

Republic of the Philippines
Province of Tarlac
MUNICIPALITY OF PURA
-oOo-

OFFICE OF THE SANGGUNIANG BAYAN

**MINUTES OF THE REGULAR SESSION OF THE SANGGUNIANG BAYAN OF PURA,
TARLAC HELD AT THE SB SESSION HALL ON WEDNESDAY, FEBRUARY 18, 2015**

PRESENT:

Hon. FERDINAND C. VALDEZ -----	Municipal Vice Mayor & Presiding Officer
Hon. MANUEL N. MADDELA JR. -----	Municipal Councilor
Hon. TEODORA D. ROBINO -----	Municipal Councilor
Hon. TIMOTEO D. BALMORES-----	Municipal Councilor
Hon. JOHN PAUL M. BALMORES-----	Municipal Councilor
Hon. REBHENJER J. CARATIQUIT-----	Municipal Councilor
Hon. NENITA M. CABARIOS-----	Municipal Councilor
Hon. FREDDIE D. DOMINGO-----	Municipal Councilor
Hon. SEGUNDO B. RAMILO-----	Municipal Councilor
Hon. NOEL C. MELEGRITO-----	Ex-Officio Councilor (Liga)

ABSENT:

NONE

RESOLUTION NO. 022

Series of 2015

**A RESOLUTION ENACTING THE GENDER AND DEVELOPMENT (GAD) CODE OF THE
MUNICIPALITY OF PURA, PROVINCE OF TARLAC**

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

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

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

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

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

NOW THEREFORE, on unanimous motion of all the members of the Sangguniang Bayan of the Municipality of Pura, be it:

RESOLVED, as it is hereby resolved, to enact/approve the following Gender and Development Code of the Municipality of Pura:

MUNICIPAL ORDINANCE NO. 001
Series of 2015

**AN ORDINANCE ENACTING THE GENDER AND DEVELOPMENT CODE (GAD) OF THE
MUNICIPALITY OF PURA**

Be it ordained by the Sangguniang Bayan of the Municipality of Pura, Tarlac in Regular Session assembled that:

CHAPTER I
GENERAL PROVISIONS

ARTICLE I
**TITLE, SCOPE, DECLARATION OF PRINCIPLES AND POLICIES, GAD LEGAL BASIS AND
MANDATES**

Section 1.

- a) **Title** – This ordinance shall be known as the “**GAD CODE OF PURA of 2015**”
- b) **Scope** – This Code covers all ordinances and resolutions concerning Gender and Development in the Municipality of Pura, Tarlac.

Section 2. Declaration of Principles and Policies. – The Municipality of Pura adheres to the principle of gender equality and women empowerment and recognizes that women play an equally crucial role in nation-building.

In view hereof, the Municipality of Pura shall promote, protect and fulfill the following rights of women:

1. The right to good and quality education;
2. The right to comprehensive health services;
3. The right to access loans and other forms of financial credit;
4. /+
- 5.
6. The right to join leisure, sports and cultural activities;
7. The right to decide on the number of children and on the number of years between pregnancies in accordance with the Constitution;
8. The right to share in parenting activities;
9. The right to have equal access to jobs, benefits and social security;
10. The right to be paid equally based on the job they do;
11. The right to be free from all forms of slavery and prostitution;
12. The right to vote, run for election and hold public office;
13. The right to represent the country internationally; and
14. The right to acquire, change or retain nationality and citizenship.

Section 3. GAD Legal Basis and Mandates. – The adoption of this GAD Code is in line with the municipality’s promotion of women’s economic empowerment, gender equality, gender responsive development and governance and fulfilment of women’s human rights, as embodied in prevailing pertinent local and national mandates and policies and international commitments.

ARTICLE II
DEFINITION OF TERMS AND ACRONYMS

Section 4. Definitions. – As used in this Code, the following terms shall mean:

4.1. Access

- in the development context, the means or right to obtain services, products and commodities;
- in the context of the Gender Equality and Women’s Empowerment

Framework, access to resources and services is an objective to gender equality, while women's mobilization to achieve equality is an element of women's empowerment;

- an opportunity for a person to make use of existing political, economic and time resources or benefits.

4.2. Advocacy – a conscientization strategy concerned with increasing people sensitivity to the implications of gender inequality and demand that problems of gender discrimination be identified and overcome in policies and programs.

4.3. Battering – any single or sporadic act of physical, emotional, psychological and economic abuse which shall include repeated and habitual cyclic pattern as a means of intimidation and imposition of the batterer's will and control over the victim's life.

4.4. Commoditization of Women – is a practice which puts women in subordinate situation, which results from the treatment of women as both consumers and objects. As consumers, women are lured to buy products to enhance their sexual and physical attractiveness; as object of consumption, the body of a woman is used to promote and sell a product or promote an activity.

4.5. Development – the improved well-being, or welfare, of people and the process by which this is achieved. The sustained capacity to achieve a better life.

4.6. Differently-abled – those who experience one or a combination of physical and/or mental impairment with distinct needs and potentials.

4.7. Discrimination against Women – in the terminology of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women, it is any distinction, exclusion or restriction made on the basis of sex, which has the purpose or effect of denying equal exercise of human rights and fundamental freedoms in all fields of human endeavor.

4.7.1. Discrimination – overt behavior in which people are given different and unfavorable treatment on the basis of their race, class, sex and cultural status; any practice, policy or procedure that denies equality of treatment to an individual/group.

4.8. Domestic Violence – is physical, psychological, social or financial violence that takes place within an intimate family-type relationship and forms a pattern of coercive and controlling behavior.

4.9. Domestic Worker/Household Help – one employed in the service of a family or private establishment of a person keeping the home; house servant.

4.10. Empowerment – in the context of development, empowerment is individual or collective action by the disadvantaged to overcome the obstacles brought about by structural inequality. In another sense, empowerment is not only a process but also an outcome of that process.

4.11. Gender and Development (GAD) – an approach to or paradigm of development focusing on social, economic, political and cultural forces that determines how differently women and men participate in, benefit from, and control resources and activities. It shifts the focus from women as a group to the socially determined relationship between women and men.

4.12. GAD Advocate – one who supports, defends, pleads or recommends active espousal of gender and development principles, objectives and processes.

4.13. GAD Budget – a portion of an agency's or local government unit's annual appropriation which is not an additional amount over and above its regular budget; the allocation of a substantial amount for implementing programs, projects and

activities that address gender issues; the cost and sources of financing a GAD Plan.

4.14. GAD Focal Point – a mechanism created in all government offices to ensure the implementation, monitoring, review and updating of GAD plans; a person or group of persons tasked to facilitate and monitor the implementation of gender mainstreaming in each government agency.

4.15. GAD Plan – a systematically designed set of programs, activities and projects with clear objectives for addressing gender issues and appropriate strategies and activities with monitoring and evaluation indicators; a blueprint of how an agency can achieve gender responsiveness; a set of interventions designed to transform gender-blind agencies into organizations with a gender perspective; an instrument to make all aspects of the agency and its work gender-responsive; it provides the basis for the GAD budget.

4.16. Gender – refers to roles, attitudes and values assigned by culture and society to women and men. These roles, attitudes and values define the behaviors of women and men and the relationship between them which are created and maintained by social institutions such as family, government, community, school, church and media. Because of gender, certain roles, traits and characteristics are assigned distinctly and strictly to women and men.

4.17. Gender Awareness – ability to identify problems arising from gender inequality and discrimination, even if these are not evident on the surface and are “hidden” or are not part of the general and commonly accepted explanation of what and where the problem lies; means high level of gender conscientization.

4.18. Gender Equality – women and men enjoy the same status and conditions and have equal opportunity for realizing their potential to contribute to the political, economic, social and cultural development of their countries. They should also benefit equally from the results of development.

4.19. Gender Equity – moves beyond a focus on equal treatment; giving to those who have less on the basis of needs and taking steps to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity can be understood as the means, and equality is the end. Equity leads to equality.

4.20. Gender-Fair – a situation where women and men share equally in responsibilities, power, authority and decision- making.

4.21. Gender Issues and Concerns – issues, concerns and problems arising from the distinct roles of women and men and the relationships between them; affairs and involvement arising from societal expectation and perception on the roles of women and men reflected in and perpetuated by law, policies, procedures, systems, programs, activities and projects of the government. These impede the opportunities for women to participate in the development process and enjoy its benefits.

4.22. Gender Mainstreaming or GAD Mainstreaming – a set of processes and strategies that aims to ensure the recognition of gender issues on a sustained basis; a strategy to integrate women’s and men’s concerns and experiences in the design, implementation, monitoring and evaluation of policies, programs, projects in all political, economic and social agenda

4.23. Gender Planning – the practical application of the skills acquired from gender studies and gender training in designing government plans, programs and projects; it recognizes that women and men have different roles in society and often have different needs as well.

4.24. Gender Responsiveness – the consistent and systematic attention given to the differences between women and men in society with a view to addressing structural

constraints to gender equality.

- 4.25. Gender Sensitivity** – the ability to recognize gender issues and to recognize women’s different perceptions and interests arising from their different social position and gender roles.
- 4.26. Gender Statistics** – information and data that provide not only comparisons between women and men but ensure that women’s and men’s participation in and contribution to society are correctly measured and valued.
- 4.27. Governance** – the manner in which power is exercised in the management of a country’s/organization’s resources and affairs for development; how a government/organization establishes, maintains and deepens its relationship with its constituents/members. It comprises the mechanisms, processes and institutions, through which citizens and groups articulate their interests and exercise their legal rights.
- 4.28. Indecent Live Shows** – shows which include nude and/or other provocative gestures/acts in public or private places which further project and exhibit women and children as sex objects for commercial and entertainment purposes.
- 4.29. Law Enforcers** – refers to the members of the Philippine National Police, the Barangay Tanods and anybody who is tasked or deputized by an appropriate authority in enforcing national and /or local laws.
- 4.30. Local Economic Development** – is the process by which actors within the localities (governments, private sector and civil societies) work collectively with the result that there are improved conditions for economic growth, employment generation and quality of life.
- 4.31. Mainstream** – in the context of GAD, an interrelated set of dominant ideas and development directions and the organizations that make decisions about resource allocation and opportunities for development.
- 4.32. Micro-enterprise** – business category whose total asset value ranged from P3,000,000 or less with 1-9 employees (as defined by DTI).
- 4.33. Migrant Desk** – a unit within the LGU which attends to the concerns of migrant workers and their families in the different phases or cycle of migration.
- 4.34. Participation** – the direct involvement of the marginalized in the development process to build their capability to access and control resources, benefits and opportunities so as to gain self-reliance and an improved quality of life.
- 4.35. Pedophilia** – when an adult has sexual desire for children or sexual intercourse or act of lasciviousness by an adult with a child.
- 4.36. Persons with Disability** – are those with physical impairments that have differentiated needs and potentials.
- 4.37. Persons with Sexual Preference** – persons of either the female or male sexes who by choice prefer to identify themselves other than their natural identity. This includes lesbians, gays, bisexuals, transgendered, etc.
- 4.38. Pornography** – refers to a sexual explicit material such as films, magazines, writings, photographs, internet, mobile phones or other materials that are sexually explicit and intended to cause sexual arousal.
- 4.39. Prostitution** – an act of engaging in sexual intercourse or performing other forms of sex in exchange for money or other favors or of offering another person for such purposes.

- 4.40. Reproductive Health and Sexuality Education** – state of complete physical, mental and social well-being and not merely the absence of disease or infirmity, in all matters relating to reproductive system and to its functions and processes.
- 4.41 Sex** – refers to the natural distinguishing variable based on biological characteristics of being a woman or a man; also refers to the physical attributes pertaining to a person’s body contours, features, genitals, hormones and reproductive organs.
- 4.41.1. Sexism** – system and practice of discriminating a person on the basis of sex.
- 4.42. Sex-disaggregated Data** – statistical information that differentiates between women and men and allows one to see where the gaps are in their position or condition.
- 4.43. Support Group** – a number of persons who provide assistance to keep a person from falling or declining in a crisis situation.
- 4.44. Survivor-victim** – one who endures any act of gender-based violence that results in physical, sexual or psychological harm or suffering including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private.
- 4.45. Women’s Economic Empowerment** – a state wherein women have access to and control over high-value productive resources and enjoys the benefits from wealth-creating opportunities equal with men, including information, credit, loans or financial assistance, training, market, technology, descent jobs and human working conditions and balanced family life.

Section 5. Acronyms – The following acronyms stand for:

- | | |
|---------------------|---|
| 5.1. ALS | - Alternative Learning System |
| 5.2. BPLS | - Business Permit and Licensing Section |
| 5.3. CODI | - Committee on Decorum and Investigation |
| 5.4. PSMED | - Pura Sustainable Micro-Enterprises Development |
| 5.5. LKP-LCW | - Liga ng mga Kababaihan sa Pura-Local Council of Women |
| 5.6. LGU | - Local Government Unit |
| 5.7. GFPS | - GAD Focal Point System |
| 5.8. MSWO | - Municipal Social Welfare Officer |
| 5.9. NGA | -National Government Agency |
| 5.10. OFW | -Overseas Filipino Worker |
| 5.11. PESO | - Public Employment Service Office |
| 5.12. PO | - People’s Organization |
| 5.13. RH | - Reproductive Health |
| 5.14. VAW-C | - Violence Against Women and Children |

CHAPTER II

GAD DEVELOPMENT CONCERNS

ARTICLE I GENDER-BASED VIOLENCE

SECTION 6. Adoption of National Laws. – In the effort of the Municipality of Pura to curb and eradicate gender-based violence in the municipality, the following shall be undertaken and enforced:

- 1. Strengthen and ensure the implementation of the Philippine statutes for the protection of women’s rights against violence, and imposing penalties for violation thereof, viz:**

1.1. RA 9262 or the Violence against Women and Their Children Act of 2004

(Summary: The only law protecting women against intimate partner abuse. It accepts the

“battered women syndrome” as a valid defense in court. The law makes it possible to issue temporary or permanent protection orders at the barangay level. It also clearly identifies the duties of barangay officials, law enforcement officers, prosecutors, court personnel, health care providers, and other government agencies and local government units to provide the necessary support services to victims of violence against women and their children.)

1.2 . RA 8353 or the Anti-Rape Law of 1997

(Summary: The law redefines rape as a crime against persons and broadens the meaning of rape to include having “carnal knowledge” of a woman under certain circumstances and/or committing acts of sexual assault, such as inserting objects into the genital or anal orifices. It notes that rape can occur without penile penetration, and it also recognizes marital rape and revokes the earlier notion of sexual obligations in marriage.)

1.3 . RA 9208 or the Anti -Trafficking in Persons Act of 2003

1.4 . RA 7877 or the Anti-Sexual Harassment Act of 1995

(Summary: Specifies that a person who has authority, influence, or moral ascendancy over another and who demands, requests, or otherwise requires sexual favors is guilty of committing sexual harassment , whether or not the demand is accepted or not.)

SECTION 7. Support to Survivors of Violence. - The Municipality of Pura, Tarlac shall provide comprehensive support to women survivors of violence which consists of but not limited to the following:

- a. Immediately conduct an investigation within 24 hours;
- b. Provide for counselling, legal, and medical services for the offended party;
- c. Gather evidence for the arrest and prosecution of the offenders;
- d. Make a report of his/her investigation and on the basis of the offended party’s testimony and additional evidence, if any, endorse the same to the proper prosecution office within 36 hours from time of filing, regardless of his/her evaluation of the case;
- e. The investigation officer or the examining physician, if possible of the same sex as the offended party, ensures that only persons expressly authorized by the latter are allowed inside the room where the investigation or medical or physical examination is being conducted;
- f. Women victims survivors of all forms of violence shall be registered in a community-based psychological program that shall assist the women in holistically rebuilding and empowering themselves;
- g. All investigation/court trial involving rape cases and other forms of violence against women conducted in the PNP Station, Prosecutor’s Office and the Trial Court shall recognize the survivor’s social support groups as expressly allowed or requested by the offended party;
- h. A temporary shelter with appropriate support services for women in crises shall be appropriately established under the management and supervision of the Municipal Social Welfare and Development Office;
- i. Establish a separate counselling room for women and girl children;
- j. Establish mechanisms to expedite medical examination procedure for rape victims by establishing partnership with the district hospital for its medico-legal accreditation;
- k. Establish a private room equipped with needed facilities for medical examination purposes;
- l. Ensure that cases of VAWC are handled and attended to by women police officers through the establishment and maintenance of Women and Children Protection Desk (WCPD) at the Pura Police Station which shall have a female police officer as in-charge.

SECTION 8. Education on Laws and Policies addressing gender-based violence. – The Municipality of Pura shall provide education on laws and policies addressing gender-based violence which consists of but not limited to the following: conduct of public information on Gender-based violence to strengthen the awareness of men and women, boys and girls on gender-based violence through comprehensive and multi-level information and education campaigns in close coordination and partnership with the civil society organizations;

- a. expand programs to educate and involve men on gender based violence;
- b. continuously develop the capacity of service providers and front liners in handling cases of violence against women through their attendance in trainings and other capability development activities;
- c. conduct of capability development activities for barangay officials and workers on gender-based violence especially in handling VAWC cases on an annual basis.

SECTION 9. Monitoring of Entertainment Establishments. – The Business Permit and Licensing Section (BPLS) of the Municipality of Pura together with the Pura Municipal Police Station personnel, Municipal Social Welfare and Development Officer and Municipal Health Officer shall conduct a regular inspection of entertainment establishments to ensure that these are not used as brothels or fronts of prostitution and trafficking.

SECTION 10. Monitoring of Audio-Visual Channels against Pornography. – A Municipal Monitoring Board shall be established which shall monitor print, broadcast and multimedia to include movie houses, video shops, computer shops, cable companies, books or other forms of audio-visual channels or instruments against pornographic activities that degrade women and children.

SECTION 11. Other Support Services Against Gender-Based Violence. – The Municipality of Pura shall have the following support services against gender-based violence:

- a. Conduct of research on the nature and causes of gender-based violence to be spearheaded by the MSWO which shall collect, compile and maintain a database for proper intervention and legislation;
- b. Counselling and Rehabilitation Program for perpetrators of violence;
- c. Assist in organizing men against gender-based violence.

ARTICLE II HEALTH, NUTRITION AND REPRODUCTIVE HEALTH

Section 12. Reproductive Health Care Approach. – The Municipality of Pura shall adopt the reproductive health (RH) approach at all levels of health care delivery. Such approach shall be anchored on the following elements: (1) maternal and child health and nutrition; (2) family planning information and services; (3) prevention of abortion and management of its complications; (4) adolescent and youth health; (5) prevention and management of Reproductive Tract Infections (RTIs), HIV/AIDS and other Sexually Transmittable Diseases (STDs); (6) elimination of violence against women; (7) education and counselling on sexuality and sexual health; (8) treatment of breast and reproductive tract cancers and other gynaecological conditions; (9) male involvement in reproductive health ; and (10) prevention and treatment of infertility and sexual dysfunction .

Section 13. Upgrading of Health Care Delivery. – Quality health care and nutrition services that are not discriminatory on account of gender, age, sex, religion and ethnicity shall be implemented in the Municipality of Pura. The municipal and barangay governments shall endeavor to upgrade health facilities for the effective and efficient provision of primary health and reproductive care services.

Section 14. Pregnant Women and Lactating Mothers. – The Municipality of Pura shall provide and ensure nutritional assistance to pregnant and lactating women.

Section 15. Men’s Involvement in Reproductive Health. – Reproductive health programs and projects which include, among others, trainings and seminars shall involve men of all ages, recognizing their crucial role in the maintenance of women’s health and well-being.

Section 16. Capacity Development for Health Providers. – The municipal government, through the GAD Focal Point System (GFPS), shall include capability-building activities for health personnel and health care providers, namely: Doctors, Nurses, Midwives, Sanitary Inspectors and Barangay Health Workers (BHWs), to include, among others, Gender Sensitivity Training to ensure efficiency and gender responsiveness in health care management and delivery.

Section 17. Gender-fair Approach to Pre- Marriage Counseling Program. – The Municipality of Pura shall continuously strengthen the Pre-Marriage Counseling Team which facilitates Pre-Marriage Counseling to would-be couples in order to promote gender equality and shared responsibility of husband and wife in the development of the family and the community.

Section 18. Accessing Information on Sexuality and Reproductive Health. – The Municipality of Pura shall ensure availability and accessibility of information on sexuality and reproductive health utilizing the tri-media.

Section 19. Gender Sensitive and Responsive Health Service. – The Municipal/Rural Health Centers and Barangay Health Centers/Stations shall provide gender-sensitive and gender-responsive services in the delivery of health services.

Section 20. Access to Safe Water. – The municipal and barangay government units shall endeavor to provide access to safe water supply. Appropriate system shall be installed to ease men and women’s burden in accessing safe and potable water.

Section 21. Nutrition Plan. – The Municipal Nutrition Action Office, the Municipal Agriculture Office, the Municipal Health Office and the Municipal Social Welfare and Development Office shall formulate a comprehensive plan on nutrition to promote nutritious diet among children, pregnant and lactating mothers and the elderly.

Section 22. Promotion of Breastfeeding. – The Municipality of Pura shall promote exclusive breastfeeding for six (6) months and the continuation of breastfeeding for two (2) years. Accordingly, all establishments and offices shall be encouraged to provide breastfeeding facility for their workers and clients.

Section 23. Promotion of Physical Fitness Program. – The Municipality of Pura shall promote the conduct of physical fitness programs among offices, agencies, schools and colleges, both private and public, at least twice a month.

Section 24. Weighing of Infants, Children, Pregnant and Lactating Mothers. – All barangay health centers and stations shall undertake weighing of infants, children, pregnant and lactating mothers. Reports shall be submitted to the Municipal Health Office for the programming and identification of necessary interventions. This shall also include school children.

Section 25. Budget for Women’s Health. – At least three percent (3%) of the health budget of the municipal government shall be allotted for women’s health care and nutrition services.

ARTICLE III WOMEN IN GOVERNANCE

Section 26. Creation of Barangay-based Organization. – Women’s organizations at the barangay level shall be organized and recognized by the barangay councils and/or accredited by the Sangguniang Bayan of Pura.

Section 27. Creation of the Pura Council of Women. - The Pura Local Council of Women shall be organized and be locally known as the Liga ng mga Kababaihan sa Pura - Local Council of Women Inc. (LKP-LCW Inc). The council shall be composed of representatives from accredited women’s organizations and shall be strengthened to take an active role in local governance.

Section 28. Representation of Women in Local Special Bodies. – The municipal and barangay government units shall ensure the participation of women in all mandatory and special bodies, committees and councils. Likewise, it must ensure that women sector representative/s is/are appointed to

the Municipal and Barangay Development Council provided that the women's organizations shall submit for accreditation with the Sangguniang Bayan or recognized by the Barangay Council, which is a requisite for an organization's membership in mandated local special bodies.

Section 29. Promoting Gender Balance at all levels of Local Government Positions. –The municipal government shall promote gender balance or equal proportion of qualified women and men for opportunity to key positions at all levels of local governance –municipal and barangay whether elective or appointive. This shall form part of the effort to eliminate barriers to women's participation in the public sphere.

Section 30. Women in Law Enforcement Agency. – The Municipality of Pura shall have at least two (2) women as member of the Pura PNP assigned for Women's Desk and other women-related activities.

Section 31. Support for Women Capability Development. – Mechanisms to support women's capability development shall be adopted by the Municipality of Pura, which consist of but are not limited to the following:

1. Encouragement of women to run for public office at all levels;
2. Provision of opportunities for women's participation in governance;
3. Conduct of trainings especially leadership trainings for women to be initiated and funded by the municipal government in coordination with NGOs and other stakeholders.

ARTICLE IV LABOR AND EMPLOYMENT

Section 32. Mechanism to Monitor Compliance with Labor Laws. – The Municipality of Pura, in coordination with the Department of Labor and Employment (DOLE), the Civil Service Commission (CSC) and other concerned agencies, shall establish mechanisms to monitor all offices, agencies and establishments operating within the municipality to ensure their strict compliance with the Labor Code and other provisions of existing laws especially those pertaining to children, women and labor.

Section 33. Non-discrimination in Employment. – All institutions and establishments and their employers shall implement non-discriminatory policies especially women employees/workers with respect to terms and conditions of employment.

- a. Payment of lesser compensation, including wage, salary or other forms of remuneration and fringe benefits to women employees or workers compared to male employees or workers for work of equal value.

Section 34. Social Security/Protection for Workers and Employees. – The Municipality of Pura through the Business Permits and Licensing Section (BPLS)/Municipal Treasurer's Office or its equivalent office shall encourage the compliance of the provision in Section 24 (g) of the Social Security Act of 2007, by sustainable/stable business establishments operating within the municipality.

Section 35. Orientation on Gender Sensitivity and Sexual Harassment. – All government units and agencies and private establishments and institutions within the municipality shall conduct an orientation on gender sensitivity and sexual harassment through the assistance of the Municipal Gender and Development Office (MGAD Office). A Certificate of Compliance shall be issued by the municipal government to this effect. Failure to comply with the provision shall be penalized with a fine of One Thousand Pesos (Php1,000.00).

Section 36. Committee on Decorum and Investigation (CODI). – A Committee on Decorum and Investigation shall be created and strengthened at the municipal and barangay government units and encouraged to be set up in all private and business institutions. This shall serve as the grievance machinery to act on all complaints on sexual harassment in the workplace. For this purpose, a grievance procedure must be installed in the aforementioned office or establishment.

Section 37. Facilities and Support System for Well-being of Women and Men Employees/Workers. – Employers shall ensure the health, safety and well-being of their women and men employees/workers. In appropriate cases, employers shall:

- Establish separate toilets, lavatories and lounge for women and men and provide at least a dressing room for women;
- Set up a home care center in the workplace where working parents may have breast feeding, child-rearing and early childhood care and development activities while on their respective jobs;
- Institute flexible working arrangement to accommodate the various responsibilities of women and men to their families;
- Ensure that working environment shall be gender sensitive to prevent sexual harassment, sexual abuse and other forms of maltreatment in the workplace as well as conducive and safe to working for women and men employees/workers.

Section 38. Inventory of Domestic Workers/Household Help. – The Municipality of Pura through the Municipal Public Employment Service Office (PESO) in coordination with DOLE shall come up with an annual inventory of domestic workers/household help within the municipality to monitor cases of maltreatment, sexual harassment and other forms of sexual abuse. Households shall be required to provide information regarding their domestic workers/household help for identification and other purposes. The municipal government shall provide assistance and other forms of support to domestic workers/household help.

- a. In appropriate cases, employers of domestic workers/household help within the municipality shall provide the latter with social security, Philippine Health insurance and other benefits. They shall be treated humanely.

Section 39. Support to Overseas Filipino Workers (OFW) and their Families. – The Municipality of Pura adopts the Migrant Workers and Overseas Filipino Act of 1995. To strengthen its implementation in the locality, the municipal government shall create a Migrants’ Desk to coordinate and assist in the concerns of the OFWs and their families in the different cycles of migration.

- The Migrants’ Desk in coordination with the Municipal PESO shall maintain a data base on departing, deployed and returning overseas migrants and relevant information therein as well as domestic labor migrants to be updated annually. Towards this effort, the barangay councils through its Focal Person on Domestic and International Migration shall submit relevant data annually.
- Tracking System of legitimacy of recruitment agency/employment. The PESO in coordination with the Tarlac Employment Public Office (TEPO) or its equivalent shall keep a tracking and verification system of the veracity and legitimacy of employment and recruitment agencies, whether they are accredited by DOLE through the Philippine Overseas Employment Administration (POEA) and shall give public information and updates on the matter.
- Pre-Employment Orientation Seminar (PEOS) and Migrant Workers and Overseas Filipino Act of 1995 (RA 8042). The PESO shall ensure that PEOS and orientation on RA 8042 are conducted to prospective overseas workers and their families about the realities of overseas labor and employment conditions. Services of the POEA and migrant NGOS may be tapped for this purpose.
- Monitoring of OFWs during their deployment in the labor-receiving countries. The Municipality of Pura in cooperation with the concerned families through coordination with the BEPO, POEA, Overseas Workers Welfare Administration (OWWA) and other concerned agencies and institutions shall monitor and act with urgency any violations of RA 8042 of concerned OFWs.

Reintegration Program. To ensure that migration becomes an option rather than a necessity, overseas workers and their families should always consider a reintegration program. Towards this direction, the Municipality of Pura can assist through:

- a. Improving prospects for alternative employment and investments.
- b. Capacity enhancement program for returning migrants or integrating skilled migrants to share their expertise to their constituents;

- c. Organizing of OFWs and/or their families. The municipal government strongly encourages the strengthening of organization/s of OFWs and their families especially the children and facilitates in the conduct of capacity development activities

ARTICLE V
TRADE, INDUSTRY AND ECO-TOURISM

Section 40. Local Economic Development and Women Economic Empowerment. – In accordance with the thrust of the Municipality of Pura to promote local economic development and women’s economic empowerment, the following shall be undertaken:

- a. **Establishment of Pura Sustainable Micro Enterprise Development Mechanism.** The Municipality of Pura shall establish a desk/unit/council which will serve as the One-Stop-Shop to promote and support entrepreneurial undertakings in the municipality. Said desk/unit/council shall be referred to as the **Pura Sustainable Micro Enterprise Development (PSMED)** whose general function is to formulate programs and projects, development strategies, structures and processes to ensure local economic development and women’s economic empowerment in line with the Comprehensive Development Plan.
- b. **Establishment of Database on Enterprises within the Municipality.** The Municipality of Pura through the Municipal Treasurer’s Office, the Business Permits and Licensing Section and the Municipal Planning and Development Office shall undertake the mapping of enterprises within the municipality, in coordination with the barangay councils towards keeping a data base of registered enterprises and those in the informal sector. The data shall be submitted to PSMED and will used as basis to craft policies and determine appropriate services especially for the women micro-entrepreneurs and workers.
- c. **Partnership and Linkage with Business Development Service Organizations, Government Agencies and other Institutions.** The Municipality of Pura shall build partnerships with various institutions that provide technical assistance, research and development, capacity development, market links, microfinance and other support services to capacitate women micro-entrepreneurs and expand market accessibility of their products.
- d. **Accessing Loans and Financial Assistance.** The Municipality of Pura shall assist women entrepreneurs in accessing loans and financial assistance from government and private financing institutions. Efforts to continuously build the capacity of women entrepreneurs to access loans and to negotiate shall also be undertaken. Likewise, efforts for socialized lending or for special credit program for women micro-entrepreneurs should be undertaken.
- e. **Protection against Iniquitous and Excessive Interest Rates.** It shall be the policy of the Municipality of Pura to eliminate oppressive lending/credit schemes and imposition of iniquitous and excessive interest rates pursuant to Anti-Usury Law as amended by PD 116 and other existing regulations of the Monetary Board of the Central Bank of the Philippines. Towards this effort, the municipal government shall undertake a study of existing interest rates provided by credit/lending institutions and individuals and take appropriate actions therein.
- f. **Financial Assistance to Group Enterprises.** The Municipal Government shall facilitate and/ or provide access to capital/financial assistance to group enterprises in Pura which are registered with any national or provincial accrediting agency; accredited with the Sanggunian Bayan and which have complied with funding requirements.
- g. **Facilitating Enrolment to the Philippine Health Insurance.** In recognition of the importance of social security/protection measures against life contingencies, the Municipality of Pura shall encourage all cooperatives and peoples’ organizations to enroll their members to PhilHealth. Measures shall be taken by the municipal

government, in coordination with PhilHealth to ensure sustained membership.

Section 41. Promotion for Eco-Tourism and Family-Oriented Activities. – The Municipality of Pura shall promote equality of women and men by providing full opportunities for their development and participation in eco-tourism and family-oriented activities without exploiting the rights of women, men and children.

ARTICLE VI EDUCATION AND MEDIA

Section 42. Promotion of Gender-Sensitive Counseling and Career Programs. – Public and private schools, colleges and technical institutions within the municipality are encouraged to promote gender-sensitive counselling and career education programs for female and male students to pursue non-traditional professions and widen their career opportunities.

Section 43. Gender Sensitivity Education. – The Municipality of Pura through its GAD Focal Point System (GFPS) in coordination with the respective school authorities shall raise the level of awareness of teachers, administrators and members of the Parents, Guardians and Teachers Association (PGTA) within its jurisdiction about gender fairness and sensitivity.

- a. Gender Sensitivity Orientation and Training shall be conducted to teachers, administrations and the members of the PGTA;
- b. Integration of sex and gender education in the formal education system as a special course shall be encouraged with due consideration to the level of need and comprehension of the students;
- c. Popularization in the schools within the jurisdiction of the municipality of the six core messages on gender-fair education developed by the Department of Education: shared parenting; shared home management; shared decision making; equalized opportunities; equalized representation and enhanced participation of women in public affairs and business; and elimination of violence against women.

Section 44. Gender-Responsive Non-Formal Education for Adults and Out-of- School Youth. – The Municipality of Pura and the Alternative Learning System of the Department of Education (ALS DepEd) and other educational institutions within the jurisdiction of the municipality shall endeavor to promote the following:

- a. Adult and out-of school youth education programs. Anyone desiring to engage in functional education, literacy programs and practical education shall be enlisted in the said programs;
- b. Technical and Vocational Education and Training through the Technical Education and Skills Development Authority (TESDA);
- c. Inclusion of discussions/lectures of pertinent laws and concerns related to women and children's in the education programs for adults and out-of-school youth.

Section 45. Support for Indigenous Forms and Other Media and Information Communication Technology. – Media advocacy on women's rights and gender-related concerns through indigenous forms and expressions as well as new technologies of communication shall be supported and encouraged.

ARTICLE VII THE PROMOTION OF JUSTICE, PEACE AND ORDER

Section 46. Continuous Review of the Gender-Responsiveness of Laws and Policies. - The Municipality of Pura shall encourage the continuous review of local laws and policies with the end in view of detecting and eliminating all forms of discrimination on the basis of sex and provisions that are gender-based.

Section 47. Promotion of Legal Rights Literacy. - Information on GAD-related relevant national and

local laws and its impact on and women and men, list of agencies and offices responsible for the administration of justice and guidelines on how to use the justice system shall be made accessible to all.

Section 48. GAD Orientations and Trainings for Law Enforcers. – The Municipality of Pura shall strengthen its linkages with the law enforcers and para-legal to ensure that gender and development orientations and trainings are regularly conducted.

Section 49. HUMANE AND JUST TREATMENT OF FEMALE AND MINOR OFFENDERS. – To promote humane and just treatment of females apprehended for light offenses and of minor offenders, they shall not be handcuffed unless the rules of engagement of the PNP provides otherwise.

Section 50. Persons in Detention. – The Municipality of Pura shall provide support to persons in detention and shall ensure that their rights are protected through the following:

- a. Speedy trial of their cases shall be ensured by all concerned;
- b. An appropriate program shall be designed to respond to their specific needs and problems as detainees;
- c. There shall be a separate structure and space for detention and rehabilitation for women and men detainees. Likewise, no child shall be in detention as provided by RA 9344 which states that he or she shall be conveyed separately to, or from Court. Likewise, he or she shall await hearing of his or her own case in a separate holding area.

Section 51. Women and Children’s Protection Desks (WCPDs). – There shall be in the Municipal Police Office, a Women and Children’s Protection Desk handled by women police officers, adequately trained for the purpose so that cases involving women and children shall be handled in accordance with the accepted standards of the PNP for cases of gender-based violence.

Section 52. Support to PNP Personnel. – The Municipality of Pura shall provide free legal assistance to PNP personnel indiscriminately charged, criminally or administratively, in the performance of their official duty.

ARTICLE VIII GENDER IN ENVIRONMENT AND NATURAL RESOURCE MANAGEMENT

Section 53. Community-Based Environment Plans and Programs. – The Municipality of Pura shall ensure the participation of women in the planning and in decision making at all levels regarding environment and natural resources management.

Section 54. Promotion of Environmentally Sound Production Technologies. – Promote the use of environmentally sound production technologies and practices in households and enterprises.

Section 55. Promotion of Land Agri-based Projects. – The Municipality of Pura and other partner agencies and institutions shall support and engage in promoting land-based projects to ensure food security for rural women utilizing scientific, women-friendly, accessible and appropriate technology.

Section 56. Women’s Participation in All Water-System Related Projects. – In all water system related projects, the participation of women in the planning and in decision making process shall be ensured.

Section 57. Public Education Campaigns. – The Municipality of Pura shall undertake public education campaigns on issues related to sanitation, health, coastal resource management, sustainable agriculture, renewable energy, clean air, clean water use, conservation, sustainable use of biological diversity and climate change adaptation with gender dimension.

ARTICLE IX GENDER IN DISASTER RISK MANAGEMENT

In consideration of the geographical characteristics of Pura which makes it prone to various disaster risks and hazards and the fact that it is the women, children, elderly and persons with disabilities who suffer the most from the impact of disasters, the following shall be undertaken by the Pura Municipal Disaster

Coordinating Council and the Barangay Disaster Coordinating Councils.

Section 58. Measures in Pre-Disaster and Resilience Building.

- a. Ensure that women and the other vulnerable groups participate in the public awareness and education campaigns on disaster risk management and climate change adaptation;
- b. Ensure that women and the other vulnerable groups are involved in the Hazard, Vulnerability and Capacity Assessment (HVCA) mapping and in the formulation of disaster contingency plans;
- c. Ensure that women and the other vulnerable groups are represented in the Municipal and Barangay Coordinating Council structures and are distributed in the different service committees to ensure their participation in decision-making processes;
- d. Design an emergency response plan for vulnerable groups including women, children and elderly for search and rescue operations, evacuation management plan and rehabilitation plan;
- e. Build the capacity of women in managing community-based early warning system (CB-WWS);
- f. Ensure that women have sustained livelihood and income;
- g. Build the capacity of women in managing trauma and in providing psycho-social intervention to survivors of disasters;
- h. Train women in providing first aid medical response to cases resulting from disasters; and
- i. Maintain updated sex disaggregated data and statistics especially on vulnerable groups (women, children, elderly, persons with disabilities and others).

Section 59. Measures during Disaster.

- a. Prioritize the vulnerable groups in the search and rescue operations;
- b. Ensure updating of statistics;
- c. In appropriate cases, provide a separate evacuation center for women and their children; and
- d. Ensure that the minimum standards in disaster response as set forth in the Humanitarian Charter, including people's need for water, sanitation, nutrition, food, shelter, clothing, health care and others are met.

Section 60. Measures in Post Disaster (Recovery and Rehabilitation).

- a. Ensure women's participation in resilience building and recovery efforts by:
 - Involving women in the conduct of Damage Assessment & Needs Assessment (DANA) to ensure that women's, children's situation and the other vulnerable groups and their specific needs are well taken into account;
 - Involving women as participants of Food-for-Work and Cash-for-Work schemes in restoration work. This provides them with job and income opportunities which could ensure household food security and good health condition.
- b. Involve women in the rehabilitation of the agricultural sector by providing them with training and agricultural inputs, including seeds and implements;
- c. Ensure that psycho-social debriefing and stress debriefing interventions especially for women, children and the elderly are carried out by women providers to better situate the intervention; and

- d. Ensure that women and children have access to and control over water, sanitation, nutrition, food, shelter and health care to ensure their full recovery.

Section 61. Funding. – The Municipality of Pura as well as the Barangay Councils shall ensure that portion of the 5% Calamity Fund is allocated for meeting the special needs of the vulnerable groups especially women, children , elderly and persons with disabilities in the emergency and relief phase up to the recovery and rehabilitation stage. The Municipality of Pura and barangay councils shall also appropriate a budget for disaster preparedness activities.

ARTICLE X GENDER IN INFRASTRUCTURE PROJECTS AND FACILITIES

Section 62. Facilities for Men, Women and Persons with Disabilities. – All government and private offices, clinics/hospitals and other establishments such as port terminals shall have separate toilet and lavatory for men, women and persons with disabilities.

Section 63. Gender-Sensitive Physical Plan. – All public and commercial buildings and structures should be designed in a manner that helps prevent sexual harassment and sexual abuse and facilitates easy mobility and accessibility of women, children, elderly and persons with disabilities. In appropriate cases, the building official shall ensure that building and structural plans and designs conform to the minimum requirements prior to the issuance of building permits.

Section 64. Accessibility and Easy Mobility of Women, Children, Elderly and Persons with Disabilities. – In all infrastructure projects to be implemented, government or private initiated, accessibility and easy mobility of women, children, elderly and persons with disabilities shall be taken into consideration.

ARTICLE XI OTHER SPECIAL SECTORAL CONCERNS

Section 65. DIFFERENTLY-ABLED PERSONS/PERSONS WITH DISABILITIES.

- a. **Advocacy on the Rights of Differently-abled Women and Men.** Programs and projects shall be developed to promote the interest of differently-abled women and men and, at the same time, protect their rights to all opportunities for advancement.
- b. **Creative Employment Opportunities.** The Municipality of Pura , in coordination with MSWD and other concerned agencies shall develop creative employment opportunities for differently-abled persons recognizing their different conditions and full potentials as human beings;
- c. **Organization of Differently-abled Persons.** The Municipality of Pura encourages and supports the organization of differently-abled persons at the municipal level with the assistance of the MSWD.
- d. **Database of Differently-abled Persons.** The barangay councils shall be required to identify cases of differently-abled persons in their jurisdiction and submit profile of the same to the MSWD to help in designing programs and interventions responsive to the needs of the group.
- e. **Reporting of Cases of Harassment Committed against Differently-abled Persons.** The Municipality of Pura shall require all barangay councils to monitor and report cases of harassment against differently-abled persons to the MSWD and the PNP.
- f. **Magna Carta for Persons with Disabilities as amended (RA 9442):**
 - Twenty percent (20%) discount from all establishments;
 - Minimum of twenty percent (20%) on admission fees;

- At least twenty percent (20%) discount for the purchase of medicines;
- At least twenty percent (20%) discount on medical, dental and professional fees;
- At least twenty percent (20%) discount on fares for domestic air, sea travel and bus fare for the exclusive enjoyment of persons with disability;
- Educational assistance to persons with disability;
- To the extent practicable and feasible, the continuance of the same benefits and privileges given by GSIS, SSS and Pag-ibig, as the case may be, as are enjoyed by those in actual service;
- To the extent possible, the government may grant special discounts in special programs for persons with disability on the purchase of basic commodities, subject to the guidelines to be issued by DTI and DA;
- Provision of express lanes in all commercial and government establishments, in the absence thereof, priority shall be given to them

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

- An identification card issued by the Municipal Mayor or the Punong Barangay of the place where he or she resides;
- A certification issued by the Municipal Mayor or the Punong Barangay of the place where he or she resides.

Section 66. Elderly Women and Men or Senior Citizens.

- a. Representation in the Development Council.** The municipal and barangay government units shall endeavor to include a representation of the elderly women and men in the Municipal and Barangay Development Councils.
- b. Council of Senior Citizens.** The municipal and barangay government units shall support the establishment of councils for senior citizens.
- c. Support Funds for Senior Citizens.** The municipal and barangay government units shall endeavour to allocate funds for livelihood assistance, routine physical check-up, social group work programs and other appropriate socio-economic activities.
- d. Center for Senior Citizens.** The municipal government shall endeavor to establish a center for abandoned and neglected senior citizens to provide them with comprehensive support in cooperation with the Provincial and National Social Development Offices and other concerned agencies.
- e. Additional Benefits and Privileges to Senior Citizens pursuant to RA 9257.**

The municipal government shall ensure the implementation of RA 9257 otherwise known as the Act Granting Additional Benefits and Privileges to Senior Citizens.

Section 67. Solo Parent. – The Municipality of Pura shall ensure the implementation of the Solo Parent Act of 2000.

- a. It shall also ensure that solo parents are not deprived from enjoying their privileges such as follows:**
 - Comprehensive Package of Social Development Services such as livelihood development services; counselling services, parent effectiveness service; critical incidence stress debriefing and special projects for individuals in need of protection;
 - Flexible Work Schedule;

- Non- Discrimination relative to Work. No employer shall discriminate against any solo parent employee with respect to terms and conditions of employment on account of her/his status;
 - Parental Leave. In addition to leave privileges under existing laws, parental leave of no 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;
 - Educational, medical and housing benefits.
- b. Solo Parent Identification Card.** Pursuant to PA 8972, all solo parents shall register with the MSWD for the issuance of Solo Parent ID.

Section 68. The Muslims and Other Cultural Communities. – The Municipality of Pura shall ensure the preservation and enrichment of the cultural identity of the Muslims and other established cultural communities and they shall enjoy the rights and opportunities in the social, economic and political sphere.

- a. Recognition of Cultural Rights and Practices.** In deference to cultural practices and rights, the Municipality of Pura shall see to it that these are recognized and respected.

Section 69. Respect to Persons with Sexual Preference. – It shall be the policy of the Municipality of Pura to respect and protect the rights of persons with sexual preferences and to recognize their full potentials. No one shall discriminate against them with respect to employment, access to health, livelihood, education, job training and promotion and others.

ARTICLE XII SPECIAL EVENTS AND ACTIVITIES

Section 70. Declaration of March 8 as INTERNATIONAL WOMEN’S DAY and the month of March as WOMEN’S MONTH. – The Municipality of Pura through its Municipal GAD Council shall lead the observance of International Women’s Day and Women’s Month in the municipality pursuant to Proclamation No. 227 and Proclamation No. 224. Towards this, it shall initiate programs and activities that will promote women’s empowerment including the holding of Municipal Women’s Day celebration.

Section 71. Pura Women’s Congress. – A Women’s Congress shall be held in March of every year to be participated by organized women’s groups in the municipality. This shall be among the highlights of the Women’s Month celebration that will include a reporting of the accomplishments and initiatives to promote women’s economic empowerment, human rights and gender-responsive governance.

Section 72. International Day of Action for Women’s Health. – The Municipality of Pura shall observe the International Day of Action for Women’s Health every May 28 where issues and concerns relative to the protection and promotion of women’s health shall be projected, deliberated and acted upon.

Section 73. World Rural Women’s Day. – The Pura Council of Women shall lead in the celebration of World Rural Women’s Day every October 15 in recognition of the invisible contribution of rural women in our local communities.

Section 74. International Week of Action against Gender-based Violence. – The Municipality of Pura shall organize various events and activities to educate the constituency about violence against women and children every November 25-December 12 as the period marked as the International Week of Action Against Gender-based Violence or the 18-day Campaign to Eliminate Violence against Women and Children.

Section 75. Other Special Events Related to the Concerns of Women, Children, Elderly and Persons with Disabilities. – The Municipality of Pura through its MGAD-Council shall observe the celebration of special events with appropriate rites and activities.

CHAPTER III PROHIBITED ACTS

**ARTICLE I
VIOLENCE AGAINST WOMEN AND CHILDREN**

Section 76. Immediate Action on Reports of Violence Against Women and Children. – All concerned offices of the municipal government, including the barangays, shall act immediately or within twenty-four (24) hours upon receipt of complaints and reports of violence against women and children. As provided for in RA 9262; RA 9208; RA 8353; RA 7610; RA 8972 and RA 7877; they shall provide the appropriate intervention to the complainants within the prescribed period. Failure to act within the prescribed period constitutes neglect in the performance of duty and shall be penalized in accordance with the provisions of identified laws, Civil Service Code and the Local Government Code of 1991.

Section 77. Soliciting Women's Services. – It is unlawful for a person to solicit a woman or child's services for sexual purposes as gift, representation, public relations or as an act of goodwill regardless of whether the solicitor profits or not from such act without prejudice to the provision of the Revised Penal Code and other related laws.

Section 78. Sex Slavery. – Any agency or person who shall engage in keeping women and children for sex for a fee shall suffer the penalty in accordance with the Revised Penal Code and other pertinent national laws

Section 79. Sex Tours. – No beach resorts, pension and lodging houses and related establishments shall be allowed to operate as conduit for sex tours. Organizers of sex tours and owners of the establishments shall be penalized in accordance with the penal provision of this code.

Section 80. Prohibited Fund-Raising Initiatives. – Fund raising activities wherein men and women are used as door prizes, or substitute for door prizes, or companion package for an award, prize or recognition in order to raise funds shall be strictly prohibited. Organizers and all other persons responsible for the conduct of said fund raising activity shall pay a fine of Two Thousand Five Hundred Pesos (Php 2,500) and / or suffer imprisonment for six months (6) or both, at the discretion of the Court.

Section 81. Contests which Degrade Women and Men. – Beauty contests and other similar activities, whose purpose and manner of presentation tend to abuse, humiliate and treat and degrade women, men and children shall be strictly prohibited in schools, barangays and communities within the jurisdiction of the municipality. Instead projection of women and children's strengths and potentials shall be encouraged.

**ARTICLE II
VIOLATION OF GENDER RIGHTS TO PROPER HEALTH CARE**

Section 82. Socialized Reproductive Health Services. – No hospital and other health care facilities within the municipality, public or private, shall deny any person, especially the marginalized the right to avail himself/herself of appropriate health care at all times. Non-compliance by any health facility shall be a ground for revocation and non-renewal of the business permit or administrative charges to concern officials in case of government facilities. In cases of indigent patients coming from the Municipality of Pura, medical and social services personnel shall conduct assessment for possible recommendation of assistance.

**ARTICLE III
VIOLATIONS TO LABOR AND EMPLOYMENT LAWS**

Section 83. Equal Access to Job Training and Promotion. – No one shall be deprived of job training or promotion on account of gender, sex orientation, age, ethnicity, civil status and religion. Employers who violate this provision shall be penalized with a fine of Two Thousand Five Hundred Pesos (P2,500.00) or the cancellation of their business permits or both at the discretion of the court.

Section 84. Wages and Benefits. – Every employer shall comply with the minimum wage as prescribed by the Regional Wage Board or as maybe provided by existing laws and shall grant all benefits due to all employees without discrimination against women. Violations by employers shall be penalized as provided in the Labor Code.

Section 85. Raids in Entertainment Establishments. – Police brutality shall not be allowed anywhere, at any time, and in any kind of activity such as during the conduct of raids in entertainment establishments and similar places. Raids shall be conducted in accordance with the law and in a manner which shall not degrade or humiliate others. Violators of this provision shall be subject to appropriate administrative, civil or penal sanctions.

ARTICLE IV VIOLATIONS AGAINST JUSTICE, PEACE AND ORDER

Section 86. Non-Disclosure of Victims' and Offenders' Identities. – The confidentiality of the real names, alias, personal circumstances, or any other information pending to establish the identities of offenders and victims shall be preserved and shall not be disclosed to the public in any manner to protect their privacy and integrity unless authorized by law or for a lawful purpose. Any person who violates this provision shall be penalized with fifteen (15) days of imprisonment or payment of Two Thousand Five Hundred Pesos (P2,500.00) or both or at the discretion of the court. The offenders may also be persecuted for revelation of secrets under Articles 229 and 230, as the case maybe, of the Revised Penal Code or under other related laws.

ARTICLE V VIOLATIONS TO PERSONS IN THE SPECIAL SECTORAL CONCERNS

Section 87. Equal Treatment to Persons in the Special Sectors. – Any ridicule, embarrassment, insult and harassment to persons with disabilities, elderly, solo parent, Muslim and other cultural communities and those with sexual preferences shall be penalized in accordance with the penal provision of this code.

Section 88. Prohibition Against Degrading Programs and Publications. – It shall be unlawful for any person or entity to present reports, programs or advertisements in print, broadcast, electronics, film or other forms of media including stage shows or presentations, that degrade or treat women and men, minors and children as inferior beings or which in any manner subject them to humiliation and ridicule. Publishers, reporters, station or program managers, advertisers, producers, directors, actors or other persons responsible for such, shall be penalized with a fine of Two Thousand Five Hundred Pesos (P2,500.00) or imprisonment of one (1) month or both at the discretion of the court. The court may impose suspension or revocation of the business permit or franchise to operate.

CHAPTER IV PROVISIONS FOR IMPLEMENTATION, MONITORING AND EVALUATION

ARTICLE I INSTITUTIONAL MECHANISMS

Section 93. Gender Mainstreaming. – The Municipality of Pura shall adopt gender mainstreaming as a strategy towards the promotion of gender-responsive governance. It shall integrate gender equality goals into the development plans, programs, projects and services of the municipal government and in the whole planning and budgeting cycle. The development plans referred to are the Comprehensive Land Use Plan (CLUP); Comprehensive Development Plan (CDP); Local Development Plan Investment Program (LDIP); Executive-Legislative Agenda (ELA); Annual Investment Plan (AIP) and other plans to be formulated by the LGU out of the main instruments which are the CLUP and the CDP.

Section 94. Participatory Governance and Implementation. – The municipal and barangay government units shall lead in the implementation of this Code. Participation of the civil society organizations shall be ensured and partnership and linkages with other concerned agencies, institutions and individuals shall be established.

Section 95. The GAD Focal Point System (GFPS). – In order to carry out the general objectives of this Code, there shall be created a council called the Gender and Development Council of Pura or Pura GAD Council.

Section 96. Composition of the Pura GAD Council. – The Pura GAD Council shall be composed of the following:

- a. Chairperson : Municipal Mayor
- Co-Chairperson : Vice Mayor
- Vice –Chairperson : SB Chairperson on Women, Family and Social Welfare

Members:

1. Municipal Planning and Development Coordinator
2. Municipal Agriculture Officer
3. Municipal Treasurer
4. Municipal Budget Officer
5. Municipal Social Welfare Officer
6. Municipal Health Officers (RHU 1 and RHU 2)
7. Market Administrator
8. PNP (Women’s Desk)
9. ABC President
10. Education Sector (1 from Private and 1 from Public)
11. Barangay Lady Legislators (1)
12. Pura Local Council of Women
13. Business Sector (Woman Entrepreneur)
14. Labor Sector
15. MLGOO

- b. The MGAD Council shall appoint an Action Officer from the members and also a Secretariat.
- c. At the barangay level, create similar structure and/or appointment of a GAD Focal Person in the Barangay Council shall be installed, whichever is appropriate.

Section 97. Membership in the MGAD Council/Barangay GAD Council. – All the members of the MGAD Council shall be appointed by the Municipal Mayor. Provided however, that if there is a need for additional members, the inclusion or addition shall be decided by the council. Provided, furthermore, that any member can be removed from the list of members upon deliberation and decision by the council.

Section 98. Functions, Roles and Responsibilities of the Pura GAD Council.

- a. Promulgates Rules and Regulations as maybe necessary for the implementation of the Modified GAD Code of Pura;
- b. Integrates the GAD Code in the development plans of the municipality;
- c. Prepares an annual GAD Plan based on the provisions of the Code and on the Comprehensive Development Plan of the Municipality;
- d. Integrates the annual GAD Plan in the annual investment plan;
- e. Recommends priority projects and programs under GAD. Provided further, that only prioritized projects and programs can be charged against the mandatory GAD funds;
- f. Allocates resources for the implementation of the GAD Plan to be considered as the GAD Budget;
- g. Undertakes consciousness raising programs and projects through:
 - Information, Education and Communication (IEC) campaigns throughout the municipality;
 - Development of social marketing plans and materials;
 - Research and Documentation on gender concerns;
 - Establish and maintain a database on GAD statistics and related data;
 - Local Gender Situationer and updates;

- Document good practices on gender.
- h. Coordinates with agencies, organizations and institutions at all levels for the realization of the provision of this Code;
- i. Ensures that the implementation of this Code shall have realistic, measurable and tangible results, and develops mechanisms to ensure timely, coordinated and effective response to all GAD concerns;
- j. Adopts and employs GAD monitoring indicators and evaluation checklists and tools as provided for by the Philippine Commission on Women (PCW) and related agencies;
- k. Prepares annual GAD report regarding the accomplishments, good practices and lessons on GAD.

Section 99. The functions, roles and responsibilities of the Barangay GAD Council and/or GAD Focal Point shall consider that of the municipal level as deemed appropriate.

Section 100. Mandated Committees under the Pura GAD Council. – In order to effectively respond to the challenges in the cause to promote, protect and fulfill the rights of women and children, the following committees shall be created as integral part of the GAD Council:

- Committee on Gender-based Violence
- Committee on the Economic Empowerment of Women
- Committee on Reproductive Health
- Committee on Education and Research

ARTICLE II GAD OFFICE AND RESOURCE CENTER

Section 101. GAD Office. – The office of the Municipal Social Welfare and Development shall serve as the center of GAD activities.

CHAPTER V BUDGETARY PROVISION

Section 102. Appropriation. – The municipal and barangay government units shall appropriate at least 5% of the annual total budget to GAD programs, projects and services. They may also utilize a certain percentage of the 20% Development fund for GAD, especially for gender-related hard infrastructure projects.

CHAPTER VI FINAL PROVISIONS

Section 103. Penalty Clause.

1. Violation of Sections 77 and 78 shall be penalized in accordance to existing national laws and other pertinent laws;
2. Violations other than that of Sections 77 and 78 shall be penalized with six (6) months of imprisonment and a fine of Two Thousand Pesos (P2, 500.00)
3. In case the offender is a corporation, its immediate officers shall be liable under the Code, without prejudice to the revocation of its business permit as may be deemed proper by the municipal government.

Section 104. Separability Clause. – If any part or provision of this Ordinance is held unconstitutional or

invalid, other parts or provisions thereof which are not affected shall remain valid and shall continue to remain in force and effect.

Section 105. Repealing Clause. – All ordinances, rules and regulations, or part thereof, in conflict with or inconsistent with any provisions of this ordinance are hereby repealed or modified accordingly.

Section 106. Effectivity Clause. – This Code shall take effect upon approval and compliance with the mandatory posting and publication requirements prescribed under RA 7160, otherwise known as the Local Government Code.

UNANIMOUSLY ADOPTED.

ATTESTED:


JOVITO P. PUNZALAN
SB Secretary

CERTIFIED CORRECT:


Hon. FERDINAND C. VALDEZ
Municipal Vice Mayor & Presiding Officer

APPROVED:


Hon. CONCEPCION A. ZARATE
Municipal Mayor