishments which fall to comply with this provision shall pay a fine of not less than Three Thousand Pesos (3,000) immediately or at the discretion of the Court.

### **Article III Health Rights**

**SECTION 23. Socialized Reproductive Health Services for all Hospitals.** No hospital in the City shall deny a woman living below the poverty line of reproductive health services. A Certificate of Indigency shall be issued by the Punong Barangay.

In cases of emergency, a social worker or any authorized personnel shall be designated to conduct rapid appraisal of the socio-economic status of the patient for admission purposes. Non-compliance of the administrator of this provision shall be penalized in accordance with penal provisions under R.A. 8344.

### **Article IV Socio- Economic Benefits**

**SECTION 24. Socialized Lending Program.** All banks, financial/lending institutions and cooperatives shall open special windows for lending to women engaged in small to medium scale enterprises, including young women who lack access to traditional sources of collateral.

Money lending institutions shall establish a "socialized lending scheme friendly to women" subject to the following conditions:

- a. Based on cooperatives interest rates;
  - b. No post-dated checks for payment;
  - c. Submission of a Certificate of Income Generating Activity of potential beneficiary from her barangay.
- Failure to comply with this provision shall subject to the barangay council to an administrative sanction.

**Article V**  
**Special Sectoral Concerns**

**SECTION 25. Barangay-Level Sanction on Cases of Harassment Committed Against Differently-abled and Elderly Women.** All barangays in Laoag City barangay-level sanction on cases of harassment committed against differently-abled and elderly women. Failure to comply with this provision shall subject to the barangay council to an administrative sanction.

**Article VI**  
**Gender and Development**

**SECTION 26. Gender Sensitivity Orientation and Training.** All schools, offices, establishments or companies, departments and agencies including barangay officials of the city shall initiate gender sensitivity orientation and training that shall equip them with theoretical and practical knowledge on gender justice. Non-compliance of this provision shall subject the concerned party to pay a fine of Five Thousand Pesos (5,000.00) and issuance of warning by the GAD Council .

**CHAPTER II**  
**Provisions of Implementation**

**SECTION 27. Powers and Functions of the City Gender and Development Council (CGADC).** As the City's GAD Focal Point, the City GAD Council shall ensure the promotion of women's empowerment and equality/equity between women and men in the city; and is primarily responsible for ensuring the sustained implementation of this City GAD Code. To achieve these, it shall perform the following powers and duties:

- A. Local Chief Executive (LCE) shall;
- a. Issue policies and/or directives that support gender mainstreaming in the policies, plans, activities and services of the City of Laoag as well as in its budget, systems, processes and procedures, including the creation, strengthening, modification or reconstitution of the Gender and Development Focal Point System (GFPS);
  - b. Ensure the implementation of the GPB and approve Gender and Development Annual Report (GAD AR) and other GAD-related reports of the city as maybe required by the MCW-IRR duly endorsed by the Gender and Development Focal Point System (GFPS) Executive Committee and with the assistance of the Gender and Development Focal Point System Technical Working Group (GFPS-TWG).
- B. The GFPS Executive Committee shall:
- a. Provide policy advice to the LCE to support and strengthen the Gender and Development Focal Point System (GFPS) and the city's gender mainstreaming efforts;
  - b. Direct the identification of GAD strategies, Policies, Programs and Activities (PPAs) and targets based on the results of the gender analysis and gender assessment, taking into account the identified priorities of the city and the gender issues and concerns faced by its constituents and employees;
  - c. Ensure the timely submission of the city GPB, GAD AR and other GAD-related reports to the DILG which shall be consolidated for the submission to Philippine Commission on Women (PCW) and appropriate oversight agencies;
  - d. Ensure the effective and efficient implementation of the GAD PPAs and the judicious utilization of the GAD Budget;
  - e. Build and strengthen the partnership of the city with concerned stakeholders such as women's groups of CSOs, national government agencies, GAD experts and advocates, among others in pursuit of gender mainstreaming;
  - f. Recommend awards and/or incentives to recognize outstanding GAD PPAs or individuals who have made exemplary contributions to GAD;

**SECTION 28. Creation and functions of the Gender and Development Technical Working Group (GAD TWG) -** The GFPS Technical Working Group (TWG) shall be composed of, but not limited to, key staff from the various LGU offices, members from the private sector, academe and civil society organizations as appropriate. The Gender and Development Focal Point System Technical Working Group (GFPS-TWG) Chair shall be elected from among the GFPS TWG members. The designation of the GFPS TWG Chair shall be made official through the issuance of a Memorandum duly signed by the LCE and endorsed by his or her immediate supervisor or concerned City Department Head. The GFPS TWG Chair may designate a secretariat to assist the TWG in its functions.



The GAD Technical Working Group (TWG) shall:

1. Facilitate the gender mainstreaming efforts of the city through the GAD planning and budgeting process;
2. Formulate and submit the comprehensive medium term (three years) and annual city GPB in response to the gender gaps and issues, including gender-based violence, faced by constituents including its women and men employees;
3. Assist in the capacity and competency development and provide technical assistance to the offices or units of the city. In this regard, the TWG shall work with the human Resource Development Office (HRDO) on the development and implementation of the capacity development program on GAD, including on prevention of Gender-Based Violence for its employees, as necessary;
4. Coordinate with the various units/offices of the city and ensure their meaningful participation in strategic and annual planning exercises on GAD including the preparation, consolidation and submission of GPB's;
5. 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 GFPS and gender mainstreaming;
6. Monitor the implementation of GAD-related PPAs and suggest corrective measures to improve their implementation;
7. Prepare and consolidate city GAD ARs and other GAD-related reports; and
8. Provide regular updates and recommendations to the LCE or GFPS Executive Committee regarding GFPS' activities and the progress of the city in gender mainstreaming based on the feedback and reports of concerned LGU offices/units, stakeholders and constituents,
9. Review all GAD PPAs from barangay to city level prior to implementation to monitor if activities to be undertaken are in accordance with guidelines set forth.
10. Disseminate information on current developments and studies on GAD and related issues (i.e. gender and governance, and gender-based violence).
11. All other duties and functions that maybe mandated by its council members deemed necessary to achieve its goals.

**SECTION 29. Creation and Function of the Gender and Development (GAD) Secretariat** - The GFPS Secretariat, and whenever feasible the GAD office or unit may also be established under the Office of the LCE that will support and coordinate all GAD-related PPAs and concerns of the city GFPS, the LCE may also appoint or designate the LGU personnel to manage the GAD office and/or unit.

The GAD Secretariat shall:

1. Assist the GFPS Executive Committee and the TWG in the performance of their roles and responsibilities, specifically on the provision of administrative and logistical services;
2. Preparation of meeting agenda; and
3. Documentation of GFPS' meeting and related GAD activities;

In consonance with PCW-DILG-DBM-NEDA Joint Memorandum Circular 2013-01 as amended by Joint Memorandum Circular No. 2016-01 there is hereby established a monitoring and evaluation team on the implementation of Magna Carta of Women. The GAD M&E Team shall evaluate the outcomes of the LGU GAD policies, programs and projects and submit a GAD Evaluation Report to the DILG Regional Office at the end of the LCE's three-year term. The submission shall be done not later than June of the next term.

**SECTION 30. Community Education on Trafficking** - The barangay GAD Committees shall organize massive information campaigns and continuing education on trafficking of women and children; monitor trafficking activities in their respective communities; and develop a system for reporting or referral of traffic victims to appropriate agencies.

**SECTION 31. Special Body to Investigate Cases of Violations of Women Under Police or Military Detention** - No woman or girl child shall be kept by any PNP/military personnel in police/military detachment/ checkpoint or any analogous quarters for purposes of comfort nor be deprived of basic social service in detention. Violations shall be penalized through summary dismissal proceedings of the local AFP/PNP and/or at the discretion of the local People's Law Enforcement Board.

**SECTION 32. Generating Sex-disaggregated Data and Undertaking Gender Analysis** - It shall be main function of all Barangay GAD Committees to periodically generate sex-disaggregated data on their respective communities. This shall all be the duty of all concerned city departments and offices and partner NGOs and POs to enable them to provide situational analysis for better formulation of the City GAD Plan.

**SECTION 33. Guidelines for Determining Gender Biases** - The City Government, through the City Human Resource Management Office shall issue guidelines to determine gender biases in the City

government departments and instrumentalities, schools, and private offices, commercial/industrial establishments, etc., and promote the prevention of these biases.

**SECTION 34. Creation of a City Tripartite Committee to Monitor the implementation of Labor Standards** - There shall be a Tripartite Committee composed of representatives from the Public Employment Services Office (PESO), organized labor and association of employers.

The Tripartite Committee shall be tasked to:

- a. Monitor the implementation of labor standards set under this Code;
- b. Establish a Labor Assistance Desk where women workers could file complaints or seek legal assistance/advice on labor issues to promote industrial peace;
- c. Recommend to the City Council issues or complaints lodged with the Labor Assistance Desk;
- d. Formulate rules/mechanics for monitoring labor standards; and
- e. Conduct regular labor standards orientation for the City's women workers in coordination with the PESO and Department of Labor and Employment Ilocos Norte Field Office (DOLE-INFO);

**SECTION 35. Creation of the City Gender and Development Office.** The City and Gender Development Office is hereby created specifically to realize the provisions of this Code. It shall be coordinating, regulatory and monitoring office of the City Government of Laoag which shall focus on Gender Sensitive Projects and activities.

The City Gender and Development Office shall be headed by a GAD Specialist III with Salary Grade 18 assisted by GAD Specialist I with Salary Grade 11, GAD Specialist II with Salary Grade 15 and Administrative Aide III (Clerk I) with Salary Grade 3, whose salaries and relevant expenses for the maintenance of said office shall be taken from the GAD Budget.

**SECTION 36. Functions of the City Gender and Development Office.** This Office shall have the following functions to ensure consistency in the implementation of the provisions of this Code.

- a. **Monitoring and Coordinative Functions.** These functions shall see through the realistic, measurable and tangible results of the implementation of this Code. These include but not limited to:
  - a.1. **Gender-Sensitive Watch.** A system of services and facilities in order to monitor status of women in the City of Laoag wherein all barangays shall develop conceptual and practical methodologies for incorporating gender perspectives into all aspects of economy and policy-making. It shall collect gender and age disaggregated data on poverty situation and all aspects of economic activity and develop qualitative and quantitative statistical performance from a gender perspective. It shall also serve as data bank the City of Laoag on gender and development.
  - a.2. **Legal Aid Service Check.** A coordinated services for any legal actions needed by the women in protecting their rights shall be installed.
  - a.3. **Advocacy and Campaign Management.** A coordinative advocacy and campaign on all forms of discrimination and violence against women shall be programmed.
  - a.4. **Sustainable and Gender-Sensitive Project Development.** A system of appraisals of projects to determine sustainable impact on women and men, local economy, politics, culture and ecosystem.
  - a.5. **Violence in Media Check.** An active dialogue with tri-media representatives shall be undertaken by the Sangguniang Panlungsod Committee on Women and Family Relations, women GOs and NGOs on incidence of all forms of violence in media.
- b. **Regulatory Function.** This function shall include establishing protocols and standards relevant to the following concerns:
  - b.1. **Education and Training Benchmark.** Gender-sensitivity education and training for all departments and agencies of the City of Laoag and at the barangay level shall be designed. Standards for contents of the course shall be established by this office.
  - b.2. **Psychosocial Support Program.** A holistic and indigenous approach to women with social dysfunctioning which includes attendance to their physical/biological, emotional, psychological and social needs shall be set up. Indicators of program success shall be established by the Office.
  - b.3. **Early Childhood Care and Development Program and Services.** Appropriate support services for women and children shall include health and day care services for infants and toddlers as prescribed in RA 6972

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

SECTION 37. **Role of the Coalition for Women of the City of Laoag.** The City Coalition for Women shall be come the consultative-assembly of the City Gender and Development Office for its periodic planning and programming, programs implementation, monitoring, assessment and evaluation.

SECTION 38. **Rules and Regulations.** Through an Executive Order, an Executive Committee composed of the City Prosecutors Office, City Legal Office, City Social Welfare and Development Office and the Committee on Family Relations, Women and Children of the Sangguniang Panlungsod shall promulgate the rules and regulations necessary to carry out the provisions of this Ordinance.

A consultative body shall be convened periodically through-out the formulation of the Implementing Rules and Regulations which shall be composed of official representatives of the various agencies of the Local Government and Women NGOs involved in the process of drafting of this Code.

SECTION 39. **Compliance Report.** Within six (6) months from the effectivity of this Code and every six (6) months thereafter, all City government departments, including its agencies and instrumentalities, shall submit a report to the Sangguniang Panlungsod on their Compliance with this Code.

SECTION 40. **Implementing Rules and Regulations.** Upon effectivity of this Ordinance, a Drafting committee to formulate the implementing Rules and Regulations (IRR) necessary to carry out provisions of this ordinance shall be convened by the City GAD Council, with the assistance of the GAD TWG.

SECTION 41. **Appropriation.** For the effective implementation of this Ordinance, the City Government shall appropriate five percent (5%) of the City's Annual Budget in pursuance of R.A. No.7192, R.A No. 9710 and PCW-DILG-DBM-NEDA JMC2013-01.

### CHAPTER III Final Provisions

SECTION 42. **Independent Action for Damages** - Nothing in the ordinance shall preclude the victim of sexual harassment in public spaces from instituting a separate and independent action for damages and other affirmative relief.

SECTION 43. **Separability Clause** - If, for any reason, any section or provision of this Ordinance is declared unconstitutional or invalid, the other sections or provisions thereof which are not affected thereby, shall continue to be in full force and effect.

SECTION 44. **Effectivity Clause** - This ordinance shall take effect upon approval and after publication in a newspaper of general circulation.

**Carried.**


**Approved** this 29<sup>th</sup> day of November, 2022 by the Members of the Sangguniang Panlungsod present with the following votes:

**Voting in Favor:** J. B. Q. Alcid, H. T. Lao, E. F. Ang, J. E. P. Fariñas, J. B. G. Baquiran, J. C. A. Respicio II, J. M. V. Fariñas, J. B. Ll. Perera, R. J. C. Fariñas II, D. B. Lao, M. V. Fariñas, A. F. T. Lao;


**Voting Against:** None;

**Abstention/s:** None.

I HEREBY CERTIFY to the correctness of the above-quoted City Ordinance No. 2022-032, s. 2022.

  
ALAN MELQUIADES A. AGUSTIN  
Secretary to the Sanggunian

**Attested:**

  
REY CARLOS M. FARIÑAS  
City Vice-Mayor/Presiding Officer

