



Republic of the Philippines
Province of Bohol
MUNICIPALITY OF LOON

OFFICE OF THE SANGGUNIANG BAYAN

**EXCERPTS FROM THE MINUTES OF THE 40th REGULAR SESSION OF THE
10th SANGGUNIANG BAYAN OF LOON, PROVINCE OF BOHOL HELD ON THE
1st DAY OF APRIL 2008 AT THE SANGGUNIANG BAYAN SESSION HALL-**

PRESENT:

Hon. Edwin R. Ladeza,	Vice-Mayor, Presiding Officer
Hon. Ricky U. Masamayor,	SB Member
Hon. Manuel R. Veloso,	SB Member
Hon. Damaso C. Pasilbas,	SB Member
Hon. Josephat B. Palma,	SB Member
Hon. Timoteo L. Legitimas,	SB Member
Hon. Ignacio M. Castil, Jr.,	SB Member
Hon. Priscila C. Branzuela,	SB Member
Hon. Narciso B. Neri,	SB Member
Hon. Cesar R. Pedrigal,	LnB President, Ex Officio Member
Hon. Ivaraxel C. Ericson,	SKMF President, Ex Officio Member

ABSENT:

None

MUNICIPAL ORDINANCE NO. 08- 002
Series of 2008

THE GENDER AND DEVELOPMENT (GAD) CODE OF LOON, BOHOL-

Be it enacted by the 10th Sangguniang Bayan of Loon, Bohol in session duly assembled, that:

CHAPTER I – BASIC PRINCIPLES

ARTICLE I

Title, General Policy and Definition of Terms

SECTION 1. Title. -This Ordinance shall be known as the “Gender and Development Code of Loon, Bohol.”

SECTION 2. Declaration of Policy and Principles. –

2.1.It shall be the policy of the Local Government Unit of Loon to ensure both women/girls and men/boys benefit equally and participate directly in the development programs and projects of its various departments and ensure the full participation and involvement of both men and women in the development process, pursuant to RA 7192 or the Women in Development and Nation Building Act.

2.2 The LGU Loon shall adopt the following principles:

a) To uphold the rights of women/girls and the belief in their worth and dignity as human beings in accordance with the fundamental freedoms guaranteed under the Constitution and the Provisions of the Universal Declaration of Human Rights,

Convention on the Elimination of All Forms of Discrimination Against Women and other international human rights instruments to which the Philippines is a party.

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

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

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

Section 3. Enforcement of Policy. The following means are formulated to achieve the foregoing policy:

1. All municipal government departments, offices and instrumentalities shall ensure that women and girls benefit equally and participate directly in the development programs and projects of said departments and agencies, specifically those funded under official foreign development assistance, to ensure the full participation and involvement of women in the development process, pursuant to RA 7192.

2. The heads of office of all municipal government departments, offices and instrumentalities shall ensure that gender mainstreaming and institutionalization are integrated in all their processes involving planning, programming, budgeting, implementation, monitoring and evaluation of existing programs, projects and activities.

3. The Municipal Government of Loon shall formulate a three-year GAD Plan within the context of its local development plan and overall national GAD policies and pronouncements. The GAD plan shall identify specific activities and projects addressing existing and emerging gender issues.

4. In implementing GAD related programs, projects and activities, the Local Government shall identify the cost and specify the amounts allocated for the GAD programs, projects and activities (PPAs) chargeable against the minimum five percent (5%) budgetary allocation authorized under its total annual and supplemental budgets appropriated for the year. These allocations shall include the Local Government's share in the Internal Revenue Allotment and other revenue sources budgeted for the year.

5. All departments, offices and instrumentalities of this LGU shall develop GAD performance indicators which are consistent with the Organization Performance Indicator Framework of the Department of Budget and Management and the National Economic Development Authority. The GAD indicators shall define not only the expected outputs and targeted beneficiaries but also the measurable and desirable

outcomes of gender mainstreaming and institutionalization within the organization as well as the impact to its clients.

6. Upon effectivity of this Code, all departments, offices and instrumentalities of this LGU shall review and revise all their regulations, circulars, issuances and procedures to remove gender biases therein, and shall complete the same within two years.

7. The Council for Women in Loon, as provided for under Section 41, Article II, Chapter III, of this Code shall be actively consulted in matters dealing with official development assistance to ensure gender-responsiveness and implications on women.

SECTION 4. Definition of Terms. - The following terms used in this Code shall be defined as follows:

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

b. **Commercial Establishments with Internet Connections** - refers to any business enterprise such as cafés, lounges, bars, billiard halls, restaurants, beerhouses, hotels, motels, inns, pension houses, lodging houses, and other similar establishments, including transports operating within this municipality which also offer to the public for a certain fee such internet-generated services as electronic mailing, electronic chatting, electronic researching or surfing and all other forms of electronic data servicing that the internet server may provide.

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

d. **Development** - is the improvement of the quality of life of all regardless of age, sex, gender, tribe, race, creed and religion. It is characterized by an enrichment of Filipino indigenous resources, sustainable utilization of the natural resources of the country and freedom from dependency. It is therefore, a sustained, gender-responsive, equitable growth and balanced ecology.

e. **Differently-Abled Women** - are those who experience one or a combination of physical and or mental impairment with distinct needs and potentials.

f. **Discrimination Against Women** - is any distinction, exclusion or restriction made on the basis of gender which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise by women of their rights irrespective of their marital status.

g. **Economic Abuse** - refers to acts that make or attempt to make a woman financially dependent which includes, but is not limited to the following:

1. Withdrawal of financial support or preventing the victim from engaging in any legitimate profession, occupation, business or activity, except in cases

wherein the other spouse/partner objects on valid, serious and moral grounds as defined in Article 73 of the Family Code;

2. Deprivation or threat of deprivation of financial resources and the right to the use and enjoyment of the conjugal, community or property owned in common;

3. Controlling the victims' own money or properties or solely controlling conjugal money or properties;

4. Destroying household property.

h. **Feminization of Poverty** - is a condition when gap between the rich and the poor widens and grassroots women bear the brunt of poverty as in economic instability and unequal distribution of wealth. Such gap reinforces non-response to both practical and strategic needs/interests of women.

i. **Gender** - is a socially and culturally constructed differentiation between men and women for all sexual orientation and gender identities, created partly through socialization and partly through positive and negative discrimination in the various institutions and structures of society.

j. **Gender and Development** - refers to the conscious efforts at improving the quality of lives of women and men of all sexual orientations and identities based on sustained, equitable growth, and balanced ecology. It sees society as a gender system in all its aspects – economic, political and social. It acknowledges women's oppression in both the private and public spheres and recognizes women as agents of change, instead of mere recipients of development assistance. It calls for structural change as well as reorientation of the patriarchal culture.

k. **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 and socially determined roles of women and men and root causes of unequitable gender relations.

l. **Integrated Gender and Development Office** - refers to the office which shall be created by the Local Government of Loon responsible for the implementation of this Code. It addresses itself to the convergence of the local government efforts towards a local level coordination and cooperation in facilitating gender and development program planning, development, implementation, monitoring and evaluation.

m. **Live shows** - include dancing naked or doing sexually titillating or indecent acts in public or private places for commercial or entertainment purposes.

n. **Mail Order Bride** - is a situation when a woman establishes personal relation with a male foreign-national or similar means upon recruitment by an individual or agency for the purpose of exploiting women in guise of marriage.

o. **Pedophilia** - is a form of sexual perversion where children, twelve years old and below are the preferred victims.

p. **Physical Violence** - refers to acts that include bodily or physical harm or the attempt or threat of inflicting physical harm.

q. **Places of Amusement** - include all other places of amusement not specifically enumerated or otherwise provided for in this Code, including but not limited to night clubs or day clubs, cocktail lounges, super or family clubs, disco houses, minus one or sing-along houses, bars or beer houses/gardens, fast food centers showing sports competitions or replay shows by direct hook-up via satellite or those showing videos, films/movies, resorts, and other places of amusement where one seeks admission for entertainment whether by seeing or viewing or by direct participation.

r. **Pornography** - refers to any representation, through publication, exhibition, cinematography, indecent show, information technology, or by whatever means, of a person engaged in real or simulated explicit sexual activities or any representation of the sexual parts of a person primarily for sexual purposes.

s. **Prostitution** – refers to any act, transaction, scheme or design involving the use of a person by another, for sexual intercourse or lascivious conduct in exchange for money, profit or any other consideration.

t. **Psychosocial Program** - is a program which provides a comprehensive intervention using a systems approach to conditions of women in a social context to respond to women's different needs.

u. **Psychological Violence** - refers to acts or omissions causing or likely to cause mental or emotional suffering to the victim, such as but not limited to intimidation, harassment, stalking, damage to property, public ridicule or humiliation, repeated verbal abuse, and marital infidelity. It includes causing or allowing the victim to witness the physical, sexual or psychological abuse of a member of the family to which the victim belongs, or to witness pornography in any form or to witness abusive injury to pets or to unlawful or unwanted deprivation of the right to custody and/or visitation of common children.

v. **Reproductive Health** - is a state of complete physical, mental, and social well-being and not merely the absence of disease and infirmity in all matters relating to the reproductive system and to its functions and processes, i.e., people are able to have a satisfying and safe sex life and have the capability to reproduce and the freedom to decide it, when and how to do so.

w. **Rights of Women** - are those rights defined and declared by the United Nations under the Convention on the Elimination of all forms of Discrimination against Women (CEDAW).

x. **Sex Tourism** – refers to a program organized by travel and tourism-related establishments and individuals which consists of tourism packages or activities, utilizing and offering escort and sexual services as enticement for tourists. This includes sexual services and practices offered during rest and recreation periods for members of the military.

y. **Sexual Harassment** - is a form of abuse involving an act or series of unwelcome sexual advances, requests for sexual favors, or other verbal or physical behavior of a sexual nature, made directly, indirectly or impliedly.

z. **Sexual violence** - refers to an act which is sexual in nature, committed against a woman or a girl child. It includes, but is not limited to:

1. Rape, sexual harassment, acts of lasciviousness, treating a woman or child as a sex object, making demeaning and sexually

suggestive remarks, physically attacking the sexual parts of the victim's body, forcing a woman or child to watch obscene publications and indecent shows or forcing the woman or child to do indecent acts and/or make films thereof, forcing the wife and mistress/lover to live in the conjugal home or sleep together in the same room with the abuser;

2. Acts causing or attempting to cause the victim to engage in any sexual activity by force, threat of force, physical or other harm or threat of physical or other harm or coercion;

3. Prostituting the woman or child.

aa. **Trafficking in Persons** – refers to the recruitment, transportation, transfer or harboring, or receipt of persons with or without the victim's consent or knowledge, within or across national borders by means of threat or use of force, or other forms of coercion, abduction, fraud, deception, abuse of power or of position, taking advantage of the vulnerability of the person, or the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation which includes at a minimum, the exploitation or the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery, servitude or the removal or sale of organs.

The recruitment, transportation, transfer, harboring or receipt of a child for the purpose of exploitation shall also be considered as "trafficking in persons" even if it does not involve any of the means set forth in the preceding paragraph.

bb. **Violence against Women** - refers to any act of gender-based violence that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such 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 or enumerated in this Code.

cc. **Women in the entertainment industry** - are those women working in establishments identified as places of amusements and shall include, but not limited to, night clubs or day clubs, cocktail lounges, exclusive or family clubs, karaoke and videoke bars, beer houses/gardens, fastfood centers, sports cafes, video games shops, spas, massage and beauty parlors, resorts which show TV/cable programs, films, movies, sports shows either by direct hook-up or via satellite and other places of amusement where one seeks admission to be entertained.

dd. **Woman** – refers to an adult female person.

Article II Women Rights

SECTION 1. Rights of Women. - Rights of women are those rights defined and declared by the United Nations under the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) which are hereby adopted as follows:

a. Women have the right to the prevention of and protection from all forms of violence and coercion against their person, their freedom, their sexuality and their individuality;

b. Women have the right to freely and fully participate individually or collectively in the political processes of their communities and nations;

c. Women have the right to the means for assuring their economic welfare and security;

d. Women have the right to the necessary knowledge and means for the full exercise of their reproductive rights in accordance with the Constitution and their beliefs and preferences;

e. Women have the right to choose to marry or not to marry and to choose a spouse in accordance with their values and preferences and maintain equality in their relationships;

f. Women have the right to shared productive and reproductive responsibilities and to obtain adequate support from their spouse/partner;

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

h. Women have the right to adequate nutrition and proper health care;

i. Women have the right to humane living conditions;

j. 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 relationships based on respect, trust and mutuality; and

k. Women have the right to equality before the law in principle as well as in practice.

CHAPTER II – DEVELOPMENTAL CONCERNS

ARTICLE I Prohibited Acts

SECTION 1. Right to Protection Against Violence, Discrimination or Abuse. - Women have the right to be protected against all forms of violence, discrimination or abuse. For this purpose, the acts in this Article are hereby declared prohibited and unlawful.

SECTION 2. Violence Against Women and Their Children.- The crime of violence against women and their children, as provided by law, is committed through any of the following acts:

a. Causing physical harm to the woman or her child;

b. Threatening to cause the woman or her child physical harm;

c. Attempting to cause the woman or her child physical harm;

d. Placing the woman or her child in fear of imminent physical harm;

e. Attempting to compel or compelling the woman or her child to engage in conduct which the woman or her child has the right to desist from or desist from conduct which the woman or her child has the right to engage in, or attempting to restrict or restricting the woman's or her child's freedom of movement or conduct by force or threat of force, physical or other harm or threat of physical or other harm, or intimidation directed against the woman or child. This shall include, but not limited to, the following acts committed with the purpose or effect of controlling or restricting the woman's or her child's movement or conduct:

1. Threatening to deprive or actually depriving the woman of custody of her children;

2. Depriving or threatening to deprive the woman or her children of financial support legally due her or her family, or deliberately providing the woman's children insufficient financial support;

3. Depriving or threatening to deprive the woman or her child of a legal right;

4. Preventing the woman in engaging in any legitimate profession, occupation, business or activity or controlling the victim's own money or properties, or solely controlling the conjugal or common money, or properties;

f. Inflicting or threatening to inflict physical harm on oneself for the purpose of controlling her actions or decisions;

g. Causing or attempting to cause the woman or her child to engage in any sexual activity which does not constitute rape, by force or threat of force, physical harm, or through intimidation directed against the woman or her child or her/his immediate family;

h. Engaging in purposeful, knowing, or reckless conduct, personally or through another that alarms or causes substantial emotional or psychological distress to the woman or her child. This shall include, but not be limited to, the following acts:

1. Stalking or following the woman or her child in public or private places;
2. Peering in the window or lingering outside the residence of the woman or her child;
3. Entering or remaining in the dwelling or on the property of the woman or her child against her/his will;
4. Destroying the property and personal belongings or inflicting harm to animals or pets of the woman or her child; and
5. Engaging in any form of harassment or violence;

i. Causing mental or emotional anguish, public ridicule or humiliation to the woman or her child, including, but not limited to, repeated verbal and emotional abuse, and denial of financial support or custody of minor children or access to the woman's child/children;

j. Physical, sexual and psychological violence occurring in the family and other intimate relationships, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation;

k. Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution;

l. Violations of the human rights of women in situations of armed conflict, in particular, murder, physical and psychological torture, systematic rape, sexual slavery and forced pregnancy;

m. Forced sterilization and forced abortion, coercive/forced use of contraceptives, prenatal sex selection and female infanticide, forced medical, psychological examinations without expressed approval of the concerned person;

n. Buying or selling a woman or any of her body parts for profit;

o. Sexual harassment and assault of women in detention.

SECTION 3. Sexual Abuse. - 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 or anus of a woman under any of the following situations:

1. Through force, threat or intimidation;
2. By means of authority or relationship;
3. When the offended party is deprived of reason or is otherwise unconscious;
4. When the offended party is below twelve years old, even though none of the above circumstances is present.

b. When a person inserts part of his or her body other than the sexual organ, or introduces any object or instrument into the genital or anus of a woman under any of the situations stated in paragraph 1;

c. When a person subjects another to have sexual intercourse with an animal under any of the circumstances stated in paragraph 1 or through any abnormal, unusual or ignominious sexual act;

d. Any intentional contact however slight of one's penis to the genital, mouth, breast or anus of a woman or intentional contact thereof, however slight, to any part of her body other than her sexual organ; or the use of any instrument or object which intentionally touches the genital, breast or anus of a woman against the latter's will;

e. Incestuous abuse committed by any person who has authority over a person by virtue of consanguinity and/or affinity such as those perpetrated by father, mother, grandparent, brother, sister, whether whole or half blood; an uncle, aunt, nephew or niece, or cousin to the 4th degree;

f. Sexual abuse in intimate or marital relations consisting of any form of forced sexual act committed under intimate or marital relations as defined in the Anti-Rape Law of 2001 such as those between man and woman, woman and woman, man and man relations, married or unmarried, legally separated or separated in fact;

SECTION 4. Battering. - Battering constitutes the following kinds of behavior but is not limited to:

- a. Sexual battering;
- b. Psychological battering;
- c. Economic battering.

SECTION 5. Trafficking in Persons. - It shall be unlawful for any person or association, cult, religion, organization or similar entities, to commit any of the following acts of trafficking persons:

a. To recruit, transport, transfer, harbor, provide, or receive a person by any means, including those done under the pretext of domestic or overseas employment or training or apprenticeship, for the purpose of prostitution, pornography, sexual exploitation, forced labor, slavery, involuntary servitude or debt bondage;

b. To introduce or match for money, profit, or material, economic or other consideration, any person or, as provided for under Republic Act No. 6955, any Filipino woman to a foreign national, for marriage for the purpose of acquiring, buying, offering, selling or trading him/her to engage in prostitution, pornography, sexual exploitation, forced labor, slavery, involuntary servitude or debt bondage;

c. To offer or contract marriage, real or simulated, for the purpose of acquiring, buying, offering, selling, or trading them to engage in prostitution, pornography, sexual exploitation, forced labor or slavery, involuntary servitude or debt bondage;

d. To undertake or organize tours and travel plans consisting of tourism packages or activities for the purpose of utilizing and offering persons for prostitution, pornography or sexual exploitation;

e. To maintain or hire a person to engage in prostitution or pornography;

f. To adopt or facilitate the adoption of persons for the purpose of prostitution, pornography, sexual exploitation, forced-labor, slavery, involuntary servitude or debt bondage;

g. To recruit, hire, adopt, transport or abduct a person, by means of threat or use of force, fraud, deceit, violence, coercion, or intimidation for the purpose of removal or sale of organs of said person;

h. To recruit, transport or adopt a child to engage in armed activities in the Philippines or abroad;

i. To pimp or act as procurer of a sex worker;

j. To employ minors in bars and in other places of amusement.

SECTION 6. Acts that Promote Trafficking in Persons. – The following acts which promote or facilitate trafficking in persons, shall be unlawful:

a. To knowingly lease or sublease, use or allow to be used any house, building or establishment for the purpose of promoting trafficking in persons;

b. To produce, print and issue or distribute un-issued, tampered or fake counseling certificates, registration stickers and certificates of any government agency which issues these certificates and stickers as proof of compliance with government regulatory and pre-departure requirements for the purpose of promoting trafficking in persons;

c. To advertise, publish, print, broadcast or distribute, or cause the advertisement, publication, printing, broadcasting or distribution by any means, including the use of information technology and the internet, or any brochure, flyer, or any propaganda material that promotes trafficking in persons;

d. To assist in the conduct of misrepresentation or fraud for purposes of facilitating the acquisition of clearances and necessary exit document from government agencies that are mandated to provide pre-departure registration and services for departing persons for the purpose of promoting trafficking in persons;

e. To facilitate, assist or help in the exit and entry of persons from/to the country at international and local airports, territorial boundaries and seaports who are in possession of un-issued, tampered or fraudulent travel documents for the purpose of promoting trafficking in persons;

f. To confiscate, conceal or destroy the passport, travel documents, or personal documents or belongings of trafficked persons in furtherance of trafficking or to

prevent them from leaving the country or seeking redress from the government or appropriate agencies;

g. To knowingly benefit from, financial or otherwise, or make use of, the labor or services of a person held to a condition of involuntary servitude, forced labor, or slavery.

SECTION 7. Qualified Trafficking in Persons. – The following are considered as qualified trafficking:

a. When the trafficked person is a child;

b. When the adoption is effected through Republic Act No. 8043, otherwise known as the “Inter-Country Adoption Act of 1995” and said adoption is for the purpose of prostitution, pornography, sexual exploitation, forced labor, slavery, involuntary servitude or debt bondage;

c. When the crime is committed by a syndicate, or in large scale. Trafficking is deemed committed by a syndicate if carried out by a group of three (3) or more persons conspiring or confederating with one another. It is deemed committed in large scale if committed against three (3) or more persons, individually or as a group;

d. When the offender is an ascendant, parent, sibling, guardian or a person who exercises authority over the trafficked person or when the offense is committed by a public officer or employee;

e. When the trafficked person is recruited to engage in prostitution with any member of the military or law enforcement agencies;

f. When the offender is a member of the military or law enforcement agencies; and

g. When by reason or on occasion of the act of trafficking in persons, the offended party dies, becomes insane, suffers mutilation or is afflicted with Human Immunodeficiency Virus (HIV) or the Acquired Immune Deficiency Syndrome (AIDS).

SECTION 8. E/Mail Order Bride. - It shall be unlawful for a person, natural or juridical, association, club or any other entity to commit directly or indirectly any of the following acts:

a. To establish or carry on a business which has for its purpose the matching of Filipino women for marriage to foreign nationals either on a mail order basis or personal introduction or cyberspace with the end view of doing any of the above prohibited acts;

b. To advertise, publish, print or distribute or cause the advertisement, publication, printing or distribution of any brochure, flyer or any propaganda material calculated to promote the above-mentioned prohibited acts;

c. To solicit, enlist or in any manner attract or introduce any Filipino woman to become a member in any club or association whose objective is to match women for marriage to foreign nationals either on a mail order basis or through personal introduction or cyberspace for a fee or any form which facilitates the act of solicitation in promoting the above-mentioned prohibited acts;

d. (1) To use the postal service or cyberspace or satellite TV to promote the abovementioned prohibited acts; and (2) For the manager or officer in charge or

advertising manager or any newspaper, magazine, television or radio station, or other media, or of an advertising agency, printing company or other similar entities to knowingly allow, or consent to the acts prohibited in the preceding paragraph.

SECTION 9. Sexual Harassment. - Sexual harassment shall be unlawful in the employment, education or training environment as prescribed in RA 7877.

a. In a work-related or employment environment, sexual harassment is committed when:

1. The sexual favor is made as a condition in the hiring or in the employment, re-employment or continued employment of said individual, or in granting said individual favorable compensation, terms, conditions, promotions, or privileges; or the refusal to grant the sexual favor results in limiting, segregating or classifying the employee which in a way would discriminate, deprive or diminish employment opportunities or otherwise adversely affect said employee;

2. The above acts would impair the employee's rights or privileges under existing labor laws; or

3. The above acts would result in an intimidating, hostile, or offensive environment for the employee.

b. In an education or training environment, sexual harassment is committed:

1. Against one who is under the care, custody or supervision of the offender;

2. Against one whose education, training, apprenticeship or tutorship is entrusted to the offender;

3. When the sexual favor is made a condition to the giving of a passing grade, or the granting of honors and scholarships, or the payment of a stipend, allowance or other benefits, privileges, or considerations; or

4. When the sexual advances result in an intimidating, hostile or offensive environment for the student, trainee or apprentice.

SECTION 10. 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 statements to someone who finds them offensive or humiliating;

b. Taunting a person with constant talk about sex and sexual innuendos;

c. Displaying offensive or lewd pictures and publications;

d. Interrogating someone about sexual activities or private life during interviews for employment, scholarship grant or any lawful activity applied for;

e. Making offensive hand or body gestures at someone;

f. Repeatedly asking for dates despite verbal rejection;

g. Staring or leering maliciously;

h. Touching, pinching or brushing up against someone's body unnecessarily or deliberately;

- i. Kissing or embracing someone against her will;
 - i. Requesting sexual favors in exchange for a good grade, obtaining or maintaining a good job or promotion, etc.;
 - k. Cursing, whistling or calling a woman in public with words having sexual or degrading connotations or implications which tend to ridicule, humiliate or embarrass the woman such as “burikat,” “boring,” “peste,” etc.;
- l. Any other unnecessary acts during physical or medical examinations;
 - m. Requiring women to wear suggestive or provocative attire during interviews for job hiring, promotion and admission;
 - n. Any expression of gender bias against a person with the intention to embarrass, humiliate and stigmatize.

SECTION 11. Pedophilia. - Pedophilia shall be unlawful and is defined under the following circumstances:

- a. When the offender shall have sexual intercourse with a girl;
- b. When the offender shall have anal intercourse with a boy or girl;
- c. When the offender does other sexual acts such as fondling, kissing the private parts of a girl or boy child or taking photographs/video of the same for pornography;
- d. When the offender shall have in possession pornographic photographs/videos of the same;
- e. When a parent, guardian or person exercising parental authority, teacher or any other person in other capacity has been entrusted with the care, education and guidance of children promote or facilitate the perpetuation of sexual exploitation of children regardless of whether or not profit or advantage has been derived therefrom, directly or for the benefit of another.

SECTION 12. Cyber Pornography. – The exploitive use of women, men and children in pornographic performances and generation of pornographic materials for the internet including their access to cyber pornography by any person or commercial establishments with internet connections shall be unlawful. These include but are not limited to the following:

- a. Exploiting women, men and children by using them as cyber porn models for foreign clients;
- b. Showing private parts of the body, undressing and performing indecent acts in front of webcams for the pleasure of paying clients;
- c. Conducting cybersex chats and cybersex shows;
- d. Producing or undertaking any form of obscenity through webcams, digital cameras, mobile phone cameras, and related gadgets in computer shops, internet cafes, offices, establishments and private residences;

- e. Maintaining cybersex dens.

SECTION 13. Commercial Establishments with Internet Connections.- All commercial establishments with internet connections for lease to the public, operating within this municipality are required to install their facilities in such a way that the users of their computer units are visible within their establishments. If dividers are installed, the same shall be transparent so that the users can see each other. In case cubicles are installed, the same shall be done in such a way that the person or persons inside the cubicles can be seen from the outside.

If several computer units of the commercial establishments with internet connections for rent are arranged in rows, it is a must that the distance between the rows must be at least one (1) meter so as to have enough space for passage.

All commercial establishments with computer connections for rent shall ensure that appropriate filters to bar pornographic sites are activated and shall designate computer units only for the exclusive use of minors. For this purpose, personnel shall be assigned to readily assist and supervise the minors with their internet activities. Such assigned personnel must see to it that no minor shall gain access to obscene/ pornographic materials through the internet.

SECTION 14. Forced Marriage. - It shall be unlawful to subject a woman under duress, whether physical or mental, to marry without free and valid consent. Any person or agency representative committing fraudulent or coercive acts to cause and effect a forced marriage shall be liable under this Code and other applicable laws.

SECTION 15 Women and Girls in Detention. - No woman or girl child shall be kept by any Philippine National Police/military personnel in police/military detachment/checkpoint or any analogous quarter not intended for lawful detention for purposes of comfort and neither should they be deprived of basic social service while in detention.

SECTION 16. Sex Tours. - It shall be unlawful for any commercial establishment to operate as conduit for sex tours. These include but are not limited to the following:

- a. Allowing unregistered women and or girl-children to enter the room of local or foreign tourists
- b. Allowing presentation of indecent shows in any of its facilities to tourists.

SECTION 17. “Beauty” Contests. - Beauty contests which tend to treat as commodity, or abuse, humiliate and make other persons, specially women, children and homosexuals as sex objects shall be strictly prohibited in schools, communities and barangays by the Local Government in its special celebrations, but in their stead shall encourage the projection of women’s strength and potentials, especially with regard to indigenous and culturally relevant forms. Contestants of beauty contests for adults should at least be eighteen years old otherwise expressed written consent from parents or guardians should be obtained for joining the contest.

SECTION 18. Fund Raising Initiatives. - It shall be unlawful for a person to conduct any activity, whether in whole or in part, integrated in any raffle draw, benefit or disco dance, premier showing at movies, or any similar fund-raising undertakings where women are used as door prize, substitute for prizes won, a companion

package for an award, prize or recognition, or any manner, activity, come-on display, or exhibition which depicts a woman as central, partial or special focus in order to raise funds.

SECTION 19. Discrimination of Gays, Lesbians, Bisexuals and Trans-genders. – It shall be regarded a violation of human rights to discriminate any person on the basis of her/his sexual preference or orientation for employment, participation in local development programs and projects, and/or other family or community activities. Every person’s right to her/his sexual preference shall be respected and protected.

SECTION 20. Commercial Exploitation of Women/Men and Girls/Boys. – It shall be unlawful for any person or commercial establishment to sell or market the bodies of women/girls and men/boys in various forms of packaging. These include but are not limited to the following:

- a. Prostitution or selling a person’s body mainly for sex;
- b. Printing, publication, display and distribution of pornographic scenes on movies/TV shows, trailers, posters, billboards and other materials and literature that treat women/men and girls/boys as sex objects and commodities;
- c. Pornographic and indecent shows depicting women/men and girls/boys as sexual objects in private or in public places either in nude or provocative gestures;
- d. Live shows where women or girl-children and men or boy-children are influenced or forced to dance or do naked shows in public or private places for various purposes;
- e. Charging bar fines or any other form of charges to customers of an entertainment establishment who wish to avail of the personal company or services of any of its employees by “taking out” said employees within their duty or work hours in the said establishment.

CHAPTER III- PROGRAMS AND SERVICES

ARTICLE I

Support Mechanisms to Empower Women and Promote and Respect Women’s Rights

SECTION 1. Comprehensive Support to Women-Survivors of Violence. - The Local Government of Loon through the Municipal Social Welfare and Development Office (CSWDO) shall provide comprehensive support to women-victims and survivors of violence, abuse and exploitation, consisting of but not limited to the following:

- a. Provision of gender-sensitive counseling. The Municipality shall provide appropriate training for service providers;
- b. Provision of gender-sensitive, women-friendly legal services through the Municipal Legal Office and maintain coordinated services for any legal action needed in protecting women’s rights which shall primarily include the prosecution of women’s complaints;

c. Provision of gender-sensitive, women-friendly medical services in hospitals and clinics;

d. A temporary shelter with appropriate support services for women in crisis shall be appropriately constructed under the management and supervision of the Municipal Social Welfare and Development Office, or when not available, the Municipality shall ensure services with an established center in the city;

e. Women victims-survivors of all forms of violence shall be provided with a community-based psychological program that shall assist the women in holistically rebuilding and empowering themselves.

SECTION 2. Psychosocial Program.- A psychosocial program designed to provide rehabilitative intervention and services for perpetrators shall be developed.

SECTION 3. Survivors' Support Group. - The Local Government of Loon, through the Municipal Social Welfare and Development Office, shall organize a survivors' support group composed of a group of women to whom a woman-survivor of violence voluntarily agrees to establish a professional helping process. The group shall likewise promote men's roles and responsibilities in preventing, stopping and decreasing incidences of abuse of women and children.

SECTION 4. Support Services for Women in the Entertainment Industry. - The Local Government of Loon shall provide socio-economic support services for women in the entertainment industry in its desire to concretely respond to their practical needs.

SECTION 5. Creation of Women's Complaints Relation Section (WCRS) and Appointment of WCRS Officer. - The Local Government of Loon shall strictly monitor the establishment of a women's desk in the Philippine National Police (PNP Loon Station) and ensure its 24- hour operation. Complaints filed by women on battering and other forms of abuse against them shall be handled by female officers in the local police force who shall undergo special courses on handling cases affecting abused women.

SECTION 6. Creation of Medico-Legal Desk for Women at the Municipal Health Office. - There shall be a Medico-Legal Desk for Women at the Municipal Health Office to cater to specific problems and concerns of women.

SECTION 7. Creation, Composition, Powers and Functions of the Municipal Gender and Development (GAD) Council. - There shall be created a Gender and Development Council composed of the Municipal Mayor and Municipal Vice-Mayor as Chair and Vice-Chair, respectively and representatives from the Office of the Secretary to the Sangguniang Bayan, Municipal Budget Office, Municipal Planning and Development Office, Municipal Health Office, Municipal Social Welfare and Development Office, Integrated Gender and Development Office, Liga ng mga Barangay, People's Council and NGOs with programs for women.

The Council shall convene at least once every quarter.

As the Local government's GAD Focal Point, the Municipal GAD Council shall ensure the promotion of women's empowerment and equality/equity between women and men in the Municipality and is primarily responsible for ensuring the sustained implementation of this Municipal GAD Code. To achieve these, it shall perform the following powers and functions:

- a. Recommend the adoption of appropriate policies, enactment of ordinances or passage of resolutions that enhance the potentials and capabilities of women and men to implement GAD mainstreaming;
- b. Work in collaboration with national and regional government agencies, NGOs, POs, the private sector and institutions to ensure that women's concerns are brought into the mainstream of all development efforts;
- c. Review and endorse all GAD programs, projects and activities from barangay to municipal level prior to implementation to monitor if activities to be undertaken are in accordance with guidelines set forth;
- d. Create functional committees in the performance of its functions, as the need arises;
- e. Represent the Municipality in local and international women's conferences;
- f. All other duties and functions that maybe mandated by its council members deemed necessary to achieve the purposes of this Code.

SECTION 8. Creation of the Integrated Inter-Agency, Multi-Disciplinary and Multi-Sectoral Coordinating Council for the Protection of Women and Children from all forms of abuses. - There shall be created an Inter-Agency, Multi-Disciplinary and Multi-Sectoral Coordinating Council for the Protection of Women and Children from all forms of abuses through the Integrated Gender and Development Office. It shall be composed of the SB Chairperson of the Committee on Social Welfare and Family Relations as Chairperson and shall have representatives of the following agencies or organizations as members:

- a. Department of Social Welfare and Development (DSWD);
- b. Civil Service Commission (CSC);
- c. Council for the Welfare of Children (CWC);
- d. Department of Justice (DOJ);
- e. Department of Interior and Local Government (DILG);
- f. Philippine National Police (PNP);
- g. Department of Health (DOH);
- h. Department of Education (DepEd);
- i. Department of Labor and Employment (DOLE);
- j. National Bureau of Investigation (NBI);
- k. Women's sectoral representative in the People's Council;
- l. Two representatives from NGOs with programs for women and with a proven record of involvement in the prevention and suppression of trafficking in persons and violence in women and children;
- m. Representative from the Religious Sector;
- n. Kalipunan ng Liping Pilipina (KALIPI)

SECTION 9. Functions of the Integrated Inter-Agency, Multi-Disciplinary and Multi-Sectoral Coordinating Council for the Protection of Women and Children from all forms of abuses.— The Council shall have the following powers and functions:

- a. Formulate a comprehensive and integrated program to prevent and suppress abuse in women and children;

b. Recommend the adoption of rules and regulations as may be necessary for the effective implementation of this Code;

c. Monitor and oversee the strict implementation of this Code;

d. Coordinate the programs and projects of the various member agencies to effectively address the issues and problems attendant to VAWC and trafficking in persons;

e. Coordinate the conduct of massive information dissemination and campaign on the existence of the law and the various issues and problems attendant to VAWC and trafficking through concerned agencies and NGOs;

f. Call on other agencies to immediately respond to the problems brought to their attention and report to the Council on action taken;

g. Assist in filing of cases against individuals, agencies, institutions or establishments that violate the provisions of this Code;

h. Formulate a program for the reintegration of abused women and children in cooperation with DOLE, DSWD, Technical Education and Skills Development Authority (TESDA), Commission on Higher Education (CHED), and NGOs;

i. Secure from any department, bureau, office, agency or instrumentality of the government or from NGOs and other civic organizations such assistance as may be needed to effectively implement this Code;

j. Complement the shared government information system from migration established under Republic Act No. 8042, otherwise known as the "Migrant Workers And Overseas Filipinos Act of 1995" with data on cases of abuse in women and children and ensure that the proper agencies conduct a continuing research and study on the patterns and scheme of VAWC and trafficking in persons which shall form the basis for policy formulation and program direction;

k. Develop the mechanism to ensure the timely, coordinated and effective response to cases of abuse in women and children;

l. Recommend measures to enhance cooperative efforts and mutual assistance among foreign countries through bilateral and/or multilateral arrangements to prevent and suppress VAWC and international trafficking in persons;

m. Coordinate with the Department of Transportation and Communications (DOTC), Department of Trade and Industry (DTI), and other government agencies and NGOs in monitoring the promotion of advertisement of trafficking in the internet;

n. Adopt measures and policies to protect the rights and needs of abused women and children who are foreign nationals in the Philippines;

o. Initiate training programs in identifying and providing the necessary intervention or assistance to abused women and children; and

p. Exercise all the powers and perform such other functions necessary to attain the purposes and objectives of this Code.

SECTION 10. Creation of the Integrated Gender and Development Office. -
The Integrated Gender and Development Office of Loon shall be created under the

Office of the municipal Mayor specifically to realize the provisions of this Code. The composition of this office shall be designated by the municipal Mayor. It shall be the coordinative, regulatory and monitoring body of the local government of this LGU to focus on gender-sensitive projects and activities. It shall become the local expression of the National Commission on the Role of Filipino Women.

SECTION 11. Functions of the Integrated Gender and Development Office.

-The Integrated Gender and Development Office shall have the following functions to ensure effective and consistent implementation of the provisions of this Code:

a. Act as a Secretariat of the municipal GAD Council and the Inter-Agency, Multi-Disciplinary and Multi-Sectoral Coordinating Council for the Protection of Women and Children From All Forms of Abuses and provide administrative, operational, technical and coordinative support to the Councils, including the documentation of its meeting proceedings;

b. Formulate and submit comprehensive medium term (three years) and annual integrated GAD plans responsive to the needs and situation of women constituents that incorporate policies, programs and activities that will uplift their conditions;

c. Undertake all other work required for the effective and efficient discharge of the functions of the GAD Council and the Inter-Agency, Multi-Disciplinary and Multi-Sectoral Coordinating Council for the Protection of Women and Children From All Forms of Abuses;

d. Maintain and update a sex-disaggregated data bank through the conduct of primary and secondary data gathering activities;

e. Monitor and evaluate the implementation of local gender and development policies, programs, and activities from the barangay to the Municipal department/office level through the conduct of regular review and evaluation of 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;

f. Assist in establishing a GAD Focal Point mechanism in each department within the municipal government and in barangays for better coordination and monitoring;

g. Promote and support the holding of women's assemblies and the establishment of consultative mechanisms to provide continuing dialogue between the municipal government and the women sector;

h. Facilitate for the registration and election of women NGO/PO representatives to the GAD Council;

i. Ensure that all Municipal development program planning and implementation are gender- sensitive/responsive;

j. Assist the Local Finance Committee and the Committee on Appropriations and Accounts in the allocation of the GAD Budget;

k. Produce information-education-communication tools such as regular publications, research and monitoring reports, city gender profiling, advocacy materials, audio-visuals, design awareness building activities, identify and maintain resource persons and trainers for a GAD speakers bureau for the city;

l. Design capacity building activities for GAD mainstreaming such as gender sensitivity orientation, gender-responsive planning and budgeting, gender diagnosis on programs/projects and gender-based information systems;

m. Gather and disseminate information on current developments and studies on GAD and related issues (i.e. gender and governance).

ARTICLE II **Political and Public Sphere of Women**

SECTION 1. Women's Participation and Representation in the Barangay and Municipal Development Council. - Both the Municipal and Barangay Development Council shall ensure that at least one-third (1/3) of its members is composed of women in recognition of their considerable leadership and involvement in various development efforts and initiatives. These women shall come from accredited organizations with considerable accomplishments and programs geared towards people-centered genuine development. Both the Municipal and Barangay Development Councils shall undergo capacity building for gender-responsive development planning to ensure that all plans, programs and projects are gender-responsive.

SECTION 2. Promoting Gender Balance at all levels of Municipal Local Government Positions. – The municipal government shall promote gender balance or equal proportion of qualified women and men for opportunity to assume key positions at all levels of local government, whether elective or appointive. This should form part of the municipal government's efforts to eliminate barriers to women's participation in the public sphere.

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

SECTION 3. Barangay Level Organization of Women. - Organization of women in the barangay level shall be encouraged to include young women.

SECTION 4. 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 in the committee as a cluster. Details of the Committee operations shall be provided in the Implementing Rules and Regulations of this Code. This Committee shall appropriate at least five percent as GAD Budget as institutionalized and mandated by law.

SECTION 5. Creation of a Council for Women. - A Council for Women shall be organized at the municipal level from among the barangay level women organizations. It shall be the consultative assembly of the Integrated Gender and Development Office for its periodic planning and programming, program implementation, monitoring, assessment and evaluation.

Women's organizations with mass membership at the community level shall be represented at the Council for Women. Women groups in schools, offices whether

government organizations or non-government organizations shall be represented in the Council as a cluster. Details of the Council's operation shall be stipulated in the Implementing Rules and Regulations of this Code.

SECTION 6. International Women's Day. - March 8 shall be observed as International Women's Day in the municipality. There shall be coordinated municipal and barangay level consciousness-raising activities on women's issues and concerns to be highlighted with the State of the Women Address by the Municipal Mayor reporting all accomplishments and initiatives to promote the status of women in Loon. A committee for this activity shall be convened and spearheaded by the Council for Women.

A half-day leave with pay may be granted to any woman employee on March 8. In recognition of women's contributions to society, commercial establishments shall be encouraged to give a twenty percent (20%) discount to women clients on March 8.

Implementation guidelines shall be provided in this Code's Implementing Rules and Regulations.

SECTION 7. Women's Summit of Loon. - A Women's Summit shall be held on the first week of March every year. A joint committee of Women Non-government Organizations (WNGOS) and Government Organizations (GOs) shall be convened by the Integrated Gender and Development Office to manage and coordinate the activities and affairs of the summit focusing on the current situation of women in Loon and women's issues and concerns and how these can be addressed. The summit shall come up with priority issues with their specific action points to be disseminated and proposed for adoption at the municipal and barangay councils.

SECTION 8. Day of Action for Breast Cancer Awareness. – The Municipal government shall set a day on the third week of March to organize information campaign activities on breast cancer, one of the top causes of women mortality. Coordinated municipal and barangay level activities shall be set and spearheaded by the Municipal Health Office to promote consciousness on breast cancer.

SECTION 9. International Day of Action for Women's Health. - The Local Government of Loon shall celebrate the International Day of Action for Women's Health, Wellness and Well-being on May 28 when issues and concerns relative to the protection and promotion of women's health shall be examined, deliberated, projected and government action sought. Coordinated municipal and barangay level activities shall be set and spearheaded by the Integrated Gender and Development Office and the Municipal Health Office to promote women's health and well-being.

SECTION 10. Girl Child Week. – The municipal government shall set the first week of October to organize activities to celebrate the Girl Child Week. It shall be spearheaded by the Municipal Schools Division and the Municipal Social Welfare and Development Office.

SECTION 11. International Week of Action Against Gender-based Violence. – The municipal 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 Municipal Social Welfare and Development Office, the Municipal Health Office and the Municipal GAD Council.

SECTION 12. Peace Based on Social Justice and Human Rights. – The Municipal Government network of women GOs and NGOs shall promote peace and education at the barangay level through affirmative action 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 women, people’s and non-government organizations.

ARTICLE III Cultural Identity of Women

SECTION 1. Women in Cultural Communities and Muslim Peoples’ Areas in LGU Loon - The preservation of the cultural identity of cultural communities and Muslim peoples shall be actively incorporated in all programs and projects of the Local Government of Loon.

SECTION 2. Culturally Appropriate Schools. - There shall be accessible and culturally appropriate schools for cultural communities and Muslim peoples in Loon. The Local Finance Committee and Local School Board shall submit their joint recommendation for the funding and timetable for this purpose.

SECTION 3. Declaration of Cultural Communities and Muslim Peoples’ Areas. - A survey of cultural communities and Muslim peoples’ areas in Loon shall be undertaken within two years upon effectivity of this Code which shall become basis for the declaration of cultural communities and Muslim peoples’ areas.

SECTION 4. Integrated Development Program for Indigenous and Muslim Women. - The Local Government of Loon shall develop a program that shall facilitate empowerment of the cultural communities and Muslim women. Active support for the preservation of the indigenous women’s knowledge of the environment shall be incorporated in the program.

SECTION 5. Fostering Indigenous Cultures. - The Municipal Government shall develop programs that foster recognition, respect and protection of the right of all indigenous peoples to self-determination. It shall promote the advancement of people’s traditions and indigenous knowledge, skills and practices and initiate avenues and opportunities for the preservation and creative flourishing of indigenous and Filipino culture.

ARTICLE IV Labor and Employment

SECTION 1. Equal Access to Job, Training and Promotion. – No woman shall be deprived of job, training and promotion on account of her gender, age, ethnicity, creed, religion and civil status.

SECTION 2. Wage and Benefits for Women. – Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or as stipulated by pertinent legislation passed by Congress and shall grant all benefits to all women employees such as maternity leave, sick and vacation leaves, retirement and other benefits provided by law. The same provision shall apply to benefits covered by Collective Bargaining Agreement (CBA)/ Collective Negotiation Agreement (CNA) between the concerned employee’s union and management.

SECTION 3. Gender-Sensitive Working Environment. - A gender-sensitive working 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 the workplace.

SECTION 4. Facilities and Support Systems for Women. – The Municipal Government shall ensure occupational safety and health of women employees in all government and private offices and commercial/industrial establishments with more than twenty (20) employees. In appropriate cases, it shall require employers to:

a. Provide an ergonomic system of seats or equipment in the performance of their duties without detriment to efficiency;

b. Establish separate toilet rooms, lavatories, and lounge for men and women and provide at least a dressing room for women;

c. Provide a breast feeding corner for women in the workplace;

d. Establish a work contingency prevention program to eliminate exposure of women to radiation and other health and safety hazards in the workplace.

SECTION 5. Increased Maternity Leave Benefits as Incentives for Breastfeeding Mothers. – Additional maternity leave benefits up to seventy-five (75) days from sixty (60) days mandated by law under RA 8282, shall be extended to all women employed in this LGU, who have rendered at least one (1) year continuous service, provided that this benefit shall be mutually agreed upon in the Collective Bargaining Agreement (CBA)/Collective Negotiation Agreement (CNA) or between the concerned employees' union and management. Provided, further, that any additional leave period shall be used for breastfeeding for the newborn baby by the concerned employee.

SECTION 6. Increased Paternity Leave Benefits as Incentives for Fathers for Meaningful Participation in the Care of the Newborn Child.– Additional paternity leave benefits up to fourteen (14) days from the seven (7) days mandated by law under RA 8187, shall be extended to all men employed in the Loon, who have rendered at least one (1) year continuous service, provided that this benefit shall be mutually agreed upon in the Collective Bargaining Agreement (CBA)/Collective Negotiation Agreement (CNA) between the concerned employees' union and management. Provided, further, that any additional leave period shall be for the purpose of enabling them to effectively lend support to their wives in her period of recovery and/or in the nursing of the newly born child.

SECTION 7. Orientation on Sexual Harassment. - All local offices, agencies, and establishments or companies, government and private in Loon, shall conduct orientations on sexual harassment. Certificates of Compliance shall be submitted to the Integrated Gender and Development Office.

SECTION 8. Setting-up of a Committee on Decorum and Investigation. - The Municipal government through the Municipal Human Resource Management Office (HRMO) shall setup/create its own Committee on Decorum and Investigation (CODI) including the promulgation of the Implementing Rules and Regulations or policy on sexual harassment that will provide/prescribe procedures for the investigation of sexual harassment cases and administrative sanctions covering all municipal officers and employees in accordance with the provision of RA 7877 and the Civil Service Rules and Regulations on Sexual Harassment.

The committee shall conduct meetings, as the case may be, with other officers and employees, teachers, instructors, professors, coaches, trainers and students or

trainees to increase understanding and prevent incidents of sexual harassment. It shall also conduct the investigation of, and submit appropriate recommendations on, alleged cases constituting sexual harassment committed within municipal government offices or involving Municipal government employees.

Without prejudice to the filing of an appropriate criminal complaint, the aggrieved party may also file an administrative complaint under the Civil Service Commission Uniform Rules and Procedures in administrative cases.

SECTION 9. Setting up a Grievance Machinery. – A grievance committee shall be set up in all government and private offices, commercial/industrial establishments located in the Municipality, 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 10. Household-Based Workers or Women in the Informal Sector. – The Municipal Government shall ensure that social protection shall be accorded to women working in the informal economy. These are women household workers, women vendors, seamstresses, laundry workers, freelance service providers (masseurs, manicurista) and related occupation.

The Municipal Government, through the Department of Labor and Employment and the Municipal Social Welfare and Development Office shall conduct an inventory of all women involved in the informal sector for consultation and provision of appropriate support services for the sector.

SECTION 11. Barangay-Based Househelp Support. – All barangays in Loon shall conduct compulsory education for both house helpers and their employers on gender-sensitivity.

SECTION 12. Women in the Entertainment Industry. – Women engaged in legitimate occupations in the entertainment industry such as singers, stage performers/actresses, bar girls, round girls and receptionists shall be recognized as wage earners and they shall receive the minimum wage and benefits afforded to women workers and shall render only the services as set in the job contract and only in the place of work as specified in the business permit of the establishment concerned.

Employing minors in the entertainment industry is prohibited in accordance with RA 7658.

SECTION 13. Police Operations in Entertainment Establishments. – All police operations or raids conducted in any entertainment establishment must be undertaken with utmost care and respect for human rights. Police officers shall not take this opportunity for sexual exploitation like using sex for entrapment purposes or extortion from entertainers and other concerned parties.

Violation of this provision is punishable under the Revised Penal Code and other related laws.

SECTION 14. Tax Incentives for Business Establishments. - The Local Government of Loon shall establish an Incentive Program such as percentage tax deductions, annual tax credits, or such other form of incentives allowed by law and in accordance with the Municipal Revenue Code to business entities for:

- a. The establishment, maintenance and operation of child minding support service centers or day care support system for their own employees;
- b. Serving an employee's child at its own child minding service center for at least one straight year, computed on a per child basis;
- c. Extending women employees maternity leave benefits for breastfeeding, computed on a per woman employee basis.

SECTION 15. Monitoring System for Labor Standards. - A mechanism shall be installed in the Integrated Gender and Development Office to monitor all offices, agencies and establishments or companies violating Labor Code provisions and the provisions of this Ordinance, prepare regular reports to concerned departments and recommend appropriate actions.

ARTICLE V Health Right

SECTION 1. Right to Health. – Article 12 of the UN International Convention on Economic, Social and Cultural Rights provides that women's right to health, which includes women's reproductive rights, is a basic fundamental human right. In recognition of the fact that women's reproductive roles and social expectations have made health policies, programs and services to focus more on pregnancy and birth-related cases rather than on more holistic approach, the Municipal Government shall respect and promote a rights-based approach to women and men's health by considering their respective specific realities and health needs at every stage in their lives. It shall also promote couple's shared responsibilities for childbirth and child care.

Women's decision to attain healthy physical, mental and sexual development and achieve their reproductive intentions shall be given appropriate support and guidance by all health professionals, private and public.

Provision of accurate and appropriate information on reproductive health matters and corresponding services shall be made available.

SECTION 2 Budget for Women's Health. - A substantial portion of the health budget of the Municipal Government shall be allocated for women's health services. At least 5% of the health budget of the Municipal Government shall be allocated for women's health services.

SECTION 3. Gender-Sensitive Health Services. - Gender-sensitive service training shall be compulsory for all health workers and care givers.

SECTION 4. Upgrading of Primary Health Care Delivery System. - Quality health care and services that are not discriminatory on account of their gender, age, sex, creed, religion and ethnicity shall be made accessible and affordable in Loon.

No hospital in the Municipal shall deny women and men living below the poverty line of health services. A Certificate of Indigent Status shall be issued by the Punong Barangay for the purpose of verification subject to validation by the Municipal Social Welfare and Development Office.

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

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

SECTION 5. Reproductive Health Care Delivery. - Loon shall adopt the reproductive health care approach at all levels of health care delivery. Such approach shall not be limited to family planning and child bearing or safe motherhood but shall integrate many issues not previously considered central to population: sexuality, reproductive tract infection, gender power relations and domestic violence.

SECTION 6. Gender-Fair Approach to Pre-Marital Counseling Program. - The Municipal Health Office and the Municipal Social Welfare and Development Office shall adhere to the principle of gender-fair pre-marital counseling service. A review and redesign of the Pre-marital Counseling Program of the Local Government of Loon shall be jointly undertaken by the Integrated Gender and Development Office, Social Welfare and Development Office, Municipal Health Office and other concerned agencies.

SECTION 7. Gender-Sensitive Women and Children Protection Unit (WCPU). – The Municipal government shall establish a Gender-sensitive Crisis Intervention Unit at all levels of health care, especially at the tertiary level, and shall provide service training to all health workers, social welfare officers and other crises intervenors who shall be assigned in this unit.

ARTICLE VI Education Right

SECTION 1. Conduct of Regular Gender-Sensitivity Training For All Teachers at All School Levels. – The Municipal Schools Division in coordination with the Loon Integrated Gender and Development Office shall conduct and incorporate gender sensitivity orientation in the orientation seminars of teachers, administrators and other school personnel as well as in the Parents-Teachers-Community Association (PTCAs) meetings conducted before classes start at the beginning of the school year.

SECTION 2. Developing Gender-fair Educational Materials. - The Municipal Schools Division shall ensure that all educational materials developed by the municipal schools officials and the private sector are gender-fair and do not portray stereotyping of roles for men and women or boys and girls.

SECTION 3. Monitoring and Reporting of Stereotyped Portrayal of Roles of Women and Men in Educational Materials. - The Integrated Gender and Development Office shall coordinate closely with the Municipal Schools Division and the network of schools in monitoring, reporting and acting on stereotyped portrayal of roles of women and as projected in education materials.

SECTION 4. Promotion of Gender-Sensitive Curriculum. - All public and private schools in Loon shall actively promote gender-sensitivity in their subject/course curriculum and practice gender-fair socialization for school pupils. The City Schools Division shall also ensure that city school officials and private

sector professional school counseling and career education programs are gender-responsive.

SECTION 5. Promoting Gender-Sensitive Education Programs and Services. - All day care centers, schools, offices, establishments or companies, departments and agencies including barangay officials of the local government shall initiate gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender justice.

SECTION 6. Gender-Responsive Non-formal Education for Youth and Adults. -The Municipal Schools Division in coordination with Technical Education Services Development Authority (TESDA) shall conduct gender-responsive non-formal classes for women, men, girls and boys desiring to engage themselves in functional and practical education, to be held in barangay high schools or barangay multi-purpose centers.

SECTION 7. Elimination of Barriers to Education. - The Municipal Schools Division, in coordination with the Loon Gender and Development Office, shall develop appropriate pro-active measures to eliminate and or reduce barriers to the pursuit and completion of education in young women and girls. It shall likewise develop policies in formal and informal education programs that support and enable girls to acquire knowledge, develop self esteem and take responsibility of their own lives.

ARTICLE VII Mass Media

SECTION 1. Gender-Sensitive Portrayals in Media. - The Municipal Government shall require all media institutions to be sensitive in portrayal of women's and men's role, encourage positive images of women, and discourage sexist and homophobic print materials and broadcast programs.

SECTION 2. Gender-Sensitivity Training for Local Media Practitioners. - The Municipal Government shall require and support the conduct of gender sensitivity training for local media practitioners and campus journalists at the community level and secondary and tertiary schools located in the Municipal. It shall likewise provide full support to media practitioners and freelance/independent media productions that advocate gender-sensitive issues through various forms of incentives and recognitions.

SECTION 3. Regulation of Internet Cafes and Computer Shops. - The Municipal Government shall regulate and strictly monitor the operation of internet service-providing establishments, entertainment computer shops in order to curb and prevent the proliferation of access of cyber sex pornography by minors.

SECTION 4. Media Coverage During Police Raids on Entertainment. - Due care shall be observed by media in the coverage of any raid operation by police authorities of entertainment establishments to prevent exploitation of men and women entertainers and their unnecessary body public exposure and humiliation.

ARTICLE VIII Socio-Economic Benefits for Women

SECTION 1. Gender-Responsive and Comprehensive Livelihood Program.
- The Municipal government shall allocate funds for socioeconomic programs for

poor women that include gender-responsive livelihood skills and values training seminars. The Comprehensive Livelihood Program shall include feasibility study, financing, monitoring, sustainable paying scheme and incentives.

SECTION 2. Access to Investment and Loan Programs. - Loans shall be extended to women engaged in small to medium scale enterprises as well as to displaced industrial workers under the principle of self-reliance and hard work.

SECTION 3. Social Lending Program. - The Municipal Government shall establish a social lending program to cater to low-income families with interest rates similar to those availed by members of cooperatives.

SECTION 4. Low-Cost Basic Services. - The Municipal Government shall facilitate access of women to employment, education, quality low-cost housing, safe water, electricity, communication, transportation and basic commodities.

SECTION 5. Monitoring of Standardization of Prices of Basic Commodities. - The Municipal government shall ensure fair marketing practices and standard pricing of basic commodities through regular price monitoring in local markets.

SECTION 6. Economic Empowerment for Poor Women. - The Municipal Government shall provide mechanisms whereby poor women could uplift their economic and social relations.

SECTION 7. Access to Women-Friendly Alternative Technology. - The Local Government of Loon in conjunction with the Department of Science and Technology and other related line agencies shall establish a women-friendly alternative technology center or programs or mechanisms for women.

ARTICLE IX Special Sectoral Concerns

SECTION 1. Advocacy on Differently-Abled Women's Rights and Support Mechanisms for Education and Employment. The Municipal Government shall initiate active advocacy on the rights of differently-abled women; establish special education schools/classes for them through the Division of Municipal Schools and which shall offer appropriate curriculum for their specific needs; develop creative employment opportunities for them in recognition of their differentiated conditions and full potentials as human persons.

The Municipal Government, through the Municipal Engineer's Office shall ensure that all educational, institutional, government and commercial buildings are provided with ramps and toilet facilities for differently-abled persons.

The Municipal government shall implement RA 7277 or the Magna Carta for Disabled Persons that reserves five percent (5%) of contractual or emergency positions for differently abled persons.

SECTION 2. Organization of Differently-Abled Women in the Community. – Each barangay shall organize differently-abled women in the community in order to advance the interests of this special group of women and monitor and report cases of harassment and discrimination committed against them.

SECTION 3. Organization of the Elderly Women in the Community. – Each barangay shall organize elderly women as far as practicable within the barangay to advance their practical and strategic interests and needs.

SECTION 4. Support Funds for Special Groups of Women. The Municipal government and the Barangays shall allocate funds for physical and psychological help for the differently-abled and elderly women to include emergency assistance, routine physical check-up, social group program and appropriate socio-economic activities.

SECTION 5. Support for Women in Detention. The rights of all women detainees shall be protected by ensuring them of:

- Speedy trial of their cases;
- Provision of legal services;
- Appropriate rehabilitation programs and services designed to respond to their specific needs and problems as women detainees;
- Provision of separate women-friendly structures, facilities and space for detention and rehabilitation;
- Female supervisors and jail personnel in all women's wards;
- Open, well-lighted, and closely guarded and monitored visiting areas;
- Prohibition on entrance and presence of male guards and wards in women detention cells.

ARTICLE X Women and Children Support System

SECTION 1. Gender-responsive and Child-friendly Child Minding Center/Day Care Center in Every Barangay. – The Municipal Government shall ensure that child-friendly and gender-responsive child day care/minding centers are set up in every barangay to provide parents support facilities for the care of their children when they go to work or school. The centers shall ensure that the basic early child education curriculum in the centers promote gender-fair socialization; encourage both fathers and mothers to participate in the development, care and nurturing of their children; and boys and girls in the center are able to learn to respect the rights of all children to the full enjoyment of their childhood and their rights.

SECTION 2. Shared Parenting and Responsibilities. – The Municipal Government shall advocate and promote that all fathers and mothers have both the moral and legal obligation and responsibility in assuring the rights and well-being of their children, such as caring and nurturing, regardless of sex, physiological and psychological conditions.

SECTION 3. Parental Authority. - The father and mother shall jointly exercise parental authority over the persons of their common children. In case of disagreement, the couple shall consult their family council or shall bring the matter before the Lupong Tagapamayapa for conciliation.

ARTICLE XI Gender and Development

SECTION 1. Gender Sensitivity Training. - All schools, offices, establishments or companies, departments and agencies of the Local Government of Loon shall be provided with gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender issues and concerns. Likewise all establishments, schools, colleges and universities shall develop assessment tools for the elimination of gender biases.

SECTION 2. Active Support to Gender Studies. - A sufficient amount shall be allotted to gender-related documentation and researches which shall form part of Loon's data-based program development.

SECTION 3. Production, Popularization and Campaign Gender-Fair Materials. - The Municipal Government shall actively promote, publish and disseminate popular forms of gender-fair materials through all concerned departments and local agencies/networks.

SECTION 4. Integrated Gender-Sensitive and Environment-Friendly Zoning Plan of Loon.- An integrated gender-sensitive and environment-friendly zoning plan of Loon shall constitute, but is not limited to, the following:

a. The Municipal Government as far as practicable shall ensure that 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 production.

SECTION 5. Community-Based Environmental Plans and Programs.- Both men and women shall participate in pollution control, zero-waste technology development and management, preservation of land forest, marine and aquatic resources.

SECTION 6. Gender-Sensitive Natural Resource-Based Management Programs.- The Local Government of Loon shall engage itself in the development of gender-sensitive natural resource-based management programs.

SECTION 7. Role of Women in Environmental Impact Assessment of Projects. - The Local Government of Loon shall promote the active role of women vis-à-vis men in environmental impact assessment of projects. Instruments for environmental impact assessment shall consciously determine sex-disaggregated data.

SECTION 8. Promotion of Appropriate Technology. - The Local Government of Loon shall actively promote alternative technology that is appropriate and safe for women.

SECTION 9. Sufficient Budget for Basic Social Services. - A sufficient amount for the basic social services for women and children in extremely difficult circumstances shall be allocated from all sources of funds.

SECTION 10. Investments and Loans. - The Local Government of Loon shall hold consultative assemblies with women GOs and NGOs in establishing contracts for loans and investments to clarify implications on women's welfare and development at the barangay level.

SECTION 11. Overseas Contract Workers (OCW) Spouses and Children Support. - The Local Government of Loon shall conduct at the barangay level a

survey of overseas contract workers, results of which shall serve as basis for special support to OCW families, especially spouses and children.

SECTION 12. Special Course on Overseas Contract Workers. - A special course on overseas contract work primarily to orient men and women on issues and concerns relative to migration shall be systematically introduced at the barangay level.

SECTION 13. Special Training for Lupong Tagapamayapa. - A special paralegal training for the Lupong Tagapamayapa shall be conducted and shall include gender and development basic orientation.

SECTION 14. Education on National Policies. - Women and men shall undertake education on national policies and their implications on women.

SECTION 15. Gender and Population. - The Municipal Health Office shall review and redesign the population program based on the reproductive health and rights framework.

SECTION 16. Gender Sensitization as a Pre-requisite to Employment and Promotion. - There shall be a gender-sensitive assessment to be conducted by the Integrated Gender and Development Office to all concerned as a pre-requisite for hiring and promotion of personnel in the municipal Government.

SECTION 17. Training on Non-Traditional Occupation. - Women shall be given opportunity to acquire training on non-traditional occupation specially in the field of science and technology.

CHAPTER IV – PENAL PROVISIONS

ARTICLE I Violence against Women

SECTION 1. Violence against Women. - Acts falling under Chapter II, Article 1, Sections 5-8 shall be punishable under the Revised Penal Code, Republic Act 9262 and other applicable national laws.

SECTION 2. Trafficking in Persons. - Any person or agency who with the use of deceit, lures a woman or boy/girl child to work abroad or in other provinces or cities in the Philippines for a particular job on a promise of high fees, but instead landed on prostitution, domestic help or other odd jobs for which the recruiter gains financially or materially shall be penalized in accordance with the penal provisions under RA 9208 or the Anti- Trafficking in Persons Act, RA 7610 or the Law on Protection Against Child Abuse, RA 7877 or the Anti-Sexual Harassment Law, RA 8353 or the Anti-Rape Law, and the Revised Penal Code.

SECTION 3. E/Mail Order Bride. - It shall be unlawful to match Filipino women for marriage to foreign nationals on a mail order basis and perform other similar practices including the advertisement, publication, printing or distribution of brochures, fliers and other propaganda materials in furtherance thereof.

Any person found guilty by the court to have violated any of the acts herein prohibited shall as provided for in Sections 3 and 4 of RA 6955 suffer an imprisonment of not less than six (6) years and one (1) day but not more than eight

(8) years and a fine of not less than Eight Thousand (P8, 000.00) Pesos but not more than Twenty Thousand (P20, 000.00) Pesos. If the offender is a foreigner, he shall immediately be deported and barred forever from entering the country after serving his sentence and payment of fine.

In case of violation of this provision by an association, club, partnership, corporation or any other entity, the incumbent officers thereof or employees who have knowingly participated in the violation of this provision shall be held liable.

SECTION 4. Sexual Harassment. - The Local Government of the Loon shall value the dignity of every individual, enhance the development of its human resources, guarantee full respect for human rights, and uphold the dignity of workers, employees, applicants for employment, students or those undergoing training, instruction or education. Towards this end, all forms of sexual harassment as defined by law in the employment, education or training environment are hereby declared unlawful.

Any person who violates this provision shall, upon conviction, be penalized by imprisonment of not less than one (1) month nor more than six (6) months, or a fine of not less than Ten Thousand (P10, 000.00) Pesos nor more than Twenty Thousand (P20, 000.00) Pesos, or both such fine and imprisonment at the discretion of the court as provided in Section 7 of RA 7877.

Any person who directs or induces another to commit any act of sexual harassment or who cooperates in the commission thereof by another without which it would not have been committed, shall also be held liable.

The employer or head of office, educational training institution shall be solidarily liable for damages arising from the acts of sexual harassment committed in the employment, education or training environment if the employer or head of office, educational or training institution is informed of such acts by the offended party and no immediate action is taken thereon.

SECTION 5. Pedophilia. – Any act falling under the definition of pedophilia shall constitute a violation of this Code as stipulated in Section 16, Chapter 2 of this Code. Any violator of this provision shall be penalized in accordance with the Revised Penal Code.

SECTION 6. Cyber Pornography.- Persons, directly or indirectly, involved in cyber pornography as provided in Section 17 of this Code shall pay a fine of Two Thousand Five Hundred (P2,500.00) Pesos or imprisonment of six (6) months, or both, at the discretion of the court. Business establishments violating this provision shall suffer revocation of business permit and permanent closure.

SECTION 7. Commercial Establishments with Internet Connections. - Any violation of Section 18 of this Code shall be penalized by a fine of Two Thousand Five Hundred (P2, 500.00) pesos upon the responsible officer and, second offense by a cancellation of the business permit and such fine.

SECTION 8. Forced Marriage. - No woman shall be forced to marry. Any person or agency representative committing fraudulent or coercive act to cause and effect a forced marriage shall be liable under this Code by a fine of Two Thousand Five Hundred (P2,500.00) Pesos or an imprisonment of six months, or both, at the discretion of the Court.

SECTION 9. Women and Girls in Detention. - It shall be unlawful to deny women of basic services while in detention or keep any woman or girl-child in any PNP/military detachment/checkpoint or any analogous quarter for purposes of comfort. Any violation of Section 19 of this Code shall be penalized through summary dismissal proceedings of the local Armed Forces of the Philippines/Philippine National Police and/or at the discretion of the local Police Law Enforcement Board.

SECTION 10. Sex Tours. - No hotels, beach resorts, sauna baths, and related establishments shall be allowed to operate as conduit for sex tours. The responsible officers or employees who participate in the act shall be liable for a fine of Two Thousand Five Hundred (P2, 500.00) Pesos without prejudice to the cancellation of the business permit.

SECTION 11. "Beauty" Contests. - Organizers of beauty contests who tend to treat as commodity, or abuse, humiliate and treat other persons, specially women, children and homosexuals as sex objects shall be penalized as follows:

For business organizations and civic associations:

- a. First Offense: Fine of Two Thousand Five Hundred (P2,500.00) Pesos for each responsible officer;
- b. Second Offense: Cancellation of business permit, where applicable, and fine of Two Thousand Five Hundred (P2, 500.00) Pesos for each responsible officer..

For educational institutions, charity or welfare organizations:

- a. First Offense: Fine of Two Thousand Five Hundred (P2, 500.00) Pesos for each responsible officer.
- b. Second Offense: Cancellation of business permit if one was issued by the municipal Government and a fine of Two Thousand Five Hundred (P2, 500.00) Pesos for each responsible officer.

Where the offender is a government official or employee, in addition to his or her criminal liability, he/she shall also be administratively liable in accordance with applicable Civil Service rules and regulations.

SECTION 12. Fund-Raising Initiatives. - All fund-raising initiatives as defined in Section 17 Article I, Chapter II of this Code shall be strictly prohibited in Loon. Violators of this provision shall pay a fine of Two Thousand Five Hundred (P2, 500.00) pesos or imprisonment of six months, or both, at the discretion of the court.

SECTION 13. Soliciting Women's 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 act of goodwill regardless of whether the solicitor profits or not from such act without prejudice to the provisions of the Revised Penal Code and RA 9208 or the Anti-Trafficking in Persons Act.

Any witness may file a complaint together with the affected women to the proper court. Violators shall suffer the penalty in accordance with RA 9208.

SECTION 14. Commercial Exploitation of Women/Men and Girls/Boys. - Any agency or any person who shall engage in keeping women for sex for a fee or violate Section 25 of this Code shall suffer the penalty in accordance with the Revised Penal Code. Business permits of entertainment establishments that

promote prostitution as defined in this Code shall be cancelled and shall suffer the penalty in accordance with RA 7610, RA 9208, RA 7877, RA 8353, and RA 7658.

SECTION 15. Regular Monitoring and Surveillance of Entertainment Establishments. - A Municipal Interdepartmental Task Force shall be created to conduct regular surveillance of entertainment establishments suspected of exploiting women such as (a) prostitution; (b) printing, publication, display and distribution of pornographic scenes of movies/TV shows, trailers, posters, billboards and other materials and literature that treat women as sex objects and commodities; (c) organizing production of pornographic and indecent shows depicting women and girls as sexual objects either in nude or provocative gestures; and (d) mounting live shows or similarly indecent presentations where women or girl-children are influenced or forced to dance or do naked shows in public or private places.

Any person or entity who organizes or produces these activities that exploit women and girl-children violate human rights and shall be dealt with under the law. Failure of the Task Force to submit a weekly report to the Integrated Gender and Development Office shall be subject to administrative sanction.

ARTICLE II Muslim Women

SECTION 1. Cultural Practices of Muslims and Cultural Communities. - Women in Muslim and Cultural Communities shall be allowed enrollment in schools and colleges and enjoy employment opportunities without prejudice to their birth and marriage rituals where no birth and marriage certificates are issued as evidence of such life events. Failure to comply with this provision shall be subjected to a maximum fine of Two Thousand Five Hundred (P2, 500.00) Pesos.

ARTICLE III Labor and Employment

SECTION 1. Equal Access to Job, Training and Promotion. - No woman shall be deprived of job, training and promotion on account of her gender, age, ethnicity, creed, religion and civil status. Violations by private employers shall constitute a fine of Two Thousand Five Hundred (P2, 500.00) Pesos and a cancellation of business permit or as prescribed by the court. Government unit or agency head of office is liable with the penalty of three (3) months suspension without pay and a fine of Two Thousand Five Hundred (P2, 500.00) Pesos.

SECTION 2. Wage and Benefits for Women. - Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or passed by Congress and shall grant all benefits to all women employees such as maternity leave, sick and vacation leave, retirement, termination and other benefits provided by law. Violation by private employers shall constitute a fine of Two Thousand Five Hundred (P2, 500.00) Pesos and a cancellation of business permit or as prescribed by the court. Government unit or agency head of office is liable with the penalty of three months suspension without pay and a fine of Two Thousand Five Hundred (P2, 500.00) Pesos.

SECTION 3. Gender-Sensitive Working Environment. - A gender-sensitive working 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 and discrimination in workplaces.

A Monitoring team composed of representatives of the offices of the Municipal Engineer, Municipal Social Welfare and Development and the Integrated Gender and Development Office shall conduct inspection in compliance with the above provision.

Failure to comply with this provision shall mean payment of a fine and a suspension of business permit or license to operate for three (3) months. For local government department or agency, an administrative sanction shall be imposed for which the head of office shall be held liable.

SECTION 4. Facilities and Support System for Women. - The Local Government of Loon shall ensure the safety and health of employees. In appropriate cases, it shall require employers to:

a. Provide seats proper for women and permit them to use such seats when they are free from work and during working hours, provided they can perform their duties in this position without detriment to efficiency;

b. Establish separate toilet rooms, lavatories and lounges for men and women and provide at least a dressing room for women;

c. Provide breast feeding corners for women in the workplaces;

d. Provide diaper changing stations for children in women's and men's toilet rooms;

e. Provide running water and soap for hand washing in lavatories to prevent the spread of diseases.

Violation by private employers shall constitute a fine of Two Thousand Five Hundred (P2, 500.00) Pesos and a cancellation of business permit or as prescribed by the court. Government unit or agency head of office is liable with the penalty of three-month suspension without pay and a fine of Two Thousand Five Hundred (P2, 500.00) Pesos.

SECTION 5. Reproductive Health Services. - Companies and labor establishments with more than 100 employees shall provide reproductive health services to working women regardless of civil status as a manifestation of concern for women's role in social production. Cancellation of business permit or license to operate and a fine of Two Thousand Five Hundred (P2, 500.00) Pesos shall constitute the penalty for violation of this provision.

SECTION 6. Increased Maternity Leave Benefits as Incentive for Breastfeeding Mothers in the Public and Private Sector. - Maternity leave benefits in accordance with the Labor Code and the Social Security Law shall be extended to any employed woman who has made three (3) or more monthly contributions to Social Security, including domestic workers whose salary exceeds One Thousand (P1,000.00) Pesos. Public offices and private establishments are encouraged to give additional benefits friendly to breastfeeding mothers and their husbands/partners.

An employer who violates this provision shall pay a fine of Two Thousand Five Hundred (P2, 500.00) Pesos and a suspension of business permit or license to operate for six (6) months. For local government departments or agencies, an administrative sanction shall be imposed.

SECTION 7. Women in the Entertainment Industry. - Any employer who violates Section 65 of this Code by not observing the minimum wage afforded to women in the entertainment industry or compelling them to work in a place not identified in the business permit of the establishment concerned shall be fined Two Thousand Five Hundred (P2,500.00) pesos without prejudice to the cancellation of its business permit.

SECTION 8. Police Operations in Entertainment Establishments. - All police operations or raids conducted in any entertainment establishment in violation of Section 66 of this Code shall be subjected to administrative and appropriate criminal sanctions.

ARTICLE IV Health Right

SECTION 1. Socialized Reproductive Health Services for All Hospitals. - No hospital in Loon shall deny a woman living below the poverty line of reproductive health services. Certificate of Indigent Living shall be issued by the Punong Barangay/MSWD.

In cases of emergency, a social worker or any authorized personnel shall be designated to conduct rapid appraisal of the socio-economic status of the patient for admission purposes. Non-compliance by the Hospital Administrator/management of this provision shall be penalized by a fine of not more than Two Thousand Five Hundred (P2, 500.00) Pesos.

ARTICLE V Socio-economic Benefits for Women

SECTION 1. - Socialized Lending Program for Women.

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

b. No woman shall be deprived of credit. Money lending institutions shall establish a "socialized lending scheme friendly to women" subject to the following conditions:

1. Based on cooperatives' interest rates;
2. No post-dated checks for payment;
3. Submission of a Certificate of Income Generating Activity of potential beneficiary from the Punong Barangay.

Non-compliance of this provision shall be penalized by a fine of not less than Two Thousand Five Hundred (P2, 500.00) Pesos and a suspension of business permit or its equivalent.

ARTICLE VI Special Sectoral Concerns

SECTION 1. Barangay Level Sanction in Cases of Harassment Committed against Differently-abled and Elderly Women. - All barangays in Loon shall

formulate a barangay level sanction on cases of harassment and discrimination committed against Differently-abled and Elderly Women.

ARTICLE VII Incentives

SECTION 1. Incentives for Compliance. - The GAD Council shall devise and administer an incentive system for government offices, barangay councils, private establishments or institutions in undertaking initiatives which promote the purpose of this Code or comply with the mandates herein, particularly, but not limited to conducting orientation on sexual harassment, gender sensitivity, harassment and discrimination on differently-abled and elderly women.

CHAPTER V Final Provisions

SECTION 1. Implementing Rules and Regulations. - Upon effectivity of this Ordinance, a Drafting Committee to formulate the Implementing Rules and Regulations (IRR) necessary to carry out the provisions of this Ordinance shall be convened by the SB Chairperson on Women and Family.

A consultative body shall be convened periodically throughout the formulation of the implementing rules and regulations to validate the draft document. It shall be composed of representatives of the Focal Points of the Municipal departments and offices, NGOs/POs and barangay officials involved in the process of drafting this Code.

Such Implementing Rules and Regulations shall take effect after ratification through a resolution by the Sangguniang Bayan and upon its publication and distribution to all the 67 barangays of Loon, including all the primary, elementary, secondary schools of the town.

SECTION 2. Compliance Report. - Within six (6) months from the effectivity of this Code and every six (6) months thereafter, all municipal local government departments, including their agencies and instrumentalities, shall submit a report to the Sangguniang Bayan on their compliance with this Code.

SECTION 3. Appropriations. - For the effective implementation of this Code, the Local Government of Loon shall appropriate at least 5% of the total budget for GAD programs. All programs and plans charged to the GAD budget shall pass through the GAD Council for review and endorsement, otherwise these shall not be approved.

SECTION 4. Separability Clause. - If, for any reason, any section or provision of this Ordinance 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 5. Repealing Clause. - All ordinances, local issuances or rules inconsistent with the provisions of this Code are hereby repealed or modified accordingly.

SECTION 6. Effectivity Clause. - This Ordinance shall take effect upon its approval and after publication and distribution to the 67 barangays of Loon, including

all concerned sectors, the primary, elementary, and secondary level of educational institutions.

UNANIMOUSLY APPROVED.

I hereby certify to the correctness of the above-quoted ordinance.

EDWIN R. LADEZA
Vice-Mayor
(Presiding Officer)

ATTESTED:

FIDELINO P. CORITICO, LIB
Secretary to the Sanggunian

APPROVED:

LLOYD PETER M. LOPEZ, M.D.
Municipal Mayor

Date: _____