

**Republic of the Philippines
Province of Capiz
Municipality of Ivisan**

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OFFICE OF THE SANGGUNIANG BAYAN

**ORDINANCE NO. 3
Series of 2011**

**GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF IVISAN AND
OTHER PURPOSES.**

Be it enacted by the Sangguniang Bayan of Ivisan, Capiz, that

ARTICLE I

TITLE, STATEMENT OF POLICY AND DEFINATION OF TERMS

SECTION 1. Title. This Ordinance shall be known as the Gender Code of 2011 of the Municipality of Ivisan, Capiz, and herein after referred as the Code.

SECTION 2. Statement of Policy. Pursuant to Republic Act No. 7192 otherwise known a “ Women in Development and Nation Building Act “ the Municipal government of Ivisan, Capiz, shall affirm the significant role and capacity of women, as equal partners of men in development and nation building and for other purposes.

It shall be the policy of the Municipal Government of Ivisan, Capiz to recognize, respect, protect and promote women’s rights which includes but not limited to, those defined and declared by the United Nations in Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and the Beijing Platform for Action, to wit:

- a. Women have the right to the prevention and protection from all forms of violence and coercion against their persons, their freedom, their sexuality and their individuality;**
- b. Women have the right to freely and fully participate, individually or collectively in the political processes of their communities and nations;**
- c. Women have the right to the means for assuring their economic welfare and security;**
- d. Women have the right to necessary knowledge and means for the full exercise of their reproductive choice, accordingly to the beliefs and preferences;**

- e. Women have the right to choose a spouse in accordance with their values and preferences, maintain equality in marriage, or its dissolution, and obtain adequate support for rearing and catering for their children;**
- f. Women have the right to an adequate, relevant and gender, fair education throughout their lives, from childhood to adulthood;**
- g. Women have the right to adequate nutrition and proper health care;**
- h. Women have the right to humane living conditions;**
- i. Women have the right to nurture their personhood, collectively and individually to secure an image of themselves as whole and valuable human beings, to build relationship based on respect, trust and mutuality;**
- j. Women have the right to equality before the law in principles as well as in practice;**

In accordance with Executive Order No. 273 (Approving and Adopting the Philippine Plan for Gender-Responsive Development, (1995-2025) the Municipal Government of Ivisan, Capiz, shall have the policy direction to formulate programs, projects and strategies that will, among others;

- a. Encourage increase of membership of women in decision and policy making posts in the Municipality through implementation of capability building program;**
- b. Encourage, support and expand the participation of grassroots women in the planning, implementation, monitoring and evaluation of development programs and projects;**
- c. Mainstream gender issues and concerns in sectoral development plan, policies and programs;**
- d. Intensify awareness campaign on gender issues and concerns by recommending appropriate curricular programs at all academic levels that are gender sensitive, promoting gender sensitivity in the local media and advertising agencies, and other ways and means towards gender sensitized society;**
- e. Strengthen GO-PO-NGO partnership to maximize the effectiveness of programs and services addressing Gender and Development (GAD) issues and concerns;**
- f. Provide Gender-responsive relief and rehabilitation with special focus of women and their children needs;**

- g. Involve both men and women in family planning programs, reproductive health program, child care and nutrition concerns and engage them in projects that enhance the well-being of the family, and;**
- h. Set crises intervention centers and shelters in the Municipality for survivors of violence against women and their children and other social conflicts;**

SECTION 3. Definition of Terms: The following terms or phrases used in this Code shall Means as follows:

- 1. Battering – a series of physical, emotional and psychological abuse. It is repeated and habitual cyclic pattern as means of intimidation and imposition of the latter’s will and control over survivor’s life.**

It constitute the following kinds of battering behavior.

- a. Sexual battering-this includes physical attacks on the women’s breast genital or forced sexual activity, accompanied by either physical violence or the threat of physical violence.**
 - b. Psychological battering – this includes threats of suicide, violence against the women or her family, punching holes in the walls, threatening to take the children away, threatening deportation of wives with foreign citizenship, threatening to kidnap children or take them to a foreign country and forcing the victim to do degrading things. It may also includes controlling the victim’s lawful of usual activities, the use of foul words or statements and threats or abandonment and expulsion (Forcing the wives to leave the conjugal dwelling). The provisions shall likewise, apply to common law relations but not include adulterous ones in the Revised Penal Code.**
 - c. Economic battering – this includes deprivation of women of economic resources, their generation and mobilization so as to create dependency and submissiveness to men and to any established structures of domination.**
 - d. Premeditated and intentional destruction of property and pet usually the victim’s favorite.**
- 2. Benefit Dance/Disco – refers to a dance in the locality where women are commodified for fund raising purposes.**
 - 3. Children – refers to a person below eighteen (18) years of age or those over, but unable to fully take care of themselves or protect themselves from abuse, neglect, cruelty, exploitation or discrimination because of a physical disability or condition (based on RA 7160).**
 - 4. Collative relatives – next of kin who are not in direct line of inheritance, such as cousin.**

5. **Commodification of women** – is a practice, which puts women in a subordinated situation, which results in the treatment of women as both consumers and object of consumption. As such consumers, women are allured to buy beauty products to enhance their physical attractiveness. As objects of consumption, women are reduced to a sexual commodity for manipulation and utilization for one's sexual desire or interest, usually in exchange of money or good, so that women have no control or power to reject such utilization or manipulation.
6. **Development** – the improvement of the quality of life of all, regardless of age, sex, gender, tribe, race, creed and religion. It is characterized by sustained and equitable growth in a balanced ecology.
7. **Differently Abled Persons** – are survivors of physical impairments that have differentiated needs and potentials.
8. **Discrimination against Women** – any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women irrespective their marital status.
9. **Equity** – is a concept of distributive justice which is remedial and is intended to overcome bias, favoritism and inequalities.
10. **Feminization of poverty** - a condition when gap between the rich and the poor widens and grassroots women bear the brunt as in economic instability and unequal distribution of wealth. Such gaps reinforces non-response to both practical and strategic needs of grassroots women.
11. **Fund Raising Initiatives** – refers to any activity, whether in whole or in part integrated in any raffle draw, benefit or disco dance, premier showing movies, or any similar fund raising undertaking where women are using donor prize, substitute for cash prize won, a companion package, award prize or recognition or any manner, activity, come-on display or exhibit which depicts a woman as central, partial or special focus in order to raise funds.
12. **Gender** – refers to socially learned behavior and expectations associated with the sexes. Thus, whereas maleness and femaleness are biological facts, masculinity and femininity are culturally constructed attributes. It is also refers to the socially differentiated roles and characteristics attributed by a given culture to women and men. In short, all differences besides the strictly biological characteristics or make-up.
13. **Gender and Development (GAD)** – shall refer to the development perspective which encourages the equal distribution of women and men in all aspects/sectors of development. Such a perspective involves the process or

searching of new and new and innovative which help transform unequal gender relations into opportunities equal for both men and women.

14. **Gender – Equality – is the role required or expected of women and men as prescribed by society.**
15. **Gender – Mainstreaming- Strategy in integrating gender and development concerns and issues in all government undertakings.**
16. **Gender perspective – ways of viewing issues and problems that take into consideration the different realities of women’s and men’s lives, and recognizing that there is an unequal relationship between the two.**
17. **Gender – Sensitive – having an understanding of the marginalized position of women and consciously challenging the attributes and behavior that reinforce women’s subordinate status.**
18. **Gender – Sensitization – is an experiential and critical process of learning and unlearning by an individual female or male of the causes and effects of the culturally determined roles of men and women.**
19. **Indecent Show – are shows which include nude or other provocative gestures which further project and exhibit men and women as sex objects.**
20. **Indigenous people - a group of people who have continuously lived as organized community and communally bounded and defined territory, and who have under claims of ownership since time immemorial, occupied, possessed and utilized such territories sharing common bond of language, customs, traditions and other distinctive cultural traits. They are regarded as indigenous on account of their decent from the populations who inhabited the country at the time of conquest or colonization and who retain some or all of their social, economic, cultural , political institution and may have displaced from their traditional domains or who may have resettled outside their ancestral domain.**
21. **Land Based Projects – are activities designed systematically in order to provide women the opportunity to have full access and control over the maximum utilization of land and other indigenous resources.**
22. **Other Places of Amusements - include all other places of amusements not specifically enumerated or otherwise provided in this Code, included but not limited to night clubs, cocktail lounges, super and family clubs, disco houses, minus one sing along;**

- 23. Video houses, bars or beerhouses, beer gardens, fast food centers showing sports competitions, replay show by direct hook up via satellite or those showing videocassette films, movies and other place of amusement where one seeks admission to entertain oneself by seeing or viewing or by direct participation.**
- 24. Pornography – written graphic or other forms of communications intended to excite lascivious feelings.**
- 25. Prostitution – is the sale, purchase and exchange of men, women and children or sexual exploitation for cash profit or other economic consideration by an individual or agency/entity.**
- 26. Psychological program – an intervention using a system approach to conditions of women as it views women’s differentiated needs in a social context.**
- 27. Reproductive Health - as defined in the International Conference on Population and Development and World Health Organization and affirmed in Beijing conference, reproductive health is a state of complete physical, mental and social well-being and not merely the absence of disease and infirmity, in all matters relating to the reproductive system and to its function and process. It constitutes Ten (1) elements namely:**
 - 1. Maternal and Child Health and Nutrition**
 - 2. Family Planning**
 - 3. Prevention and Treatment of Reproductive Tract Infection (RTI) including STD, HV and AIDS**
 - 4. Prevention and Management of Abortion Complications**
 - 5. Education and Counseling on Sexuality and Sexual Health**
 - 6. Breast and Reproductive Health Cancers and other Gynecological condition**
 - 7. Prevention and treatment of infertility and Sexual Disorders**
 - 8. Men’s Reproductive Health**
 - 9. Violence against Women**
 - 10. Adolescent Reproductive Health**

28. **Sexual Harassment** – is a form of misconduct involving an act or a series of unwelcome sexual advances, request for sexual favors, or other verbal or physical behavior of a sexual nature, made directly, indirectly or impliedly.
29. **Sexuality** – is one’s total expression of personhood on the basis of self appreciation (body, mind, feeling) and satisfaction of needs; also considered as physical expression of intimate relationship with others through various life stages.
30. **Sex Trafficking** – is the covert or overt recruitment of men, women and children into the sex industry. It includes new forms of sexual exploitation such as sex tourism, the recruitment of domestic labor to work in developed countries and organizes marriages between women from the third world countries and foreign nationals. It is then considered a system in which men, women and children are movable properties and object of exchange.
31. **Violence Against Women** – shall include, but not limited to:
 - a. **Physical, sexual and psychological violence occurring in the family and other close relationship, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence exploitation.**
 - b. **Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in education institutions and elsewhere, trafficking in women and force prostitution.**
 - c. **Physical, sexual and psychological violence perpetuated or condoned by the state, wherever it occurs.**
 - d. **Others acts of violence against women include.**
 1. **Violation of human rights of women in situation of armed conflict, in particular, murder, systematic rape, sexual slavery and force pregnancy.**
 2. **Forced Sterilization and force abortion, coercive, forced use of contraceptives, pre-natal sex selection and female infanticide.**
 3. **Feminization of Poverty.**

33. **Women as Sex Objects** – a conditions when women become things or properties to be manipulated, utilized or used for one’s sexual desire or interest, usually in exchange of money or goods where women have no control or power to reject such utilization or use.
34. **Gender Focal Person** – responsible person on gender program development of the Municipal Government.
35. **Chairman on Women and the Family** – refers to any person in the Sanggunian chaired such committee.

ARTICLE II

GENDER DEVELOPMENT PROGRAMS

SECTION 4. Statement of Policy. Women have the right to nurture their personhood collectively and individually to secure an image of themselves as whole valuable human beings, to build relationships based on respect, trust and mutuality.

SECTION 5. Gender Sensitivity Orientation Training – All schools, offices, establishments of companies, departments or agencies within the Municipality of Ivisan and or Province of Capiz shall be provided with gender sensitive orientation and training to equip them with theoretical and practical knowledge on gender issues and concerns. It is hereby encourage that all schools, colleges and universities shall develop assessments tools for gender baises.

SECTION 6. Popularization of Gender – Fair Materials – There shall be an active promotion and publication of gender – fair materials in popular forms in the whole Municipality.

SECTION 7. Integrated Gender – Sensitive and Environment – Friendly Zonification plan. An integrated Gender sensitive and Environment-friendly zonification plan of the Municipality of Ivisan, Province of Capiz shall be established taking into consideration, among others, the following.

- a. Relocation of communities shall not deprive anyone of their sources of livelihood.
- b. Relocation sites shall not contribute to an increase in anyone’s burden in economic, home and social production.
- c. Housing and industrial projects sites shall be those unproductive lands unsuitable for agricultural purposes.

SECTION 8. Community Based Environment Plans and Programs – Both men and women shall participate in pollution control, zero waste management technology

development, conservation and preservation of natural resources with respect to the rights of indigenous people and rights to self determination.

SECTION 9. Gender – Sensitive Natural Resource – Based Management Programs. The Municipal government of Ivisan, Capiz, shall engage itself in the development of gender sensitive natural resource-based management programs.

SECTION 10 - Role of Women in Environment Impact Assessment Projects – The Municipal Government shall promote the active role of women in environment Impact Assessment Projects.

SECTION 11 - Promotion of Alternative Technology – The Municipal government shall actively promote an alternative technology that is appropriate and safe for everybody’s well-beings.

SECTION 12 - Sufficient Budget for Gender and Development Projects/Programs/ activities. An amount necessary to underwrite the Gender and Development Programs, Projects and activities shall be allocated from the Municipal Fund and or in accordance with R.A. 7192 a.k.a. “ Women in Development and Nation Building Act ‘.

SECTION 13. Special Training for Lupong Tagapamayapa. It is hereby encouraged that all barangays in the local government units of the Municipality of Ivisan, Capiz, shall endeavor to support the special paralegal training that will focus on gender related issues for all Lupong Tagapamayapa; to be initiated by their respective GAD Focal Points and Chairman, Committee on Women and the family of the Sangguniang Bayan in close coordination with the Department of Justice (DOJ).

SECTION 14. Training on Non-traditional Occupation. Women shall be given opportunity to acquire training on non-traditional occupation such as those related to science and technology.

ARTICLE III

ADMINISTRATIVE AND MANAGEMENT SUPPORT PROGRAM

SECTION 15 – Statement of Policy. Women have the right to prevention of and protection from all forms of violence and coercion against their persons, their freedom, their sexuality and their individuality.

SECTION 16 - Facilities and Support System for all Employees - The Municipal Government of Ivisan, Capiz, shall ensure the safety and health of women employees. In appropriate cases, the Municipal government may;

- a. Establish separate toilet facilities, room, lavatories and lounge for men and women and provide at least dressing room for women.

- b. **Establish homecare center in the workplace to temporarily cater breastfeeding, child rearing and early childhood care for working parents while on their respective jobs.**

SECTION 17. - Capital Assistance for Women. All departments and agencies engaged in socio-economic programs shall increase their capital assistance and or subsidy to women especially on land-based projects using community bank approach.

SECTION 18. Women's and Children's Concern Desks (WCCDS). There shall be Women's and Children's Desks established and maintained in the Ivisan Police Station to be handled by Women Police Officers who must have undergone Gender Sensitivity Training (GSTY).

SECTION 19. Role of Female Police Officer. Complaints on battering and other forms of abuse against women and children shall be handled female officers pursuant to the protocol established by the Inter-Agency committee on Violence Against Women and Children and such other ethical standards set by laws, ordinances, rules , policies and regulations as maybe promulgated by the local government.

SECTION 20. Programs for Survivors of Violence. Women and children who are survivors of all forms of violence shall avail of psycho-social program of their respective Social Welfare and Development Office of the local government concerns.

SECTION 21. Court hearing on rape cases, incest and other forms of Violence Against Women and Children. All investigations, hearing involving rape cases and other forms of violence against women and children conducted in the Police Station, Prosecutor's Office and Trial Courts shall recognize and allow the survivor's support group to be present in the courtroom as observers and in order to provide moral support to the survivors subject to litigation.

SECTION 22. The family Disputes and Violence Committee. All barangay government in the Municipality of Ivisan, Province of Capiz shall create the Family Disputes and Violence Committee under the Lupong Tagapamayapa to handle cases on family disputes.

SECTION 23. Women and Children Welfare. The Women and Children Welfare is hereby established under the Municipal Social Welfare and Development Officer to cater to problems and concerns of depressed families especially those affected by natural and man-made calamities.

SECTION 24. Crisis Intervention Center. A Crisis Intervention Center is hereby established to serves as a temporary shelter with appropriate support for women and children in crisis under the management and supervision of the Municipal Social Welfare and Development Office.

SECTION 25. Municipal GAD Focal Point. The Municipal Gender and Development (GAD) Focal Point shall serve as the coordinating and advisory body of the Municipal government regarding the Gender and Development program, projects, policy and activity. It shall be composed of, but not limited to the GAD Focal Points persons of every Municipal Agency and or department or offices, agencies, duly accredited GOs, POs, NGOs and SB Chairman Committee on Women and the Family. It shall be created 30 days after the effectivity of this Code through Executive Order to be issued by the Municipal Mayor at least once every three (3) years. A gender and Development Office shall established, operation and management of which shall be handled by the Municipal GAD Focal Person to be appointed and or designated and supervised by the Local Chief Executive.

SECTION 26. Integration/Mainstreaming of GAD in the Municipal Government Programs and Services. The Municipal government of Ivisan, Capiz, through the Municipal GAD Focal Point in close coordination with the Municipal Council on the Welfare of Women and Children and other concerns sectors shall develop an integrated development program shall;

- a. facilitate empowerment women, livelihood, and gender equality, and
- b. ensure mainstreaming/integration of GAD and GAD related programs and projects and services.

ARTICLE IV

POLITICAL AND PUBLIC SPHERE OF WOMEN AND CHILDREN

SECTION 27. Statement of Policy. Women have the right to freely and fully participate individually and collectively in the political processes of their communities and nation.

SECTION 28 – Declaration of March 8 as women’s day. As declared by the United Nations, March 8 shall be observed as Women’s Day. There shall be a set of Municipal activities, and or in coordination with the Provincial activities on Women’s Day celebration to increased the level of awareness and critical consciousness on the issues affecting them.

SECTION 29 – International Day of Action for Women’s Health. The Municipal Government of Ivisan, Capiz, shall cause the celebration of the International Day of Action for Women’s Health every year where issues and concerns relative to the protection and promotion of women’s health shall examined, deliberated, and projected for government action.

SECTION 30 – Municipal Level Self – Organization of Women. Self Organization of Women shall be recognized at the Municipal level to include the duly established Local Council for Women and Children at the Municipal level.

SECTION 31 – National Women’s Month. Pursuant to Presidential Proclamation No. 267, dated September 30, 1993, the Municipal Government shall observe the month of October as National Women’s Month and undertake projects in the observance thereafter.

ARTICLE V

LABOR AND EMPLOYMENT

SECTION 32. Equal Access to employment, Training and Promotion. No one shall be denied of employment opportunity on account of gender, age, ethnicity, creed, religion and civil status as prescribed in the Labor Code, as amended.

SECTION 33. Wage Benefits. – Every employer shall comply with the minimum wage as prescribed by the Regional/Provincial/Municipal Wage Board and shall grant all benefits to all employees such as maternity/paternity leave, sick and vacation leave, retirement, terminal and other benefits provided by law.

SECTION 34 . Orientation on Sexual Harassment. All local and national government offices in the Municipal government of Ivisan, Capiz, shall conduct or sponsor orientation activities on sexual harassment on their respective personnel. Private offices, agencies, institutions and establishment or companies within the Municipality of Ivisan, Capiz, are encourage to do the same.

SECTION 35. Setting up of Grievance Machinery. A grievance body shall be set up in the Local and national government offices stationed in the Municipality as well as in private offices, agencies, institutions, and establishments or companies, to act on complaints related to sexual harassment. For this purpose, a grievance procedure must be installed in each of these organizations.

SECTION 36. Gender – Sensitive Physical Plan. The Physical plan appropriate for a gender sensitive environment shall be adopted by all offices, agencies and establishments or companies which shall help prevent sexual harassment, sexual abuse and other forms of maltreatment in workplaces.

SECTION 37. Employment Assistance Program. The Municipal government of Ivisan, Capiz, in cooperation with the Department of Labor and Employment shall endeavor to assist poor students, the unemployed and the underemployed in securing gainful employment.

SECTION 38. Municipal – Based Registration of House Helpers. The Municipal government of Ivisan, Capiz in coordination with barangay officials shall come up with an annual survey of domestic helpers to monitor cases of sexual harassment, sexual abuse

and other forms of maltreatment. Employers must provide their houses helpers recreation, day off at terms and conditions mutually agreed by both parties concerned.

ARTICLE VI

HEALTH CARE BUDGET

SECTION 39. Budget for Women's Health. An amount, as may be necessary shall set aside in the annual budget Municipal, and barangay for women's health and nutrition services.

SECTION 40. Upgrading of Health Care Delivery System. Quality health Care and services that are not discriminatory on account of their gender, sex, age, creed, religion and ethnicity shall be implemented.

SECTION 41. Reproductive Health Care Delivery. The Municipality of Ivisan, Capiz shall adopt the Reproductive Health (RH) care approach at all levels of health care delivery. Such approach shall not be limited to family planning and child bearing only but also integrate other gender-related issues.

SECTION 42. Women's Right Over Their Bodies. Women's decision to prevent and control pregnancy without necessarily resulting to abortion shall be given appropriate support and guidance by all health professionals, public and private at very minimal cost.

SECTION 43. Primary Health Care Delivery– In consonance with the Department of Health's thrust, in coordination with the Provincial Health Office, the Municipal Health Office shall strengthen the Primary health care delivery in the context of reproductive health.

SECTION 44. Protection Against Drugs Abuse. A special task force shall be created and sustained by the Municipal Government for the protection against drug abuse and proliferation of illicit drugs.

SECTION 45. Access to Safe Water. All barangay shall provide easy access to safe water systems that shall be installed, if possible right at their tap, to ease women's workload as well as minimize women and children fetching water for the household use.

SECTION 46. Rooming-in and Breastfeeding Practice. All government and private health institutions with obstetrical services in the Municipality shall adopt room- and breastfeeding practice as prescribed by law.

ARTICLE VII

EDUCATION

SECTION 47. Statement of Policy. Women have the right to an adequate, relevant and gender fair education throughout their lives, from childhood to adulthood.

SECTION 48. Education and National Policies. Men and Women shall undertake education on national policies on women and family.

SECTION 49. Weekend Classes. In cooperation with the Department of Education (Dep. Ed.), non formal education classes for all shall be held in identified schools in the Municipality to facilitate working persons access to education.

SECTION 50. Promotion of Gender- Sensitive Curricula. The schools and other concerned agencies with the Municipal government of Ivisan, Capiz shall promote gender sensitive counseling and career education programs to encourage anyone to pursue academic and technical courses to widen their career opportunities.

SECTION 51. Alternative Learning System (ALS). Anyone desire to engage in functional and practical education shall be enlisted in ALS adult education program, which shall be set up in the Municipality in coordination with public and private educational institutions and other concerned government agencies and private institutions.

SECTION 52. Day Care Centers. The Municipal Government of Ivisan, Capiz whenever possible, continue support the establishment of a Day Care Centers in every barangays and sitios if possible.

SECTION 53. Scholarship Program. The Municipality of Ivisan, Capiz shall institutionalize its scholarship program for the poor but deserving students of Ivisan only.

SECTION 54. Sex Education. Sex education for pre-puberty ages shall be introduced in the right way, at the right place and by the right people. Understanding human sexuality in an intimate and personal matters not only of parents but also other concerned institutions that have the competence to carry out such obligation of molding their children in the context of goodly life and love.

SECTION 55. Support Gender Studies. A sufficient amount shall be allotted to gender related documentation and researches, which shall form part of the Municipal data-based program development.

ARTICLE VIII

SPECIAL GROUP CITIZENS

SECTION 56. Special Education for Differently Abled Persons. There shall be a special education school for differently abled persons in the Municipality which shall officer appropriate technology curricula.

SECTION 57. Advocacy to differently-abled person Right. Active advocacy on the rights of differently-abled persons shall be initiated by the local government units, in close coordination with the Municipal Social Welfare and Development Office and other concerned government, private institutions and Non government organizations (NGOs).

SECTION 58. Creative Employment Opportunities for Differently-Abled Persons. The Municipal government shall develop creative employment opportunities for differently-abled persons recognizing their differentiated conditions and full potentials as human beings.

SECTION 59. Reporting of Cases of Harassment Against Elderly and Differently-Abled Persons. The Municipality through the Council for the elderly and differently-abled persons, shall require all the barangays to monitor the report of cases of harassment committed against the elderly and differently-abled persons.

SECTION 60. Municipal. Level of Cases of Harassment Committed Against the Elderly and the Differently-Abled Persons. The Municipal government shall formulate a plan of action that shall give administrative sanction to any person committing harassment against differently-abled persons.

SECTION 61. Support Funds for Senior Citizen. Funds shall be allocated for livelihood assistance, routine physical check-up, social group work programs and other appropriate socio-economic activities for senior citizens.

SECTION 62. Support to Person in Detention. Rights of all detainees shall be protected.

- a. Speedy trial of their cases shall be ensured by all concerned authorities.
- b. An appropriate program shall be designed to respond to their specific needs and problems as detainees; and
- c. Separate structure and space for detention and rehabilitation shall be established.

ARTICLE IX

VIOLENCE AGAINST WOMEN AND CHILDREN

SECTION 63. Statement of Policy. Women have the right to prevention and protection from all forms of violence and coercion against their persons, their freedom, their sexuality and their individuality.

SECTION 64. Parental Authority. The father and the mother shall jointly exercise parental authority over the persons of their common children. In case of disagreement, the father's decision shall prevail unless there is a judicial order to the contrary.

SECTION 65. Trafficking. It is unlawful.

- a. For any person, association, cult, religion or organization or similar entities to commit the following acts:
 - a.1. Establish to carry on a business for the purpose of exploiting women for purposes of sex, sex slavery, sex trade, sex tours and other immoral activities.
 - a.2. Advertise, publish, printing or distribution of any brochures, flyers or propaganda materials calculated to promote the above-mentioned prohibited acts.
 - a.3. Solicit, enlist or attract/induce any women to join any club, association or organization whose objective is to match women for marriage to foreigners either on mail-to-order basis or through personal introduction or cyberspace.
 - a.4 Use the postal services, cyberspace or satellite television to promote the above-mentioned prohibited acts.
- b. To buy or sell woman, or any of her body parts.
- c. To act as procurer of a sex worker.
- d. To threaten or use violence to force a women to become a mail-to-order bride.

Penalty for the commission of these acts shall be dependent on the prevailing pertinent laws and regulations.

SECTION 66. Other Forms of Trafficking in Women. Any person or agency who encourages, influences or recruits a woman to work abroad or locally for a particular job on a promise of a fee, but instead, forces and deceives to engage in prostitution, domestic helpers or other odd job, shall be penalized by an imprisonment of six (6) months or a fine of Php. 2,500.00 or both at the discretion of the court. Persons liable thereof, may also be prosecuted and penalized in accordance with R.A. 6955, an act which outlaws the practice of matching Filipino women for marriage to foreign nationals on mail-to-order basis.

SECTION 67. Other Forms of Sexual Harassment. Other than the definition Provided in R.A. 7877 otherwise known as the Anti-Sexual Harassment Act of 1995, the following constitutes sexual harassment.

1. persistent of telling offensive jokes such as green or other analogous statement to someone who finds them offensive or humiliating.
2. taunting a person with constant talk about sex and sexual innuendoes.

ARTICLE X

LABOR AND EMPLOYMENT

Section 68. Reproductive Health Services. Establishment within the Municipality as well as labor intensive establishments shall provide access to reproductive health services to workers regardless of sex and civil status as a manifestation of concerns for women's role in social production, cancellation of business permit or license to operate shall be recommended for imposition by the local government concerned and or a fine of Php. 2,000.00 shall continue the penalty for violation of this provision.

SECTION 69. Gender-Sensitive Physical Plan. A physical plan appropriate for Gender-Sensitive environment shall be adopted by all offices, agencies, establishments or companies which shall help prevent sexual harassment, sexual abuse and other forms of maltreatment in the workplace. Failure to comply with this provision shall be penalized by a fine of Php. 2,500.00 and suspension of business permit or licenses for three (3) months.

ARTICLE XI

WORKERS IN THE ENTERTAINMENT INDUSTRY

Section 70. Workers in the Entertainment Industry. Workers in the entertainment industry shall be recognized as wage earners and they shall receive minimum wage and benefits afforded to workers and shall render services only in the place of work as specified in the business permit of the entertainment concerned. Violation of this provision shall be subjected to a fine of Php 2,000.00 or cancellation of business permit or both at the discretion of the court.

SECTION 71. Support Services for Women in the Entertainment Industry. The Municipality of Ivisan and employers shall provide appropriate support services, such as the Crises Intervention Center for commercial sex workers in the desire to concrete their practical needs.

SECTION 72. Medical Routine Check-up. Women in the entertainment industry shall be afforded by their respective employers with medical routine check up and medicines if needed.

SECTION 73. Raids. Police brutality shall not be allowed during conduct of raids in the entertainment establishments. Violators of this provisions shall be subjected to administrative sanction without prejudice to the application of other existing laws.

ARTICLE XII

HEALTH RIGHT

SECTION 74. Reproductive Health Services for All. All hospital, medical clinic shall offer equitable and affordable reproductive health services for all, regardless of sex and social status. In non-compliance of this provision, the hospital, clinic operators, administrators, president of the chief of the hospital and or medical clinic shall be penalized by a fine of Php 2,500.00.

ARTICLE XIII

SOCIO-ECONOMIC BENEFITS FOR WOMEN

SECTION 75. Bank, Financial Institutions and Cooperative Support System. All banks financial institutions and cooperatives are encouraged to open special windows for lending to women including young women who lack access to traditional sources of collateral. This process ensures and protects the economic rights of women.

ARTICLE XIV

WOMEN AND CHILDREN

SECTION 76. Support to Women and Children. All agreements and settlement arrived at the barangay level relative to the support of women and children shall be final and executory. Violation of such agreements or settlement shall be subjected to a fine of Php. 1,000.00.

ARTICLE V

GENDER AND DEVELOPMENT ORIENTATION TRAINING

Section 77. Gender Sensitivity Orientation and Training. All schools offices, establishments or companies, departments and agencies including Municipal barangay officials and purok leaders shall initiate gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender issues and concerns. Likewise all establishments, schools, colleges and universities develop assessments tools for gender biases. Non-compliance of this provision shall require the concerned party to pay a fine of Php 2,000.00.

ARTICLE XVI

TRANSITORY PROVISIONS

SECTION 78. Funding. An amount as may be necessary to implement the provisions of this Code is hereby appropriated from any available source in the General Fund of the Municipality. Thereafter, the Municipality shall set aside an amount as may be necessary to fund the GAD programs, projects and activities of the Municipal government pursuant to this Code, subject to the existing accounting, auditing, pertinent laws, regulations and issuances on the matter.

ARTICLE XVII

FINAL PROVISIONS

SECTION 79. Separability Clause. If for any reason any portion or provisions of this Code is declared unconstitutional or invalid, the other sections or provisions hereof which are not affected thereby shall continue to be in full force and effect.

SECTION 80. Suppletory Clause. On matters not provided for in this Code, any existing applicable laws and their corresponding, implementing rules and regulations, executive fiats and relevant issuances, issued thereof shall apply in supplemental manner.

SECTION 81. Repealing Clause. Any appropriation Ordinance, orders, rules and regulations or part thereof, that are inconsistent with the provisions of this ordinance are likewise hereby repealed or modified accordingly.

SECTION 82. Effectivity Clause. This Code shall take effect upon compliance of the mandatory posting and publication requirements prescribed under Republic Act No. 7160 otherwise known as the Local Government Code of 1991.

Enacted,

**I HEREBY CERTIFY that
this Ordinance has been duly
enacted by the Sangguniang Bayan
on August 31, 2011.**

**FREDDIE A. TUGNA
Secretary to the Sanggunian**

**ATTESTED AND CERTIFIED
TO BE DULY ENACTED:**

**MARITA O. MESTIDIO
Vice Mayor
and
Presiding Officer**