



Republic of the Philippines  
City Government of Meycauayan  
Province of Bulacan

Office of the Sangguniang Panlungsod

EXCERPT FROM THE MINUTES OF THE 16<sup>TH</sup> REGULAR SESSION IN THE YEAR 2022  
OF THE 7<sup>TH</sup> SANGGUNIANG PANLUNGSOD OF THE CITY OF MEYCAUAYAN, BULACAN,  
HELD AT THE SESSION HALL OF THE CITY HALL BUILDING ON NOVEMBER 29, 2022.

Present:

JOSEFINA O. VIOLAGO	City Vice Mayor (Presiding Officer)
ANNA KATHRINA M. HERNANDEZ	City Councilor
MARIANO V. ALARILLA II	City Councilor
RONALD S. PALOMARES	City Councilor
JERIMECO S. DULALIA	City Councilor
MARIO T. BERBOSO	City Councilor
DANILO B. ABACAN, JR.	City Councilor
LARISSA DS. ABRACERO-SAN DIEGO	City Councilor
WILFREDO DS. MACATULAD	City Councilor
ROVIELYN A. CABIGQUEZ	City Councilor
OLIVERT Y. DUVA	President, LnB
CRISANTO NIÑO D. CAPARAS	President, SK Federation

Absent:

RAOUL M. ATADERO	City Councilor (on leave)
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Also in attendance:

CATHERINE C. ABACAN	Acting Secretary to the Sanggunian
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**CITY ORDINANCE NO. 340 (OF 2022)**

***AN ORDINANCE AMENDING THE CITY ORDINANCE NO. 2017-021 ENTITLED "AN ORDINANCE REVISING THE GENDER AND DEVELOPMENT CODE OF THE CITY OF MEYCAUAYAN, BULACAN".***

**WHEREAS**, pursuant to 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 same Code also stated that 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**, in 1979, International Conferences like the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Convention on the Rights of the Child gave recognition and protection for women and children's rights;

**WHEREAS**, Republic Act No. 7610, otherwise known as the "Local Government Code of 1991", provides for Strong Deterrence and Special Protection Against Child Abuse, Exploitation and Discrimination;

WHEREAS, Republic Act No. 8353, otherwise known as the "Anti Rape Law of 1997", Expands the Definition of the Crime of Rape, Reclassifying the same as a Crime Against Persons, amending for the Purpose Act No. 3815, as amended, otherwise known as the Revised Penal Code, and for other purposes;

WHEREAS, in support of the State policy, the city government shall adhere to Republic Act No. 8972, otherwise known as the "Solo Parents' Welfare Act of 2000", to develop a comprehensive program for social development and welfare services for solo parents and their children;

WHEREAS, there is a need to revise the Gender and Development Code for the City of Meycauayan in order to promote gender-responsive governance, institutionalize the protection of the democratic rights of women and children; and pursue women's economic empowerment;

NOW, THEREFORE, be it **ORDAINED**, as it is hereby **ORDAINED**, by the Sangguniang Panlungsod of Meycauayan, Bulacan, in a Regular Session duly assembled, **THAT:**

**BOOK I- GENERAL PROVISIONS**  
**CHAPTER I- BASIC PRINCIPLES**  
**ARTICLE I**  
**TITLE AND GENERAL POLICY**

**SECTION 1. TITLE.** This Ordinance shall be known as "**THE AMENDED GENDER AND DEVELOPMENT CODE OF THE CITY OF MEYCAUAYAN, BULACAN.**"

**SECTION 2. DECLARATION OF POLICY AND PRINCIPLES OF THE CITY GOVERNMENT OF MEYCAUAYAN.** The City Government of Meycauayan recognizes the role of women in the development of the City and ensure equal opportunities before the law of women and men. The City shall provide women rights and opportunities the same as to men in accordance to Republic Act No. 7192, an act sited as "Women in development and Nation Building Act".

It also should uphold the rights of young and adult women and the belief in their worth and self-esteem in accordance with the fundamental freedoms guaranteed under the Convention of Elimination of All forms of Discrimination Against Women and other international human rights instruments of which the Philippines is an Active member.

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

The City Government shall actively contribute to the establishment of a national and international economic order based on sustained, equitable worth and balanced ecology. Any development effort should emphasize the rights of women to enhance women's potentials, uplift their self-esteem and lead to the improvement of the quality of lives, their families and communities.

To this end, the City Government shall pursue and implement gender responsive development policies, design and integrate specific gender support systems, take into consideration women's rights, young and adult alike, to economic survival, political participation, self-determination and personal empowerment; adopt

and implement measures to protect and promote their rights and ensure the participation of women to local governments, non-government organizations (NGOs) and people's organizations (POs), and the private and business sectors in all phases of the development program cycle.

**TO ATTAIN THE FOREGOING POLICY:**

1. All City Government departments, offices and instrumentalities shall ensure that the young and adult women benefit equally and participate directly in the development programs and projects, specifically those funded under official foreign development process, pursuant to RA 7192, or the Women Development and Nation Building Act.
2. All City Government project proposals shall guarantee the inclusion of gender responsive indicators and guidelines and establish the origin of women's oppression, pursuant to the United Nations Declarations and Conventions of Women.
3. All City departments, offices and instrumentalities upon the effectivity of this Code, shall review and revise all their regulations, circulars, issuances and procedures to remove gender bias therein, and shall complete the same within two years.

**SECTION 3. RIGHTS OF WOMEN DEFINED.** Women's rights 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:

1. Women have the right to the protection against all forms of violence and coercion against their well-being, their freedom, their sexuality, and their independence.
2. Women have the right to participate in the political process of the community and of the nation.
3. Women have the right economic welfare and security.
4. Women have the right to an education and exercise their reproductive choice in accordance with the Constitution and to their belief and preference.
5. Women have the right to choose their spouse according to their values and preferences; be given equality in marriage or its dissolution, and secure adequate support in nurturing their children.
6. Women have the right to an adequate, relevant, and gender-fair education regardless of age.
7. Women have the right to an adequate nutrition and proper health care.
8. Women have the right to a humane living condition.
9. Women have the right to nurture their personality to secure a valuable image to build relationships based on respect, trust and equality.
10. Women have their right to study the principles of the Law and its practices.

**SECTION 4. GENDER, DEVELOPMENT, DISCRIMINATION, COMMO-DIFICATION DEFINED:**

1. **Gender** is a socially constructed identity between male and female by their sexual orientation and preference and may be developed through a person's stage of growth in a particular environment, and through the influence of persons, and interests. Also, criticism is a factor that may

trigger the changes in one's character and personality that conclusively define his or her gender.

2. **Development** is the advancement in the quality of living, regardless of age, sex, gender, ethnicity and belief. In a wider perspective, it is characterized by the growth of indigenous resources, utilization of the natural resources of the land thereby becoming self-sufficient. It is, therefore, sustainable, equitable and gender-responsive.
3. **Discrimination Against Women.** Any differentiation, exclusion or restriction having the motive of impairing or nullifying any recognition and prohibiting the exercise of their rights.
4. **Commodification of Women.** A practice which puts women in an inferior situation, treated as both consumers and as products (objects of desire). As consumers: women are enticed to purchase products that may enhance their physical attributes. As products: Having no choice nor power, women are degraded as sexual commodities and exposed to manipulation and sex trade.

**CHAPTER II - DEVELOPMENT CONCERNS**  
**ARTICLE I**  
**VIOLENCE AGAINST WOMEN**

**SECTION 5. VIOLENCE AGAINST WOMEN DEFINED.** Any act of gender-based violence that results in, or is likely to result in, physical, sexual, 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 on the Elimination of Violence Against Women.

**SECTION 6. VIOLENCE AGAINST WOMEN SHALL INCLUDE, BUT IS NOT LIMITED TO:**

1. 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 practices unfavorable 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 elsewhere, trafficking in women, and forced prostitutions.
3. Violations of human rights of women in situations of armed-conflict, in particular murder, physical and psychological torture, systematic rape, sexual slavery, and forced pregnancy.
4. Forced sterilization and forced abortion, social stigmatization, coercive use of contraceptives, prenatal sex selection, and infanticide. Forced medical or psychological examinations without expressed approval from the offended woman.
5. To buy and/or sell woman or body parts for profit.
6. Sexual harassment and assault of women in detention.

**SECTION 7. SEXUAL ABUSE DEFINED.** Sexual abuse shall include, but is 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 under twelve (12) years old, even though none of the above circumstances are present:
- b. When a person inserts a part of his or her body other than the sexual organ, introduces any object or instrument into the genital or anus of a woman under any of the situations stated in paragraph a.
- c. When a person subjects another to have sexual intercourse with a minimal involvement or action, under any of the circumstances stated in paragraph 1 or through any abnormal, unusual or ignominious sexual act.
- d. Sexual abuse in intimate relationships 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 by circumstance.
- 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 of the 4<sup>th</sup> degree.

**SECTION 8. WIFE OR PARTNER ABUSE AND BATTERING DEFINED.** Battering is any single or sporadic acts of violence which shall include the repeated and habitual cyclic pattern as a means of intimidations and the 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. regarding any part of the woman's body or threat of physical violence.
- b. Sexual abuse and assault - this includes physical attacks on the women's breasts/genitals or forced sexual activity, accompanied by either physical violence or the threat of physical violence.
- c. Psychological abuse - this includes threats of any kind, violence against the women of her family, punching, breaking or defacing or otherwise destroying the house, or as common-law relations, those between and among members of the same household; and includes men 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 any established structures of domination such as controlling women's personal income - spending it elsewhere other than the household.

**SECTION 9. TRAFFICKING IN WOMEN DEFINED.** A covert or overt recruitment of women into the sex trade industry. This includes any form of sexual exploitation such as sex tourism, the illegal recruitment of domestic labor to work abroad, and organized marriages between women and foreign nationals, promoting a system in which women are turned into commodities and objects of exchange.

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

- a. establish or carry on a business for the purpose of matching women for marriage to foreigner either on a mail-order basis through personal introduction or social-media;
- b. Any and all means of advertisement and promotion in any and all forms of materials and social-media that may patronize the idea.
- c. Solicit, enlist or attach/induce any woman to join any club, association or organization whose objective is to match women for marriage to foreigners either on a mail-order basis or through personal introduction or social-media or in any form which facilitates the act of solicitation;
- d. Use the postal service, social-media or satellite TV to promote the above mentioned prohibited acts;
- e. To buy or sell a woman, or 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. Acts as procurer;
- g. Threaten or use violence and force a woman to become a mail-order bride;
- h. Lease or sub-lease, 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 trafficking in persons.

**SECTION 10. MAIL-ORDER BRIDE DEFINED.** It is a practice where a woman establishes personal relations with male-foreign nationals via mail, electronic or similar means upon recruitment by an individual or agency for the purpose of exploiting women in the guise of marriage.

**SECTION 11. SEXUAL HARASSMENT DEFINED.** 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 12. OTHER FORMS OF SEXUAL HARASSMENT.** Other than the definition provided by RA 7877, the following constitute sexual harassment some of which are covered by the Revised Penal Code under Acts of Lasciviousness:

- a. Persistent telling of offensive jokes such as green jokes or other analogous statement to someone who finds them offensive or humiliating;
- b. Taunting a person with constant talk about sex with sexual insinuation;
- c. Displaying offensive or lewd pictures and publication in the workplace;
- d. Interrogating someone about sexual activities or private life; during interviews for employment, scholarship grant of any lawful activity applied for;
- e. Making offensive hand or body gestures at someone;
- f. Repeatedly asking for dates despite verbal rejection;
- g. Touching, pinching or brushing up against someone's body unnecessarily or deliberately;
- h. Kissing or embracing someone against her will;
- i. Requesting sexual favors in exchange for a good grade, obtaining a good job or promotion, etc.;
- j. Cursing, whistling or calling a woman in public words having dirty connotations or implied, which tend to ridicule, humiliate or embarrass the woman such as "puta", "peste", "pokpok";
- 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, and stigmatize.

**SECTION 13. PEDOPHILIA DEFINED.** It is a form of sexual behavior where children are victims of sexual harassment and abuse and forced sex intercourse. It shall include the following acts, but shall not be limited to the following:

- a. when the offender is accused of having sexual intercourse with either a male or a female child;
- b. when the offender is accused of having anal intercourse with either a male or a female child,;
- c. when the offender does other sexual acts such as fondling, kissing the private parts of a child, either male or a female, and taking photographs/videos of the same for pornography;
- d. When the offender has in possession pornographic pictures and/or videos of the same.

**SECTION 14. COMMERCIAL EXPLOITATION OF EITHER OR BOTH MALE OR FEMALE.** It shall be unlawful for any person to sell or market any male or female or both into whatever form of presentation. These include, but are not limited to, the following:

- a. Prostitution;
- b. Any and all means of advertisement and promotion in any and all forms of materials and social-media that may patronize the idea;
- c. Pornographic and indecent shows depicting young and adult men and women as sexual objects;
- d. Live shows of either adults or children, either male or female, or both, that are influenced or forced to dance or do indecent shows in public or private places.

**SECTION 15. NON-DISCRIMINATION OF TRANSGENDERS (GAYS, LESBIANS, BISEXUALS, OTHERS).** It shall be regarded a violation of human rights to discriminate against any person on the basis of her/his gender preference or orientation in

employment, participation in City development programs and projects, and/or family or community activities. Every person's right to her/his gender preference shall be respected and protected.

**ARTICLE II  
SUPPORT MECHANISMS TO EMPOWER WOMEN  
AND TO PROMOTE AND RESPECT WOMEN'S RIGHTS**

**SECTION 16. COMPREHENSIVE SUPPORT TO WOMEN WHO ARE VICTIMS OF VIOLENCE.** - The City government shall provide a comprehensive support to women who are victims of violence which consists of but not limited to the following:

- a. a conduct of investigation shall be made within the first 24 hours;
- b. provide counseling and medical services for the victim;
- c. Invite witnesses, if any, and gather evidence for the arrest and for the trial of the offender;
- d. make a report of the investigation based on the victim's testimony, plus the witness' testimony and from the evidences, if there are any. Endorse the same to the proper prosecution's office within thirty-six (36) hours from the time the incident was reported, regardless of the evaluation of the case;
- e. the investigating officer and the examining physician must also be a female to avoid more discomfort and additional trauma to the offended woman during investigation and physical examination;
- f. victims shall be registered to a community-based psychological program where they shall be evaluated and undergo treatment accordingly;
- g. any support coming from any individual or organization that may be requested by the victim shall be allowed during the entire motion of the investigations and trials;
- h. a temporary shelter for victims shall be provided for under the supervision of the CSWDO;
- i. free legal services for victims and survivors.

**SECTION 17. PSYCHOLOGICAL PROGRAM.** It is an intervention using integrated and holistic approach to the conditions of women considering their different needs within a social context.

**SECTION 18. VICTIM'S SUPPORT GROUP DEFINED.** It is an organized group of women, voluntarily agrees to assist in the process of treatment of a woman who is a victim of violence.

**SECTION 19. SUPPORT SERVICES FOR WOMEN IN THE ENTERTAINMENT INDUSTRY AND ENTERTAINMENT INDUSTRY DEFINED.** Women in the entertainment industry are women employed in establishments classified as places of amusements defined in the Revised Revenue Code of the City of Meycauayan, Bulacan. These shall include, but not limited to, night clubs or day clubs, cocktail lounges, super or family clubs, karaoke and videoke bars, beer house/gardens, fast-food centers, resorts which shows TV/cable programs, films, movies, sports shows either by direct hook-up or via satellite and other places of amusement where one seeks admission for entertainment.

The City Government shall provide the necessary support for the women in the industry of entertainment to standardize their socioeconomic status.





**SECTION 20. REGULAR MEDICAL ROUTINE CHECK-UP.** Women in the entertainment industry shall be required to undergo medical routine checkups and be prescribed medicines if necessary.

**ARTICLE III  
POLITICAL AND PUBLIC SPHERE PARTICIPATION IN WOMEN**

**SECTION 21. PROMOTING GENDER BALANCE AT ALL LEVELS OF 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 the local government, whether elective or appointive. This should form part of the City Government's effort to eliminate barriers to women's participation in the public sphere.

This shall include their fair representation in the structure of the City Development Council (CDC) and the Barangay Development Council (BDC). Implementing guidelines shall be detailed in the Code's Implementing Rules and Regulations.

**SECTION 22. "THIS SECTION IS HEREBY AMENDED AND READ AS FOLLOWS":**

**CITY GENDER AND DEVELOPMENT FOCAL POINT SYSTEM.** Pursuant to Section 36 (b) of Republic Act No. 9710 mandates the local government units, and other government instrumentalities shall establish or strengthen their GAD Focal Point System or similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency or local government unit which shall ensure that gender issues and concerns are incorporated and addressed at the city level and reflected in the Annual Investment Plan (AIP).

**COMPOSITION OF THE GAD FOCAL POINT SYSTEM - The GFPS shall be composed of an Executive Committee, Technical Working Group and a Secretariat as follows:**

**1. Executive Committee (ExeCOM)**

- a. *Chairperson* : *City Mayor*
- b. *Vice Chairperson* : *City Population Officer*
- c. *Members* : *Chairperson, SP Committee on Women, Children, Family Relations and Social Services*  
*Chairperson, SP Committee on Appropriations and Ways and Means*  
*Heads of City Government Departments*  
*Representative from PNP Women's Desk*  
*Representative from PWDs*  
*Representative from Women's Organizations*  
*Representative from the Private Sector*  
*Representative from the Academe*  
*Liga ng mga Barangay President*  
*Sangguniang Kabataan President*

**2. Technical Working Group (TWG)**

- a. *Chairperson* : *City Population Officer*
- b. *Members* : *Key Personnel of SP Committees*  
*represented in the ExeCOM and the relevant City Government Departments,*



but not limited to the following:

- b.1. City Mayor's Office
- b.2. CUPDO
- b.3. CSWDO
- b.4. City Budget Office
- b.5. City Accountant's Office
- b.6. City Treasurer's Office
- b.7. City Agriculturist Office

3. Secretariat : Staff of the City Population Office

- **DUTIES AND FUNCTIONS OF EXECUTIVE COMMITTEE, TECHNICAL WORKING GROUP AND THE SECRETARIAT** - The Executive Committee (ExeCOM), Technical Working Group (TWG) and the Secretariat shall adopt the PCW/DILG/DBM/NEDA Joint Memorandum Circular No. 2013-01 entitled "Guidelines on the Localization of the Magna Carta of Women" in the discharge of their duties and functions.

**Section 22A. COMPOSITION OF THE GAD MONITORING AND EVALUATION SYSTEM TEAM** - The GAD M & E SYSTEM Team shall be composed of the following:

- a. Chairperson : City Administrator
- b. Members : City Local Government Operations Officer, DILG  
GAD Focal Point System TWG Chairperson  
City Urban Planning & Development Officer  
City Human Resource Management Officer  
City Budget Officer  
City Accountant  
Representative from the Academe (CSO)  
Representative of the Women's Organization
- c. Secretariat : Staff of the City Population

- **FUNCTIONS OF THE GAD MONITORING AND EVALUATION SYSTEM** - The LGU shall establish, enhance, strengthen and/or maintain a gender responsive GAD-Monitoring and Evaluation System which shall perform the following functions:

1. Ensure the early submission of GAD PLAN BUDGET (GPB) to DILG for its approval and proper endorsement to the Philippine Commission for Women;
2. Monitor the implementation of the annual GAD Plan Budget (GPB);
3. Monitor the GAD Fund utilization and implementation of Programs, Projects and Activities (PPAs);
4. Assess annually the status of the LGUs Institutional mechanisms on gender mainstreaming;
5. Prepare and submit annual GAD Accomplishment Reports (GAD ARs) formulated based on GAD Plan Budgets (GPBs) not later than the end of January of the ensuing year for review and consolidation;
6. Monitor the establishment of GAD data base which shall serve as the basis of planning, formulating policies, identifying, monitoring and evaluating GAD responsive projects, programs and activities;
7. Assess the achievement of plan implementation vis-a-vis the set goals and objectives of the program, determine what systems or practices need to be

*refined or must be sustained, and generate important lessons from experiences; and*

8. *Evaluate the outcomes of the LGU GAD policies, programs and projects and submit a GAD Evaluation Report to the DILG-ROIII at the end of the LCE's three-year term, not later than June of the next term.*

**SECTION 23. BARANGAY GENDER AND DEVELOPMENT COMMITTEE.**

All barangays shall establish their respective Barangay Gender and Development Committee that shall ensure that gender issues and concerns are incorporated and addressed at the Barangay level and reflected in their barangay development plans. All accredited women's organizations with mass membership at the community level shall be represented on the committee as a cluster.

**SECTION 24. MARKING SIGNIFICANT DAYS FOR WOMEN'S ACTION.** March 8 as International Women's Day shall be declared, in the Chief Executive's discretion, as a special day for all women in the City of Meycauyan, Bulacan through an Executive Order. There shall be a coordinated City and barangay level activities for women to be highlighted with the State of the Women Address by the City Mayor reporting all accomplishments and initiatives to promote the status of women in the City of Meycauyan, Bulacan. A committee for this activity should be convened and spearheaded by the City GAD Focal Point System.

In recognition of women's contributions to society, commercial establishments shall be encouraged to give a twenty percent (20%) discount for women every 8<sup>th</sup> of March.

**SECTION 25. DAY OF ACTION FOR BREAST CANCER AWARENESS.** The City Government shall set a day in the third week of March 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 Unit to promote consciousness on breast cancer.

**SECTION 26. INTERNATIONAL DAY OF ACTION AGAINST GENDER-BASED VIOLENCE.** The City Government shall set May 28 to mark the International Day of Action for Women's Health, Wellness and Well-being when 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 to promote women's health and well-being.

**SECTION 27. 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 - 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 Unit, and the City GAD Focal Point System.

**SECTION 28. GAD FOCAL POINT SYSTEM WEEK.** The City Government shall declare every November 25-30 as City Wide GAD Focal Point System Week. All sectors, public and private offices and instrumentalities shall observe the week by conducting GAD related activities. The observance shall be spearheaded by the City Population Office, City Health Units and the City GAD Focal Point System.

**SECTION 29. PEACE BASED ON SOCIAL JUSTICE AND HUMAN RIGHTS.** The City Government network shall promote peace, educating the barangay level through positive actions and information campaign activities on peace and development issues based on social justice and human rights to be spearheaded by barangay leaders in coordination with community-based organizations.

**ARTICLE IV  
LABOR AND EMPLOYMENT**

**SECTION 30. WAGE AND BENEFITS FOR WOMEN.** Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or as stipulated by the 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 covered by a Collective Bargaining Agreement (CBA) between the concerned employee's union and management. Provided, further, that any additional leave period shall be used for breastfeeding for the newborn by the concerned employee.

**SECTION 31. "THIS SECTION IS HEREBY AMENDED AND READ AS FOLLOWS":**

**MATERNITY LEAVE FOR FEMALE WORKERS IN THE PRIVATE SECTOR.** Any pregnant female worker in the private sector shall be granted a maternity leave of One Hundred Five (105) days with full pay, regardless of whether she gave birth via caesarian section or natural delivery, while maternity leave of sixty (60) days with full pay shall be granted for miscarriage or emergency termination of pregnancy subject to the following conditions stipulated under RA 11210 Section 5.

**SECTION 32. INCREASE PATERNITY LEAVE BENEFITS AS INCENTIVE FOR FATHERS FOR MEANINGFUL PARTICIPATION IN THE CARE OF THE NEW BORN CHILD IN THE PRIVATE SECTOR.** Additional paternity leave benefits up to fourteen (14) days from the seven (7) days mandated by the law under RA 8187, shall be extended to male employees in private offices and commercial/industrial establishments located in the City, who have rendered at least one (1) year continues service, provided that this benefit shall be mutually agreed upon in the Collective Bargaining Agreement (CBA) between the concerned employees' union and management. Provided, further, that any additional leave shall be used for caring of the newborn baby by the concerned employee.

**SECTION 33. ORIENTATION AND SEXUAL HARASSMENT.** - All government agencies and private offices, commercial/industrial establishments located in the City shall conduct a regular orientation on sexual harassment for their respective employees. Certificate of Compliance shall be submitted to the Local GAD Focal Point System including the 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 shall campaign to set/create the same GAD focal Point System in all private offices and commercial/industrial establishments.

**SECTION 34. SETTING UP GRIEVANCE MACHINERY.** - A grievance committee shall be set up in all government and private office, commercial/industrial establishments located in the City, to act on complaints/cases related to various forms of discrimination against women in the workplace such as hiring, job training, promotion and the like.

**SECTION 35. EQUAL ACCESS TO JOB TRAINING AND PROMOTION.** No woman shall be deprived of job training and promotion on account of her gender, age, ethnicity, belief, and civil status.

**SECTION 36. FACILITIES AND SUPPORT SYSTEMS FOR WOMEN.** The City Government shall ensure occupational safety and health for women employees in both government and private offices and commercial/industrial establishments. In appropriate cases, it shall require employers to:

- a. provide efficient and comfortable stations designed for women;
- b. provide exclusive toilets, lavatories, and enclosed lounges for men and women;
- c. provide breast feeding areas for women in the workplace.

**SECTION 37. HOUSEHOLD-BASED WORKERS OR WOMEN IN THE INFORMAL SECTOR.** - The City Government shall ensure that social protection be accorded to women working in the informal economy. These are women vendors, sewer, laundry workers, and related occupations. Organized home-based workers may avail of a social security and employees' compensation benefits upon proper documentation and registration with the Social Security System and PhilHealth.

The City Government, through the CSWDO, shall conduct an inventory of all women affiliated in the informal sector for consultation and provision of appropriate support services.

**SECTION 38. WOMEN IN THE ENTERTAINMENT INDUSTRY.** - Women engaged in the 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 the minimum wage and benefits given to female workers and shall render services set in the job contract and only in the lace of work as specified in the business permit of the establishment concerned. It must be emphasized that employing minors in the entertainment industry are prohibited in accordance with RA 7658.

**SECTION 39. POLICE OPERATIONS IN THE ENTERTAINMENT ESTABLISHMENTS.** -All police operations conducted in any entertainment establishment must be undertaken with utmost care and respect for human rights. Police officers shall not take this situation as an opportunity for sexual exploitation or extortion to the employers and employees, guests and other concerned parties. Violations of this provision are punishable under the Revised Penal Code and other related laws.

**SECTION 40. MONITORING SYSTEM FOR LABOR STANDARDS.** - A monitoring system shall be installed by the City Gender and Development Focal Point System to monitor all offices, agencies, and establishments or companies violating the Labor Code provisions and the provisions of this Ordinance; The City GFPS shall prepare and distribute reports to concerned departments and recommend appropriate actions.

**ARTICLE V  
HEALTH RIGHTS**

**SECTION 41. RIGHT TO HEALTH.** - Article 12 (1) of the UN International Covenant on Economic, Social and Cultural Rights provides that: The States Parties to the present Covenant recognize the right of everyone to the enjoyment of the highest attainable standard of physical and mental health.

In the case of women's right to health, this includes their right to human reproductive health. In recognition of women's reproductive role and social significance, health policies, programs and services focused extensively on fertility and birth related cases. The City Government shall respect and promote a direct approach to both men and women's health by considering their respective specific facts and health needs regardless of age. It shall also promote the couple's shared responsibilities on childbirth and childcare.

**SECTION 42. REPRODUCTIVE HEALTH DEFINED.** - As defined in the International Conference on Population and Development and World Health Organization and acknowledged in the International Women's Conference in Beijing, reproductive health is a state of complete physical, mental, and social 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., couples are able to have a satisfying and safe sex life and have the ability to reproduce and the freedom to decide when to do so.

The City Health Office and the City Population Office shall adopt the reproductive health care approach at all levels of health care delivery. Such approach integrated many issues not previously considered are central population, sexuality, reproductive disease, gender power relations and domestic violence. These shall be incorporated to family planning and childbearing or safe motherhood.

**SECTION 43. HEALTH CARE DELIVERY.** - Quality health care and services shall be accessible to all women and men, regardless of age, gender, belief and ethnicity.

No hospital in the City shall deny women and men living below the poverty line of reproductive health services. A certificate of indigency shall be issued by the Punong Barangay for the purpose of verifications.

In case of emergency, a social worker or any authorized personnel shall be designated to conduct a rapid appraisal of the socioeconomic status of the patient for admission purposes. The City government must ensure regular expansion and upgrading of health care facilities and ensure access for all women and men.

**SECTION 44. WOMEN'S CONTROL OVER THEIR BODIES.** - Women's decision to attain healthy sexual development and achieve their reproductive state shall be given appropriate support and guidance by health professionals, private and public, at a very minimal cost. Provisions for accurate and appropriate information on these matters and corresponding services shall be made available.

**SECTION 45. GENDER-SENSITIVE WOMEN AND CHILDREN PROTECTION UNIT (WCPU).** - The city government shall establish a Gender-sensitive Crisis Intervention Unit at all levels of health care and shall provide service trainings to all health workers and other allied personnel who shall be assigned to this unit.

**SECTION 46. GENDER-FAIR APPROACH TO PRE-MARITAL COUNSELING PROGRAM.**-The City Population Office, the City Health Office and the City Social Welfare and Development Office shall ensure gender-sensitive approach in the application for marriage licenses with the Local Civil Registry.

**SECTION 47. MAINSTREAMING REPRODUCTIVE HEALTH FRAMEWORK THROUGH PRIMARY HEALTH CARE STRATEGY.** -In consonance with the Rural Health Unit's policies and the Children's Code, the City Government shall mainstream the Reproductive Health Approach in health care service delivery using the primary health care strategy.

#### **ARTICLE VI EDUCATION RIGHTS**

**SECTION 48. CONDUCT OF REGULAR GENDER-SENSITIVITY TRAINING FOR ALL TEACHERS AT ALL SCHOOL LEVELS.** - The Department of Education District Office, in coordination with the City Gender and Development Focal Point System shall conduct and incorporate gender-sensitivity in orientations and seminars for teachers and for the Parent-Teacher's Association (PTA) to be conducted at the beginning of every school year.

**SECTION 49. DEVELOPING GENDER-FAIR EDUCATIONAL MATERIALS.** - The DepEd District Office shall ensure that all educational materials developed by the Local School Board and the private sector are gender-fair and do not portray stereotyping the roles for men and women. It shall conduct a regular monitoring and review of existing educational materials assuring they are gender sensitive and gender fair.

**SECTION 50. PROMOTION OF GENDER-SENSITIVE CURRICULUM.** - All public and private schools in the City of Meycauayan, Bulacan shall actively promote gender-sensitivity in their curriculum and gender-fair social activities for students. The Local School Board shall also ensure that the public and private sector, professional school counseling and career education programs are gender responsive.

**SECTION 51. PROMOTING GENDER-SENSITIVE EDUCATION PROGRAMS AND SERVICES.** - All government offices, including public schools and barangays shall provide gender sensitivity orientations and trainings on gender justice.

**SECTION 52. GENDER-RESPONSIVE NON-FORMAL EDUCATION FOR YOUTH AND ADULTS.** - The Local DepEd Officials in coordination with the Technical Education Services Development Authority (TESDA) shall conduct informal classes for women and men desiring to engage themselves in beneficial and practical education, to be held in any available government owned facilities in the city.

#### **ARTICLE VII CULTURE AND MASS MEDIA**

**SECTION 53. GENDER-SENSITIVE PORTRAYALS IN MEDIA.** The City Government shall monitor all media institutions, paper, TV or social-media alike, and assure the public that every published and broadcast news and programs do not violate any human rights.

**SECTION 54. GENDER-SENSITIVITY TRAINING FOR LOCAL JOURNALISTS.** - The City Government shall encourage the conduct of trainings and workshops about gender sensitivity for the journalists that are centered in the city. The government shall provide full support to the media that advocates gender-sensitive issues by way of their platform.

**SECTION 55. REGULATION OF INTERNET CAFES AND COMPUTER SHOPS.** The City Government shall regulate the operations of businesses such as: internet service providers and computer rentals, and online entertainments and gaming, to prevent everything from online gambling to online prostitutions, and all conspicuous illegal transactions.

**SECTION 56. REGULATION OF MEDIA COVERAGE DURING POLICE OPERATIONS IN ENTERTAINMENT ESTABLISHMENTS.** -The City Government shall regulate the media coverage during police operations in every entertainment establishment to prevent any harassment and exploitation and humiliation to all concerned.

#### **ARTICLE VIII SOCIOECONOMIC RIGHTS**

**SECTION 57. GENDER-RESPONSIVE AND COMPREHENSIVE LIVELIHOOD PROGRAM.** - The City Government should allocate funds for socioeconomic programs for poor women and men that are gender-responsive that include livelihood and trainings and seminars. The comprehensive livelihood program shall include feasibility study corresponding to the needs of the individual, financial support through lending, monitoring and incentives.

**SECTION 58. LIVELIHOOD LENDING PROGRAM.** -The City Government shall provide a Livelihood Lending Program as a support to the indigent women and men who have gone through the Comprehensive Livelihood Program of the city government and to qualified individuals to start their own businesses or improve an existing business in coordination with the City Agriculture Office.

**SECTION 59. STANDARDIZATION OF PRICES OF BASIC COMMODITIES.** - The City Government shall ensure a standard pricing for the basic commodities in all places of trade of such through regular monitoring.

**SECTION 60. ECONOMIC EMPOWERMENT FOR POOR WOMEN.** - Feminization of poverty refers to a trend of increasing inequality in living standards between men and women due to the widening gender gap in poverty. This means that women have a higher incidence of poverty than men. Women's poverty is more severe than that of men and that poverty among women increases. The causes of the feminization of poverty include the structure of family and household, employment, sexual violence, education, health, and economics. To achieve equality between men and women the City Government shall provide exclusive programs for women that will fortify their well-being, focusing on education and economics, added to programs dealing with health and family.

#### **ARTICLE IX SPECIAL SECTOR CONCERNS**

**SECTION 61. DIFFERENTLY-ABLED WOMEN DEFINED.** Differently-abled women - are women who are at the mercy of one or more physical impairment, thus having particular needs and limited abilities.



**SECTION 62. ADVOCACY ON DIFFERENTLY-ABLED WOMEN'S RIGHTS AND SUPPORT MECHANISMS FOR EDUCATION AND EMPLOYMENT.** - The City Government shall make initiatives to enhance advocacies on the rights of differently-abled women; provide special education through the DepEd District Office, offering classes for their specific needs and abilities; seek employment and help adapt to specific jobs and develop a personal career.

The City Government shall ensure that all establishments, public and private, will be required to provide helpful devices and structures such as signage, ramps, handrails special toilets and others for the differently-abled persons.

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


**SECTION 63. ORGANIZATION FOR 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 them.

**SECTION 64. MOBILIZING SUPPORT FOR ELDERLY WOMEN IN THE COMMUNITY.** - It shall be the duty of every Barangay GAD Committee to organize the elderly women within the barangay to determine their interests and needs. The City Government and the Barangay GAD Committee shall allocate funds for emergency assistance, yearly health checkups, social work, programs and activities.

#### **ARTICLE X WOMEN AND CHILDREN SUPPORT SYSTEM**

**SECTION 65.** The City Government shall implement systems and programs that are anchored to the United Nations Conventions on the Rights of the Child (UN CRC) which stipulates the promotion and protection of children's rights to survival, development, and protection in national and local laws which now include the New Family Code and the Children and Youth Welfare Code.

**SECTION 66. GENDER-RESPONSIVE AND CHILD-FRIENDLY CHILD DAY-CARE CENTER IN EVERY BARANGAY.** The City Government shall provide a child-friendly and gender-responsive child day-care center in every barangay to act as a parent support facility for the care of their children, should the parent or guardian attend work or something important. The center shall ensure basic child education and promote gender fair social activities so that children are able to learn and respect the rights of others as they interact and enjoy the company of other children.

**SECTION 67. SHARED PARENTING AND RESPONSIBILITIES.** - The City Government shall advocate that all parents, having both moral obligation and responsibility in assuring the rights and well-being of children, such as love and care and nurturing, regardless of sex, gender and psychological conditions. 

**ARTICLE XI  
GENDER AND DEVELOPMENT**

**SECTION 68. GENDER AND DEVELOPMENT DEFINED.** - Conscious efforts at improving the quality of the 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 aspects - economic, political and social. It views oppression in both private and public spheres recognizing women as agents of change through the reorientation of male centered culture.

**SECTION 69. GENDER SENSITIVITY AND TRAINING GENDER SENSITIZATION DEFINED.** - 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, companies, departments and agencies of the City Government shall be provided with gender sensitivity orientations and trainings on gender issues and concerns. Likewise, all establishments, schools, colleges, and universities shall develop assessment tools for gender biases.

**SECTION 70. ACTIVE SUPPORT TO GENDER STUDIES.** - A sufficient funding shall be allotted to gender-related documentations and researches which shall form part of Meycauayan Government's database program development.

**SECTION 71. PRODUCTION, POPULARIZATIONS OF 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 72. GENDER AND DEVELOPMENT (GAD) FOCAL POINT SYSTEM.** - City Gender and Development Focal Point System, created under this Code, shall be designated as the main GAD Focal Point of the City government. It shall be the major body that will initiate GAD programs, projects and activities for the City's constituents through the various city departments and instrumentalities.

**SECTION 73. INTEGRATED GENDER-SENSITIVE AND ENVIRONMENT-FRIENDLY ZONIFICATION PLAN OF THE CITY OF MEYCAUAYAN, BULACAN.** - An integrated gender-sensitive and environment-friendly zonification plan of the City of Meycauayan shall constitute, but not limited to, the following:

- a. The City Government shall ensure that the relocation of communities shall not deprive women and men of their sources of livelihood;
- b. Relocation sites shall not contribute to an increase in women's burden in economic, home and social progress.
- c. Housing projects shall be established in lands which are unsustainable for economic purposes.

**SECTION 74. COMMUNITY-BASED ENVIRONMENT PLANS AND PROGRAMS.** Both men and women shall participate in pollution control, zero-waste technology development and management, preservation and rehabilitation of the ecological parks and aquatic resources.

**SECTION 75. GENDER-SENSITIVE NATURAL RESOURCES-BASED MANAGEMENT PROGRAMS.** -The City Government shall engage itself in the development of gender-sensitive natural resource-based management programs.

**SECTION 76. ROLE OF WOMEN AND MEN IN ENVIRONMENT IMPACT PROJECTS.**

- The City Government shall promote the active role of women in relation to men in environmental impact assessment of projects. Instruments for environment impact assessment shall consciously determine sex-disaggregated data.

**SECTION 77. PROMOTION OF APPROPRIATE TECHNOLOGY.**

- The City Government of Meycauayan shall actively promote alternative technologies that are appropriate and safe for women.

**SECTION 78. SUFFICIENT BUDGET FOR BASIC SOCIAL SERVICE.**

- 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 79. INVESTMENTS AND LOANS.**

- The City Government shall hold consultative assemblies with women NGO's/PO's in establishing contracts for loans and investments to clarify the implications on welfare and development at the barangay level.

**SECTION 80. OVERSEAS CONTRACT WORKERS' (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 a basis for special support to OCW families, especially wives and children.

**SECTION 81. SPECIAL COURSE ON OCW.**

- A special course of 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 82. EDUCATION ON NATIONAL POLICIES.**

- Women and men shall undertake studies on national policies and the involvement of women in such.

**SECTION 83. SPECIAL TRAINING FOR LUPONG TAGAPAMAYAPA.**

- All training courses for Barangay Lupong Tagapamayapa and Barangay Security and Development Officers (BSDOs) shall include gender and development basic orientation.

**SECTION 84. "THIS SECTION IS HEREBY AMENDED AND READ AS FOLLOWS":**

**GENDER AND POPULATION.**

- The City Population Office shall review and redesign the population program based on the reproductive health framework.

**SECTION 85. TRAINING ON NON-TRADITIONAL OCCUPATION.**

Women shall be given opportunity to acquire training on nontraditional occupation, especially in the field of science and technology.

**BOOK II- FINAL PROVISIONS**  
**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, without prejudice to the provisions of the Revised Penal Code and RA 9208 or the Anti-Trafficking in Persons Act. Any person may file complaint together with the offended women in the proper court. Violators of this Code shall suffer the penalty in accordance with RA 9208.

**SECTION 2. TRAFFICKING WOMEN AND CHILDREN.** - Any person or agency, who with the use of force or deceit, lures a woman or a child to work abroad or in other provinces or cities in the Philippines for a particular job with a promise of a high compensation, or in any way they can persuade them, but instead they end up in prostitution, slavery or other anomalous jobs. Violators of this provision shall be penalized in accordance with the penal provisions under RA 9208 or the Anti-Sexual Harassment Law, RA 8353 or the Anti- Rape Law, and the Revised Penal Code.

**SECTION 3. PROSTITUTION OR 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 prostitutions as defined in this Code shall suffer the penalty in accordance with RA 7610, RA 9208, RA 7877, RA 8353, and RA 7658.

**SECTION 4. SEX TOURS.** - Hotels, resorts, sauna baths and other related business establishments shall not be allowed to operate as a conduit for sex promotions. Cancellation of the business permit, a fine of Ten Thousand Pesos (P10,000.00) and imprisonment of one year shall constitute the penalty for violation.

**SECTION 5. "THIS SECTION IS HEREBY AMENDED AND READ AS FOLLOWS":**

**BEAUTY CONTEST.** - Beauty contests which tend to market, abuse, humiliate, and treat persons, especially women and feminine men as sex objects shall strictly be prohibited anywhere, anytime, public or private. However, the City Government in its special celebrations, the projection of women's strengths and potentials, especially with regard to indigenous and culturally relevant forms of entertainment shall be encouraged. Those who initiate the conceptualization and implementation of the beauty contest that violates herein shall be subject to a penalty consisting of the following:

For business entities:

- a. Cancellation of business permit;
- b. Fine of Five Thousand Pesos (P5,000).

For representatives of agencies, departments or units of the City Government of Meycauayan:

- a. Suspension for one month without pay;
- b. Fine of Five Thousand Pesos (P5,000).

**SECTION 6. FUND-RAISING INITIATIVE DEFINED.** - It refers to any activity, whether in whole or in part, integrated in any raffle draw, benefit shows or dance for a cause, premier showing of movies, or any fund-raising activity where women are given as a donation prize, substitute for prizes, as an inclusion in a package, as an award, prize or recognition, or any manner, activity, come-on display, or exhibition which depicts a woman whether the main attraction, partial, or special focus in order to raise funds.

All fund-raising initiatives as defined in this Code shall be strictly prohibited in the City of Meycauayan. Violators of this provision shall pay a fine of Five Thousand Pesos (P5,000) or imprisonment of three (3) months, or both, depending on the discretion of the court.

- a. provide efficient and comfortable stations designed for women;
- b. provide exclusive toilets, lavatories, and enclosed lounges for men and women;
- c. Provide breast feeding areas for women in the workplace.

Violations by private employers shall constitute a fine of Ten Thousand Pesos (P10,000) and the cancellation of business permit or as prescribed by the Court.

**SECTION 15. "THIS SECTION IS HEREBY AMENDED AND READ AS FOLLOWS":**

**MATERNITY GRANTS FOR FEMALE WORKERS IN THE PUBLIC AND PRIVATE SECTOR.** Regardless of civil status or the legitimacy of a mother's child - all mother or female workers in the government or the private sector, including workers in the informal economy, 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 No. 8972, or the "Solo Parents' Welfare Act", the worker shall be granted an additional fifteen (15) days maternity leave with full pay.

**SECTION 15A. "THIS SECTION IS HEREBY AMENDED AND READ AS FOLLOWS":**

**PENALTIES.** - Failure to comply with the provision of this Ordinance shall be punished by a fine of not less than Twenty thousand pesos (P20,000.00) nor more than Two hundred thousand pesos (P200,000.00), and imprisonment of not less than six (6) years and one (1) day nor more than twelve (12) years or both. If the act or omission penalized by this Ordinance shall be committed by an association, partnership, corporation, or any other institution, its managing head, directors, or partners shall be liable to the penalties provided in this Ordinance for the offense.

**SECTION 16. BARANGAY EDUCATION ON GENDER SENSITIVITY.** All barangays shall conduct compulsory training and education for both BSDOs, barangay officials, households including household-helpers on gender sensitivity. An administrative sanction shall be imposed to barangay councils that fail to comply with this provision.

**SECTION 17. WOMEN IN THE ENTERTAINMENT INDUSTRY.** Women engaged in the entertainment industry shall be recognized as wage earners and they shall receive the minimum wage and benefits allotted to female employees and shall render services provided in a written contract, exclusive for a definite workplace as specified in the business permit. Violation of this provision shall be subject to a penalty or imprisonment or both, depending on the discretion of the court.

**SECTION 18. POLICE OPERATIONS IN ENTERTAINMENT ESTABLISHMENTS.**

All police operations conducted in any entertainment establishment must be undertaken with utmost care and respect for human rights. Police officers shall not take this situation as an opportunity for sexual exploitation or extortion to the employers and employees, guests, and other concerned parties. Violations of this provision are punishable under the Revised Penal Code and other related laws.

**SECTION 19. 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. Establishments which fail to comply with this provision shall pay a fine of not less than Two Thousand Pesos (P2,000) immediately or at the discretion of the Court.

**SECTION 19. 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. Establishments which fail to comply with this provision shall pay a fine of not less than Two Thousand Pesos (P2,000) immediately or at the discretion of the Court.

**ARTICLE III  
HEALTH RIGHTS**

**SECTION 20. SOCIALIZED REPRODUCTIVE HEALTH SERVICES FOR ALL HOSPITALS.** No hospitals in the City of Meycauayan shall deny a woman living below the poverty line of reproductive health services. 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 a rapid appraisal of the socioeconomic status of the patient for admission purposes. Noncompliance by the hospital administrator of this provision shall be penalized in accordance with penal provisions under RA 8344.

**ARTICLE IV  
SOCIOECONOMIC BENEFITS**

**SECTION 21. LIVELIHOOD LENDING PROGRAM.** All banks, financial/lending institutions and cooperatives shall open special windows for women who wants to make a loan where they can use it in any small to medium scale enterprises. This includes 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 cooperative's interest rates.
- b. No postdated 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 be subjected to administrative sanctions.

**ARTICLE V  
SPECIAL SECTORAL CONCERNS**

**SECTION 22. BARANGAY-LEVEL SANCTION ON CASES OF HARASSMENT COMMITTED AGAINST DIFFERENTLY-ABLED AND ELDERLY WOMEN.** All barangays shall formulate a barangay-level sanction on cases of harassment committed against differently-abled, and elderly women. Failure to comply with this provision shall, subject the barangay council to an administrative sanction.

**ARTICLE VI  
GENDER AND DEVELOPMENT**

**SECTION 23. GENDER SENSITIVITY ORIENTATION AND TRAINING.** All government offices, including public schools and barangays shall provide gender sensitivity orientations and trainings on gender justice. Noncompliance of this provision shall result to an issuance of warning by the City Gender and Development Council to the concerned office or agency herein.

**CHAPTER II  
PROVISIONS FOR IMPLEMENTATION**

**SECTION 24. POWERS AND FUNCTIONS OF THE CITY GENDER AND DEVELOPMENT FOCAL POINT SYSTEM.** - As the City government's GAD Focal Point, the City Gender and Development Focal Point System shall ensure the promotion of women's empowerment, providing equality and equity between women and men in the locality; and is primarily responsible for ensuring the sustained implementation of this Code. To achieve this, it shall perform the following powers and duties.

- a. Formulate and submit comprehensive medium terms (three years) and annual integrated GAD plans responsive to the needs and situation of women that incorporate policies, programs, and activities (PPAs) that will uplift their worth and self-esteem;
- b. Monitor and evaluate the implementation of local gender and development policies, programs, and activities through the conduct of regular views and evaluations, existing legislations, policies, and programs measuring the extent to which women's concerns are integrated in all aspects of life on the basis of equal opportunities with men;
- c. Recommend the adoption of appropriate policies, the enactment of ordinances and resolutions that shall enhance the potentials and capabilities of women and men to implement GAD mainstreaming;
- d. Promote and support the establishment of consultative mechanisms to provide continuing dialogue between the City government and the women sector;
- e. Maintain and update a sex-disaggregated data bank through the conduct of the primary and secondary data gathering activities;
- f. Work in collaboration with national and regional government agencies, NGOs, POs, the private sectors and institutions to ensure that women's concerns are brought into the mainstream of all development efforts;
- g. Ensure that all city development, program planning and implementation are gender sensitive/responsive;
- h. Review and approve 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;
- i. Create committees to perform specific functions, as need arises;
- j. Assist the Finance Committee, the Committee on Appropriations in the allocation of the GAD Budget;
- k. Avail educational and training seminars offered by the NGOs, POs and educational research institutions and other private sectors
- l. initiatives that are helpful in the achievement of its goals;
- m. Represent the city in local and international women's conferences relevant to its duties and functions;
- n. Gather and disseminate information on current developments and studies on GAD and related issues (i.e. gender and governance); and,
- o. All other duties and functions that may be mandated by its council deemed necessary to achieve its goals.



**SECTION 25. LOCAL MONITORING BOARD FOR VIOLENCE IN MEDIA.** -A local monitoring board for the movie, print, broadcast, and multimedia, shall be set up to classify, reprimand, prohibit, or regulate the exhibition of materials degrading women. The board's function shall also extend to video shops, electronic communication, cable, television, books, and other forms of audio and visual channels or instruments.

**SECTION 26. 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; develop a system for reporting or referring traffic victims to appropriate agencies.

**SECTION 27. SPECIAL BODY TO INVESTIGATE CASES OF VIOLATIONS OF WOMEN UNDER THE POLICE OF MILITARY DETENTION.** No women or children shall be detained by any PNP or military personnel in any police post or military station or any comparable facility for no lawful reason. The violation shall be penalized through summary dismissal proceedings of the local AFP/PNP and/or at the discretion of the Local Police Law Enforcement Board.

**SECTION 28. GENERATING SEX-DISAGGREGATED DATA AND UNDERTAKING GENDER ANALYSIS.** -It shall be the main function of all barangay GAD Committees to periodically generate sex-disaggregated data on their respective communities. This shall be the duty of all concerned city departments and offices and partner NGOs and POs to enable them to provide situational analysis for better formulations of the City GAD Plan.

**SECTION 29. GUIDELINES FOR DETERMINING GENDER PARTIALITIES.** - The City Government, through the City Human Resources and Management Office shall issue guidelines to determine whether the local government agencies and all establishments, public and private, promote the prevention of gender partiality.

**SECTION 30. COMPLIANCE REPORT.** -Within six (6) months from the effectivity of this Code and every six (6) months thereafter, all City Government departments and instrumentalities, shall submit a report to the City Council on their Compliance with this Code.

### CHAPTER III FINAL PROVISIONS

**SECTION 31. 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 32. EFFECTIVITY CLAUSE.** -This Ordinance shall take effect upon approval and after publication in the newspaper of local circulation.

**APPROVED UNANIMOUSLY.**

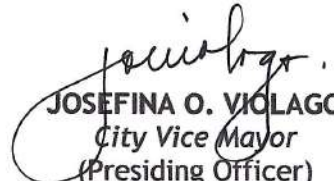


I hereby CERTIFY that this Ordinance was approved by the Sangguniang Panlungsod.


  
CATHERINE C. ABACAN

Acting Secretary to the Sangguniang Panlungsod


ATTESTED BY:

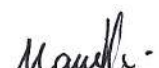
  
JOSEFINA O. VIOLAGO  
City Vice Mayor  
(Presiding Officer)

  
ANNA KATHRINA M. HERNANDEZ  
City Councilor

  
MARIANO V. ALARILLA II  
City Councilor


  
RONALD S. PALOMARES  
City Councilor

  
JERIMECO S. DULALIA  
City Councilor


  
MARIO T. BERBOSO  
City Councilor


  
DANILO B. ABACAN, JR.  
City Councilor

  
LARISSA D.S. ABRACERO-SAN DIEGO  
City Councilor

  
WILFREDO D.S. MACATULAD  
City Councilor

  
ROVIELYN A. CABIGQUEZ  
City Councilor

  
OLIVERT Y. DUYA  
President, LhB

  
CRISANTO NIÑO D. CAPARAS  
President, SK Federation

APPROVED by the City Mayor this \_\_\_\_\_ day of 28 FEB 2023, 2022:

  
ATTY. HENRY R. VILLARICA  
City Mayor