



REPUBLIC OF THE PHILIPPINES
CITY OF TACLOBAN

TANGGAPAN NG SANGGUNIANG PANLUNGSOD

EXCERPT FROM THE MINUTES OF THE 65th REGULAR SESSION OF THE 13TH SANGGUNIANG PANLUNGSOD, HELD AT THE SESSION HALL, LEGISLATIVE BUILDING, CITY HALL, TACLOBAN CITY, ON APRIL 25, 2018

PRESENT:

Jerry T. Yaokasin	City Vice-Mayor & Presiding Officer
Hon. Edwin Y. Chua,	Floor Leader
Hon. Eden C. Pineda,	Asst. Floor Leader/ABC President
Hon. Victor Emmanuel V. Domingo,	SP Member/Presiding Officer Protempore
Hon. Jerry S. Uy,	Sangguniang Panlungsod Member
Hon. Edward Frederick I. Chua,	Sangguniang Panlungsod Member
Hon. Maria Elvira G. Casal,	Sangguniang Panlungsod Member
Hon. Evangeline L. Esperas,	Sangguniang Panlungsod Member
Hon. Rachele Erica C. Pineda,	Sangguniang Panlungsod Member
Hon. Raissa J. Villasin,	Sangguniang Panlungsod Member
Hon. Jose Mario S. Bagulaya,	Sangguniang Panlungsod Member
Hon. Aurora Aimee D. Grafil,	Sangguniang Panlungsod Member

ABSENT:

ALL PRESENT

ORDINANCE NO. 2018-13-06

AN **ORDINANCE ENACTING THE REVISED GENDER AND DEVELOPMENT CODE OF TACLOBAN CITY AND FOR OTHER PURPOSES"**

Sponsored by: Hon. Jose Mario S. Bagulaya
Co-sponsors: Hon. Jerry S. Uy
Hon. Raissa J. Villasin
Hon. Evangeline L. Esperas

Chapter I
GENERAL PROVISIONS

ARTICLE I
Title, Declaration of Policy, and Legal Mandates

SECTION 1. Title. This Ordinance shall be known as the "Revised Tacloban City Gender and Development Code of 2018."

SECTION 2. Declaration of Policy. The City of Tacloban recognizes women and men as equal partners in community-building and shall ensure the fundamental equality before the law of both women and men. The City shall promote, protect, and fulfill women's human rights towards the attainment of women's empowerment and ensure both women and men benefit and participate equally in the development programs and projects of its various departments and further their full involvement in the development process. All under a gender-responsive governance.

To attain the foregoing policy, all city government departments, agencies, and barangays shall:



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- a. Review and revise all their regulations, circulars, issuances and procedures to remove gender bias therein;
- b. Undertake developments that enhance women and men's full potentials to uplift the quality of life and implement measures that give equal opportunities and contribution in nation-building, good governance, and sustainable economic growth;
- c. Mainstream gender and development in their respective plans, programs, projects, services and activities in order to address gender issues;
- d. Ensure that women and men, regardless of disability and gender identity, equally contribute to and benefit from all their programs, projects and services by integrating the gender perspective in all the development cycle, ensuring that beneficiaries are consulted in planning, programming, budgeting, implementing, monitoring and evaluation processes;
- e. Strictly implement the provisions of the Magna Carta of Women (MCW) and the General Appropriations Act (GAA) as to the allocation and utilization of at least 5% of their total budget to support the implementation, monitoring and evaluation of GAD plans, programs and projects;
- f. Institute affirmative actions as a critical necessary strategy to enhance the participation of marginalized groups such as, but not limited to, persons with disabilities, senior citizens, solo parents, internally displaced persons, transgender people, indigenous peoples, women in agriculture, and urban poor;
- g. Develop and strengthen mechanisms for oversight, technical support, consultation and coordination on GAD.

SECTION 3. Legal Mandates. The adoption of the Revised Tacloban City Gender and Development Code of 2018 is in line with the city's commitment in promoting a gender-responsive development and governance as embodied in the following local, national, and international mandates and frameworks.

a. Local Ordinances.

- i. C.O. no. 2003-08-160 - Women's Welfare and Development Code
- ii. C.O. no. 2005-09-99 - Anti-Human Trafficking Ordinance
- iii. C.O. no. 2008-10-97 - Ordinance Creating Facility for Breastfeeding Mothers
- iv. C.O. no. 2014-12-15 - Ordinance Creating the Persons with Disability Affairs Office
- v. C.O. no. 2015-12-30 - Ordinance Creating the Tacloban Local AIDS Council

b. Philippine Laws and Policies Related to Women and GAD.

- i. The 1987 Philippine Constitution - Provides that "...the State recognizes the role



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of women in nation-building, and shall ensure the fundamental equality before the law of women and men" (Art. II, Sec. 14). It also provides that "...the State shall protect working women by providing safe and healthy working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation" (Art. XIII, Sec. 14).

ii. Women in Development and Nation-Building Act of 1992 (Republic Act No. 7192)

iii. Local Government Code of 1991 (Republic Act No. 7160) - Mandates LGUs to promote the general welfare and provide basic services and facilities to constituents.

iv. Magna Carta of Women (MCW) or Republic Act No. 9710

c. Other Relevant National Laws and Policies

i. On Labor and Employment

1. EO 340: Directing National Government Agencies and Government-Owned and Controlled Corporations to provide Day Care services for their employees' children

2. PD 442: Labor Code of the Philippines

3. RA 6725: An Act Strengthening the Prohibition on Discrimination Against Women with Respect to Terms and Conditions of Employment, Amending for the Purpose Article One Hundred Thirty-Five of the Labor Code, as Amended

4. RA 6938: Cooperative Code of the Philippines

5. RA 6972: Barangay-Level Total Development and Protection of Children Act

6. RA 7305: Magna Carta of Public Health Workers

7. RA 7322: An Act Increasing the Maternity Benefits of Women in the Private Sector Amending for the Purpose Section 14-A of Republic Act No. 1161, as Amended, and for Other Purposes

8. RA 7655: An Act Increasing the Minimum Wage of Household Helpers, Amending for the Purpose Article 143 of Presidential Decree No. 442, as Amended

9. RA 7699: Portability Law

10. RA 8042: Migrant Workers and Overseas Filipinos Act of 1995

11. RA 8187: Paternity Leave Act of 1996

12. RA 9178: Barangay Micro Business Enterprises (BMBEs) Act of 2002

13. RA 9501: Magna Carta for Micro, Small and Medium Enterprises (MSMEs)

14. RA 10911: Anti-Age Discrimination in the Workplace Law

ii. On Health, Social, and Economic Rights

1. Proc. 1105: National Rural Women's Day

2. RA 7394: Consumer Act of the Philippines

3. RA 7882: An Act Providing Assistance to Women Engaging in Micro



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and Cottage Business Enterprises, and for Other Purposes

4. RA 8289: Magna Carta for Small Enterprises
5. RA 8425: Social Reform and Poverty Alleviation Act
6. RA 8972: Solo Parents' Welfare Act of 2000
7. RA 9442: An Act Amending Republic Act No. 7277, otherwise Known As the Magna Carta For Disabled Persons
8. RA 8504: An Act Promulgating Policies And Prescribing Measures For The Prevention And Control Of HIV/AIDS In The Philippines, Instituting A Nationwide HIV/AIDS Information And Educational Program, Establishing A Comprehensive HIV/AIDS Monitoring System, Strengthening The Philippine National Aids Council, And For Other Purposes
9. RA 9288 : New Born Screening Act / Department of Health
10. RA 8980 : An Act Promulgating a Comprehensive Policy and a National System for Early Childhood Care and Development (ECCD), Providing Funds Therefor and for Other Purposes
11. RA 10354: Responsible Parenthood and Reproductive Health Act of 2012
12. Executive Order No. 51 : Milk Code of the Philippines
13. RA 9336: General Appropriation Act (GAA)
14. DOH Administrative Order No. 2008 – 0029 : Implementing Health Reforms for Rapid Reduction of Maternal and Neonatal Mortality
15. DOH Administrative Order No. 2008 – 0026: Addendum to the Rules and Regulations Implementing R.A 9288, otherwise known as the “Newborn Screening Act of 2004”.
16. DOH Administrative Order No. 2006 – 0012 : Revised Implementing Rules and Regulations of EO 51, otherwise known as the “Milk Code”, Relevant International Agreements, Penalizing Violations Therefore, and for Other Purposes
17. DOH Administrative Order No. 2005 – 0014 : National Policies on Infant and Young Child Feeding
18. DOH Administrative Order No. 2005 – 0005: Cost of the Newborn Screening and Maximum Allowable Service Fees for the Collection of Newborn Screening Samples in all New born Screening Collecting Health Facilities.
19. DOH Administrative Order No. 2000– 0079 : Safe Motherhood Policy

iii. On Gender-based Violence

1. Act No. 3815: The Revised Penal Code
2. CSC MC No. 30, s. 1994: Policy on Sexual Harassment in the Workplace
3. Proc. No 731: National Awareness Week for the Prevention of Child Sexual Abuse and Exploitation
4. RA 6955: An Act to Declare Unlawful the Practice of Matching Filipino Women for Marriage to Foreign Nationals on a Mail Order Basis and other Similar Practices Including Advertisement, Publication, Printing or Distribution of Brochures, Fliers and Other Propaganda Materials

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5. RA 6981: Witness Protection, Security and Benefit Act
6. RA 7610: Special Protection of Children Against Abuse, Exploitation and Discrimination Act
7. RA 7877: Anti-Sexual Harassment Act of 1995
8. RA 8353: Anti-Rape Law of 1997
9. RA 8505: Rape Victim Assistance and Protection Act of 1998
10. RA 9262: Anti-Violence Against Women and their Children Act of 2004
11. RA 9208: Anti-Trafficking in Persons Act of 2003
12. RA 9775: Anti-Child Pornography Act of 2009
13. RA 9995: Anti-Photo and Video Voyeurism Act of 2009
14. RA 10906: Stronger Penalties for Businesses Matching Filipinas to Foreign Nationals

d. International Policies.

1. United Nations Convention on the Elimination of All Forms of Discrimination Against Women (UN-CEDAW) which articulates the economic, political, and socio-cultural rights of women.
2. United Nations Convention on the Rights of People with Disabilities.
3. The Beijing Platform of Action (BPFA) agreed during the 4th World Conference on Women and its succeeding updates.
4. International Labor Organization Conventions
5. Program of Action of the International Conference on Population and Development (POA-ICPD)
6. Sustainable Development Goals
7. International Convention on Economic, Social and Cultural Rights (ICESCR)
8. International Covenant on Civil and Political Rights (ICCPR)
9. International Convention on the Elimination of All Forms of Racial Discrimination (ICERD)
10. Convention Against Torture (CAT)
11. International Convention on the Protection of Rights of All Migrant Workers and Members of their Families (CMW)
12. Convention on the Rights of the Child (CRC)

e. National plan

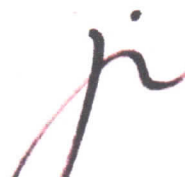
1. Philippine Plan for Gender-Responsive Development (PPGD) 1995-2025 which envisions a society that promotes gender equality and women's empowerment and uphold human rights, among other development goals;

ARTICLE II
Definition of Terms

SECTION 4. Definitions. For purposes of this Ordinance, the following terms shall mean:

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a. GAD-related concepts

Gender - refers to the roles, behaviors, activities, and attributes that a given society at a given time considers appropriate for men and women. In addition to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, gender also refers to the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context.

Gender-based Violence (GBV) - refers to any harmful acts perpetrated against a person's will and that is based on socially ascribed gender differences between females and males, irrespective of gender identity. There are different kinds of gender-based violence, including (but not limited to) physical, verbal, sexual, psychological, and socioeconomic violence.

- 1 **Physical violence:** Physical violence is an act attempting to or resulting in pain and/or physical injury. It includes beating, burning, kicking, punching, biting, maiming, the use of objects or weapons, or tearing out hair. At its most extreme, physical violence may lead to femicide, or the gender-based killing of a woman. Some classifications also include trafficking and slavery in the category of physical violence because initial coercion is often experienced, and the women and men involved end up becoming victims of further violence as a result of their enslavement.
- 2 **Verbal violence:** Verbal abuse can include put-downs in private or in front of others, ridiculing, the use of swear-words that are especially uncomfortable for the other, threatening with other forms of violence against the victim or against somebody or something dear to them. Other times the verbal abuse is related to the background of the victim, insulting or threatening him/her on the basis of religion, culture, language, (perceived) sexual orientation or traditions.
- 3 **Sexual violence:** Sexual violence includes many actions that are equally hurtful to every victim and are used similarly in the public and private sphere. Examples include rape (sexual violence including some form of penetration of the victim's body), marital rape and attempted rape. Likewise, being forced to watch somebody's sexual activity, forcing somebody to do sexual acts in front of others, forced unsafe sex, sexual harassment, and, in the case of women, abuse related to reproduction (forced pregnancy, forced abortion, forced sterilization).
- 4 **Psychological violence:** Psychological violence can include, for example, threatening behaviors that do not necessarily involve physical violence or even verbal abuse. It can include actions that refer to former acts of violence, or purposeful ignorance and neglect of the other. Psychological violence may also be perpetrated through isolation or confinement, withholding information, disinformation, etc.
- 5 **Socio-economic violence:** Socio-economic violence is both a cause and an effect of dominant gender power relations in societies. Some of the most typical forms of socio-economic violence include taking away the victim's earnings, not allowing her to have a separate income (forced 'housewife' status, working in the family business without a salary), or making her unfit for work through targeted physical abuse. In the public



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sphere this can include denial of access to education or (equally) paid work (mainly to women), denial of access to services, exclusion from certain jobs, denial of the enjoyment and exercise of civil, cultural, social, or political rights.

Gender Diversity - is a term that recognizes that many peoples' preferences and self-expression fall outside commonly understood gender norms.

Gender Equality — refers to the equal valuing by society of the similarities and the differences of men and women, and the roles they play. It is based on women and men, irrespective of age, disability, gender identity, and economic status, being full partners in their home, their community and their society. This means that women and men have equal conditions for realizing their full human rights and for contributing to, and benefiting from, economic, social, cultural and political development.

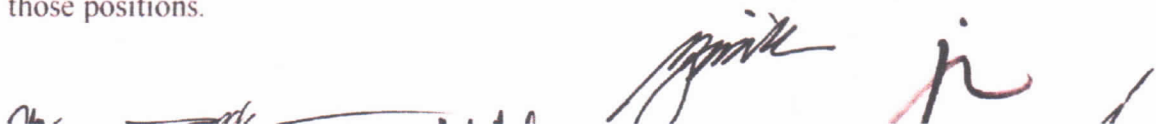
Gender Equity — is the process of allocating resources, programs and decision-making fairly to different groups of men and women. This requires ensuring that everyone has access to a full range of opportunities to achieve the social, psychological, economic benefits that come from participating in nation-building. It does not necessarily mean making the same programs and facilities available to both men and women. Gender equity requires that men and women, regardless of disability and gender identity, be provided with a full range of activity and program choices that meet their needs, interests and experiences.

Gender Gap - refers to any disparity between women and men's condition or position in society, namely, but not limited to: economic participation and opportunity, educational attainment, health and survival, and political empowerment.

Gender Identity - refers to a person's innate, deeply felt internal and individual experience of gender, which may or may not correspond to the person's physiology or assigned sex at birth. It includes both the personal sense of the body, which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical, or other means, and other expressions of gender, including dress, speech, and mannerisms.

Women's Empowerment — refers to the provision, availability, and accessibility of opportunities, services, and observance of human rights which enable women, particularly: solo parents; PWD; those below the poverty line, to actively participate and contribute to the political, economic, social, and cultural development of the nation as well as those which shall provide them equal access to ownership, management, and control of production, and of material and informational resources and benefits in the family, community, and society.

Affirmative Action — a policy action that favors marginalized groups in society, such as women. While it is a special measure, it is not considered discriminatory since it aims to accelerate the attainment of equality between the dominant and marginalized groups. Affirmative action should not result in unequal or separate standards and must be continued even when the objectives of equality of opportunity and treatment have been achieved. An example of an affirmative action is allocating fifty (50) percent of top positions in the bureaucracy to women as an acknowledgment that socio-political conditions exist which prevent women from ascending to those positions.





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

Economic Marginalization — women being considered a non-essential force in the economy despite their crucial role in production and their contributions to development remain unrecognized or undervalued.

GAD Perspective — ability to analyze the socio- economic, political, cultural and psychological implications of an issue to understand how the difference between the sexes affects and is affected by policies, programs and projects. It assesses how these factors relate to discrimination based on sex and how they impose obstacles to a person's opportunities and self-development.

Gender Analysis — a systematic way of analyzing and comparing: a) the differential perspectives, roles, needs and interests of women and men in a project area or institution; b) the relations between women and men pertaining to their access to and control over resources, benefits and decision-making processes; c) the potential differential impact of program or project interventions on women and men, girls and boys; and d) the social and cultural constraints, opportunities, and entry points for reducing gender inequalities and promoting more equal relations between women and men.

Gender Statistics — information and data that provide not only comparisons between women and men but ensure that their participation in and contribution to society are correctly measured and valued.

Gender and Development (GAD) — refers to the development perspective and process that are participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices; seeks to transform society's social, economic, and political structures and questions the validity of the gender roles ascribed to women and men; contends that women are active agents of development and not just passive recipients of development assistance; and stresses the need of women to organize themselves and participate in political processes to strengthen their legal rights.

Gender Discrimination — overt behavior in which people are given different and unfavorable treatment on the basis of their gender and/or gender identity that results to the practice, policy or procedure that denies equality of treatment to an individual or group. In the terminology of the United Nations CEDAW, it is any distinction, exclusion or restriction made on the basis of sex, which has the purpose or effect of denying equal exercise of human rights and fundamental freedoms in all fields of human endeavor.

Gender Issues and Concerns — problems and concerns that arise from the unequal status of women and men including the differential characteristics, roles and expectations attributed by society to women and men. These societal expectations and perceptions, which are reflected in and perpetuated by laws, policies, procedures, systems, programs, projects and

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activities of government, could impede women's full development and their participation in and equal enjoyment of the fruits of development. Common gender issues are political subordination, economic marginalization, disempowerment, discrimination, stereotyping, multiple burdens, violence against women and personal dehumanization.

Gender Mainstreaming — refers to the strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies and programs in all political, economic, and societal spheres so that women and men benefit equally, and inequality is not perpetuated. It is the process of assessing the implications to women and men of any planned action, including legislation, policies, or programs in all areas and at all levels.

Gender Stereotyping — unexamined images, ideas or beliefs associated with a particular group that have become fixed in a person's mind and are not open to change (e.g. women are perceived as weak, dependent, subordinate, indecisive, emotional and submissive and their roles, functions and abilities are seen to be primarily tied to the home).

Gender Subordination — submission, sometimes due to force or violence, or being under the authority of one sex, often resulting in women having no control over available resources and having no personal autonomy.

Gender-sensitivity — encompasses the ability to acknowledge and highlight existing gender differences, issues and inequalities and incorporate these into strategies and actions.

Mainstream — in the context of GAD, an interrelated set of dominant ideas and development directions and the organizations that make decisions about resource allocation and opportunities for development.

Multiple Burden — a situation referring to the heavy workload of women and the many, overlapping tasks involved consisting of unpaid reproductive work, paid productive work, community management, and all other work necessary for the survival of the family.

Reproductive Health — the state of complete physical, mental and social well-being and not merely the absence of disease or infirmity, in all matters relating to reproductive system and to its functions and processes. This implies that people are able to have satisfying and safe sex life and that they have the capability to reproduce and the freedom to decide if, when and how often to do so.

Reproductive Health Care — the constellation of methods, techniques and services that contribute to reproductive health and well-being by preventing and solving reproductive health-related problems. The elements of reproductive health care according to the Department of Health include: (1) maternal, infant and child health and nutrition; (2) family planning services, counselling and information; (3) prevention and control of abortion and its complications; (4) adolescent reproductive health; (5) treatment of reproductive tract infections (RTIs) and sexually transmittable infections (STIs) including HIV infection; (6) services to victims/survivors of



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VAW; (7) information, education and communication on human sexuality, reproductive health and responsible parenthood; (8) management and treatment of reproductive cancers; (9) male involvement in reproductive health; and (10) prevention and treatment of infertility.

Violence Against Women (VAW) — any act of gender- based violence that results in physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or private life.

GAD Focal Point System -a mechanism created in all government agencies and local government units with the primary function of ensuring the development, implementation and monitoring and evaluation of agency/LGU GAD policies, programs and projects. It also serves as the advisory body on GAD-related matters; leads in assessing the policies, strategies and programs of agencies/LGUs with reference to the priority needs and concerns of women in their area/sector and the performance vis-à-vis GAD-related targets of their agency/ LGU; generates statistics on the status of women personnel and clients; and, establishes strong linkages and partnerships with NGOs/POs that have integrated gender concerns in their institutions and promote their participation in the development planning cycle.

GAD Budget — a portion of an agency's or a local government unit's yearly appropriation which is not an additional amount over and above its regular budget; the allocation of a substantial amount for implementing programs, projects and activities that address gender issues and the cost and sources of financing a GAD plan.

Gender-neutral language or gender-inclusive language - language that avoids bias toward a particular sex or social gender. In English, this includes use of nouns that are not gender-specific to refer to roles or professions, as well as avoidance of the pronouns he, him and his to refer to people of unknown or indeterminate gender.

Gender non-conforming individual - denoting or relating to a person whose behavior or appearance does not conform to prevailing cultural and social expectations about what is appropriate (especially in clothes) to their gender.

b. General terms

Access - in the development context, the means or right to obtain services, products and commodities;

- in the context of the Gender Equality and Women's Empowerment Framework, access to resources and services is an objective to gender equality, while women's mobilization to achieve equality is an element of women's empowerment;

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

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

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Artist - a person who practices or performs any of the creative arts, including but not limited to being a sculptor, film-maker, actor, dancer, songwriter, and singer.

Assigned Sex - is the determined sex of an infant at birth based on the reproductive organ.

City or City of Tacloban - The City Government of Tacloban.

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

Internally Displaced Persons (IDP) - persons or groups of persons who have been forced or obliged to flee or to leave their homes or places of habitual residence, in particular as a result of armed conflict or natural calamities.

Persons with Disabilities - refers to persons with impairments who experience restrictions to their full and effective participation in society on an equal basis with others because of attitudinal and environmental barriers.

Sex - either of the two main categories (male and female) into which humans and many other living things are divided on the basis of their reproductive functions.

Sexual Orientation - is an enduring pattern of romantic or sexual attraction (or a combination of these) to persons of the opposite sex or gender, the same sex or gender, or to both sexes or more than one gender. These attractions are generally subsumed under:

- a. heterosexual - attraction, exclusive or non-exclusive, to opposite gender
- b. homosexual - attraction, exclusive or non-exclusive, to same gender
- c. bisexual - attraction to both genders whether on the same level or not

Transgender people - denoting or relating to people whose sense of personal identity and gender does not correspond with their assigned sex at birth.

Unpaid Care Work - refers, but not limited, to the production of goods or services in a household or community that are not sold on a market. Unpaid care work in the household includes domestic work such as cooking, cleaning, washing, and water and/or fuel collection. Unpaid care work also includes activities that nurture others such as taking care of children, and tending to the elderly and the sick.



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Chapter II
Gender and Development Concerns

Article III
Gender-Based Violence

SECTION 5. Protection from all forms of GBV. The City of Tacloban shall ensure the protection of men, women, and children from violence based on their sex, gender identity, or perceived adherence to socially defined norms of masculinity and femininity.

SECTION 6. Sexual Harassment. Republic Act No. 7877 otherwise known as the Anti-Sexual Harassment Act of 1995 defines sexual harassment in work, education or training to be an act committed by an employer, employee, manager, supervisor, agent of the employer, teacher, instructor, professor, coach, trainor, or any other person who, having authority, influence or moral ascendancy over another in a work or training or education environment, demands, requests or otherwise requires any sexual favor from the other, regardless of whether the demand, requests or requirement for submission is accepted by the object of said act.

A. Forms of Sexual Harassment include, but not limited to, the following:

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

a. 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 any way would discriminate, deprive or diminish employment opportunities or otherwise adversely affect said employee;

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

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

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

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

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

c. 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

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



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3. The City of Tacloban shall protect its citizens from other forms of harassment like:

a. Harassment in Public Spaces. unwanted comments, gestures, and actions forced on a stranger in a public place without their consent and is directed at them because of their actual or perceived sex, gender, gender identity and expression, or sexual orientation.

Harassment in public spaces include, but not limited to, unwanted whistling, leering, catcalling, sexist slurs, persistent requests for someone's name, number or destination after they've said no, sexual names, comments and demands, Stalking, flashing, groping, and sexual assault.

b. Online Sexual Harassment. Any unwanted sexual conduct on any digital platform that can make a person feel threatened, exploited, coerced, humiliated, upset, sexualised or discriminated against. It encompasses a wide range of behaviors that use digital content (images, videos, social media posts, private messages, pages) on a variety of different platforms (private or public). Forms of online sexual harassment include, but not limited to, the following:

1. **Non consensual sharing of intimate images and videos.** A person's sexual images and videos being taken or/and shared without their consent.

2. **Online Blackmail.** A person receiving sexual threats, being coerced to participate in sexual behavior online, or blackmailed with sexual content. This includes a range of behaviors, such as:

i. Harassing or pressuring someone online to share sexual images of themselves or engage in sexual behaviour online (or offline)

ii. Using the threat of publishing sexual content (images, videos, rumours) to threaten, coerce or blackmail someone ('sextortion')

iii. Online threats of a sexual nature (e.g., rape threats)

iv. Inciting others online to commit sexual violence

v. Inciting someone to participate in sexual behaviour and then sharing evidence of it.

B. Orientation on Sexual Harassment. All agencies, offices, establishments, both government and private, shall conduct or attend orientation on sexual harassment.

C. Monitoring Mechanism. As provided by law, all offices, agencies, institutions, organizations and /or other establishments, both government and private, shall set up internal monitoring mechanisms for sexual harassment cases.

SECTION 7. Trafficking in Persons. The City of Tacloban thru the CIACAT VAWC shall strongly advocate for the prevention of human trafficking and provision of the necessary support services needed by trafficked persons especially women and children pursuant to and in accordance with the provisions of Republic Act 9208 or the "Act which Institutionalizes Policies to Eliminate Trafficking in Persons Especially Women and Children Establishing the Necessary Institutional Mechanisms for the Protection and Support of Trafficked Persons, Providing Penalties for its Violation and for Other Purposes."



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The CIACAT VAWC shall endeavor to establish networks with peoples and non-government organizations like the Philippines Against Child Trafficking (PACT) and other relevant organizations for the implementation of advocacy programs on the matter to include support activities and services which can be undertaken jointly by said organizations, local government units and national government agencies.

A. Support to VAWC and Trafficking Survivors. The City of Tacloban shall provide a comprehensive support to women and children survivors of violence, which consists of but not limited to the following:

1. Mandatory Programs and Services for Victims.

- a. Provide emergency shelter, psycho-social counselling and other rehabilitation services to victim-survivors of VAWC and trafficking;
- b. Ensure that service providers in institutions/centers for women and children are gender-sensitive and uphold the rights of women and children;
- c. Make available relevant skills training and other livelihood development services to victim-survivors of violence and trafficking;
- d. Ensure the successful social reintegration and after-care of victim-survivors and their children; and
- e. Continue to develop relevant programs and strategies to ensure protection, healing, recovery and social reintegration and address emerging needs and concerns of victim-survivors of violence and trafficking.

2. Medical Assistance

- a. Complete physical examinations;
- b. Medical/Surgical treatment;
- c. Psychological and psychiatric evaluation and treatment;
- d. Hospital confinement when necessary;
- e. Referral to specialized hospital and other concerned agency as needed;
- f. Manage the reproductive health concerns of victim-survivors of VAWC and if necessary, contact the social worker for emergency assistance to the woman and her child/children, or the PNP women and children protection desk officer.
- g. Provision of free medical and/or medico-legal certificates, more particularly for victims-survivors who decide to file cases against their abusers.

B. Counselling and Treatment of Offenders. The City Social Welfare and Development Office and other agencies shall ensure effective psycho-social rehabilitation of perpetrators of VAWC, which includes but not limited to the following as per RA 9262 IRR Sec. 41:

- a. Development of policies and procedures relative to the delivery of rehabilitation services to perpetrators of violence, ensuring its effectiveness and efficiency;
- b. Provision of appropriate training of Municipal Social Workers and other service providers who are implementing rehabilitative/treatment programs for perpetrators; and

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c. Establishment of a system of accreditation of counsellors and rehabilitation programs in coordination with concerned institutions and the academe for regulatory purposes.

C. Legal Assistance. The CSWDO shall assist Barangay VAW Desk Officers and victims of VAWC cases in initiating the filing of legal actions against perpetrators of violence against women and ensure the safety and security of VAWC victims against harassments from the said perpetrators.

D. Rights of Victims. In addition to their rights under existing laws, victims of violence against women and their children shall have the following rights:

- a. To be treated with respect and dignity;
- b. To avail of the legal assistance from the City Prosecutor's Office, Public Attorney's Office (PAO) of the Department of Justice (DOJ) or any public legal assistance office;
- c. To be entitled to support services from the CSWDO and other relevant agencies;
- d. To be entitled to all legal remedies and support as provided for under the Family Code; and
- e. To be informed of their rights and the services available to them including their right to apply for a protection order (Sec. 35, RA 9262).

SECTION 8. Establishment of VAW Desk.

A. Setting up the VAW Desk – The Punong Barangay shall designate an area within the barangay hall for the VAW desk. S/he shall provide for the necessary furniture and fixtures such as, but not limited to, table, chairs, separate filing cabinet and log book for record-keeping of cases. Likewise, the punong barangay shall ensure the confidentiality of the case and privacy and safety of the victim-survivor.

B. Designation of VAW Desk person – The Punong Barangay shall designate a VAW Desk person who is trained in gender-sensitive handling of cases; preferably a woman barangay kagawad or woman barangay tanod. In cases where there are no trained personnel, ensure that the person assigned shall undergo basic gender sensitivity training and orientation on anti-VAW laws.

C. Functions of the Barangay VAW Desk – The VAW Desk shall perform the following tasks:

1. respond to gender-based violence cases brought to the barangay;
2. record the number of gender-based violence handled by the barangay and submit a quarterly report on all cases of VAW to the City DILG and the City Social Welfare Development Office (CSWDO);
3. keep VAW case records confidential and secured, and ensure that only authorized personnel can access it;
4. assist victims of VAW in securing Barangay Protection Order (BPO) and access necessary services;
5. develop the barangay's gender-responsive plan in addressing genderbased violence, including support services, capacity building and referral system;
6. coordinate with and refer cases to government agencies, nongovernment organizations (NGOs), institutions, and other service providers as necessary;



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7. address other forms of abuse committed against women, especially senior citizens, women with disabilities, and other marginalized groups;
8. lead advocacies on the elimination of VAW in the community; and
9. perform other related functions as may be assigned.

D. Protocol in handling VAW cases at Barangay level should adhere to the guidelines stipulated in the Joint Memorandum Circular No. 2010-2

ARTICLE IV
GENDER AND EDUCATION

SECTION 9. Basic Education. The City of Tacloban shall ensure that basic education is available, accessible, affordable, non-discriminatory and gender-responsive to all women and men, girls and boys. Women's literacy and education is essential to improving the health, nutrition, decision-making, and over-all welfare of the family.

SECTION 10. Non-discriminatory Policy. The City of Tacloban together with the Local School Board shall ensure that gender stereotypes and images in existing educational materials and curricula are adequately and appropriately revised and monitor and ensure compliance of educational institutions to the following:

1. Women faculty who become pregnant outside of marriage shall not be discriminated by reason thereof. They shall not be dismissed, separated from work, forced to go on leave, re-assigned or transferred. They shall have access to work already held with no diminution in rank, pay or status and shall be entitled to all benefits accorded by law and by the concerned learning institutions;
2. No female student shall be expelled, dismissed, suspended, refused or denied of admission, or forced to take a leave of absence in any educational institution solely on grounds of pregnancy outside marriage during her school term. When needed, students who are pregnant shall be accorded with a special leave of absence from school upon advice of the attending physician, and be given an opportunity to make up for missed classes and examinations. The same leave benefits shall likewise be accorded to pregnant faculty members, and school personnel and staff;
3. Pregnant students shall be assisted through available support services while in school, such as but not limited to counseling to ensure completion of their studies; and
4. Programs and policies to prevent VAW shall be developed, including institutional mechanisms for complaints in cases of rape, sexual harassment, and other forms of violence and discrimination against women, and provide assistance to students, faculty, or personnel who have been victims of VAW.

SECTION 11. Campus Gender-based Bullying. The City of Tacloban in collaboration with the local school board shall ensure the protection of every person, especially children, in educational institutions from gender-based bullying whether verbal or digital committed by another student or faculty.



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Academic institutions shall not put pressure on children to make them conform to stereotypical cultural values and social attitudes that define what it means to be 'masculine' or 'feminine'. Gender stereotypes are barriers in achieving gender equality and therefore violates the provisions of this Code.

SECTION 12. GFPS in Academic Institutions. The City of Tacloban through the Local School Board shall ensure the creation, strengthening, modification or reconstitution of the GFPS to accelerate gender mainstreaming within the academic institutions.

SECTION 13. Alternative Learning System. Gender-Responsive Non-Formal Education for Adults and Out-of- School Youth shall be ensured by the City of Tacloban through the Alternative Learning System of the Department of Education (ALS DepEd) and other educational institutions within the jurisdiction of the City. Inclusion of discussions/lectures of pertinent laws and concerns related to women and relevant gender issues in the education programs for out-of-school youth (OSY).

**ARTICLE V
GENDER AND SPORTS**

SECTION 14. Women in Sports. The City of Tacloban through its Local Sports Office or similar institution shall develop, establish, and strengthen programs for the participation of women and girl-children in competitive and non-competitive sports as means to achieve excellence, promote physical and social well-being, eliminate gender-role stereotyping, and provide equal access to the full benefits of development for all persons regardless of sex, gender, and other similar factors. For this purpose:

1. All sports-related organizations accredited by the Philippine Sports Commission (PSC) shall create guidelines that will establish and integrate affirmative action as a strategy and gender equality as a framework in planning and implementing their policies, budgets, programs, and activities relating to the participation of women and girls in sports.

2. All sports-related organizations shall also ensure the safety and well-being of all women and girls participating in sports, especially, but not limited to, trainees, reserve members, members, coaches, and mentors of national sports teams, whether in studying, training, or performance phases, by providing them comprehensive health and medical insurance coverage, as well as integrated medical, nutritional, and healthcare services.

Further, the City of Tacloban shall:

1. Train more female coaches for girls and women's teams;
2. Conduct activities such as sports clinics and seminars for potential female leaders, coaches, teachers at least once a year;
3. Provide equal incentives and awards for both men and women for any competition;
4. Provide equal opportunities for scholarships and travel grants for women leaders, coaches and athletes with adequate support mechanism; and
5. Provide sufficient funds to support girls and women in sports.



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SECTION 15. PWDs in Sports. To increase the participation of PWDs in sports and other physical activities, the City of Tacloban through the PDAO and Local Sports Office shall create sports programs for Persons with Disability.

**ARTICLE VI
GENDER AND EMPLOYMENT**

SECTION 16. Right to Decent Work. The City of Tacloban shall progressively realize and ensure decent work standards for women that involve the creation of jobs of acceptable quality in conditions of freedom, equity, security, and human dignity.

Decent work involves opportunities for work that are productive and fairly remunerative as family living wage, security in the workplace, and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize, participate in the decisions that affect their lives, and equality of opportunity and treatment for all women and men, regardless of disability and gender identity.

SECTION 17. Women in the Military, Police and Other Similar Services – The City of Tacloban shall collaborate with PNP and DND to pursue appropriate measures to eliminate discrimination of women in the military, police, and other similar services, including revising or abolishing policies and practices that restrict women from availing of both combat and non-combat training that are open to men, or from taking on functions other than administrative tasks, such as engaging in combat, security-related, or field operations. Women in the military shall be accorded the same promotional privileges and opportunities as men, including pay increases, additional remunerations and benefits, and awards based on their competency and quality of performance. They shall not be subjected to harassment and violence, including verbal and sexual abuses in all stages of their recruitment, training and service. Towards this end, the State shall ensure that the personal dignity of women shall always be respected. Women in the military, police, and other similar services shall be provided with the same right to employment as men on equal conditions. Equally, they shall be accorded the same capacity as men to act in and enter into contracts, including marriage. Further, women in the military, police, and other similar services shall be entitled to leave benefits such as maternity leave, as provided for by existing laws.

Women in the military, police, and other similar services shall be provided with the same right to employment as men on equal conditions. Equally, they shall be accorded the same capacity as men to act in and enter into contracts, including marriage.

Further, women in the military, police, and other similar services shall be entitled to leave benefits such as maternity leave, as provided for by existing laws.

SECTION 18. Special Leave Benefits for Women. – A woman employee having rendered continuous aggregate employment service of at least six (6) months for the last twelve (12) months shall be entitled to a special leave benefit of two (2) months with full pay based on her gross monthly compensation following surgery caused by gynecological disorders.



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SECTION 19. Protection and Welfare of Domestic Workers. This Code hereby adopts for enforcement the provisions of Republic Act 10361 otherwise known as Domestic Workers Act or Batas Kasambahay. The City of Tacloban shall establish effective monitoring and enforcement mechanisms for the strict implementation of the law.

SECTION 20. Gender Pay Gap. To promote equality in the economic and social situation of men and women in the City of Tacloban, all employers must comply with the provisions of the Minimum Wage Law as stipulated by the Regional Wage Board and as provided for by law. Employers are also required to grant their women employees benefits such as maternity leave, sick leave, vacation leave and provision of reproductive health services, retirement benefits, termination benefits and other benefits as may be provided by law. Violations hereof shall be penalized in accordance with the provisions of the Labor Code and its Implementing Rules and Regulations.

**ARTICLE VII
GENDER AND HEALTH**

SECTION 21. Health Care Services. The City of Tacloban shall ensure that both men and women will be provided with a comprehensive, culture-sensitive, and gender-responsive health services and programs covering all stages of their life cycle that will help them in the attainment of their full potential, ensure that they can access equal opportunities for the protection, promotion, and maintenance of their family's well-being.

Further, the City of Tacloban shall provide youth-friendly services and ensure that the GAD trained health service providers render friendly and professional health services. Access to the following services shall be ensured:

A. Women's Health.

1. Maternal care to include pre- and post-natal services to address pregnancy and infant health and nutrition;
2. Promotion of breastfeeding;
3. Responsible, ethical, legal, safe, and effective methods of family planning;
4. Family and State collaboration in youth sexuality education and health services without prejudice to the primary right and duty of parents to educate their children;
5. Prevention and management of reproductive tract infections, including sexually transmitted diseases, HIV, and AIDS;
6. Prevention and management of reproductive tract cancers like breast and cervical cancers, and other gynecological conditions and disorders;
7. Prevention of abortion and management of pregnancy-related complications;
8. In cases of violence against women and children, women and children victims and survivors shall be provided with comprehensive health services that include



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psychosocial, therapeutic, medical, and legal interventions and assistance towards healing, recovery, and empowerment;

9. Prevention and management of infertility and sexual dysfunction pursuant to ethical norms and medical standards;

10. Care of the elderly women beyond their child-bearing years; and

11. Management, treatment, and intervention of mental health problems of women and girls. In addition, healthy lifestyle activities are encouraged and promoted through programs and projects as strategies in the prevention of diseases.

B. Men's Health.

1. Prevention and management of sexually transmitted infections, HIV, and AIDS;

2. Information on Male-related cancers and similar medical conditions;

3. Responsible, ethical, legal, safe, and effective methods of family planning;

4. Information on Male factor Infertility; and

5. Mental health care focused on male life stage issues.

C. Adolescent Health. The City of Tacloban through its Information and Service Delivery Network for Adolescents shall provide age and development appropriate reproductive health education to adolescents which shall be taught by adequately trained teachers, informal, and non-formal educational system and integrated in relevant subjects, such as but not limited to, Values Formation, Knowledge and Self Protection Against Discrimination, Sexual Abuse and Violence Against Women and Children and other forms of GBV and teenage pregnancy, STI and HIV and AIDS, physical and social changes in adolescents, women's rights and children's rights, responsible teenage behavior, gender and development, and responsible parenthood.

SECTION 22. Health Care Service Providers' Training. All health care facilities under the jurisdiction of the The City of Tacloban shall be mandated to provide gender sensitivity training to its employees, giving emphasis on inclusive and gender-sensitive handling of patients and their private information.

ARTICLE VIII

GENDER AND FOOD SECURITY

SECTION 23. Women in Agriculture. The City of Tacloban recognizes the contribution of women to food production and shall ensure its sustainability and sufficiency with the active participation of women. Towards this end and through the City Agriculturist office, the



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City shall guarantee, at all times, the availability in the market of safe and health-giving food to satisfy the dietary needs of the population, giving particular attention to the specific needs of girl-children in low-income families and marginalized women, especially women with disability, pregnant and lactating mothers, solo parents and their young children.

To further address this, the City shall give:

1. Equal status shall be given to women and men, whether married or not, in the titling of the land and issuance of stewardship contracts and patents;
2. Equal treatment shall be given to women and men beneficiaries of the agrarian reform program, wherein the vested right of a woman agrarian reform beneficiary is defined by a woman's relationship to tillage, *i.e.*, her direct and indirect contribution to the development of the land;
3. Customary rights of women to the land, including access to and control of the fruits and benefits, shall be recognized in circumstances where private ownership is not possible, such as ancestral domain claims;
4. Information and assistance in claiming rights to the land shall be made available to women at all times;
5. Equal rights to women to the enjoyment, use, and management of land, water, and other natural resources within their communities or ancestral domains;
6. Equal access to the use and management of fisheries and aquatic resources, and all the rights and benefits accruing to stakeholders in the fishing industry;
7. Equal status shall be given to women and men in the issuance of stewardship or lease agreements and other fishery rights that may be granted for the use and management of coastal and aquatic resources. In the same manner, women's organizations shall be given equal treatment as with other marginalized fishers organizations in the issuance of stewardship or lease agreements or other fishery rights for the use and management of such coastal and aquatic resources which may include providing support to women-engaged coastal resources;
8. There shall be no discrimination against women in the deputization of fish wardens;
9. Women-friendly and sustainable agriculture technology shall be designed based on accessibility and viability in consultation with women's organizations;
10. Access to small farmer-based and controlled seeds production and distribution shall be ensured and protected;
11. Indigenous practices of women in seed storage and cultivation shall be recognized, encouraged, and protected;

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12. Equal rights shall be given to women to be members of farmers' organizations to ensure wider access to and control of the means of production;

13. and Provide opportunities for empowering women fishers to be involved in the control and management, not only of the catch and production of aquamarine resources but also, to engage in entrepreneurial activities which will add value to production and marketing ventures; and

14. and Provide economic opportunities for the indigenous women, particularly access to market for their produce.

ARTICLE IX

**GENDER AND DISASTER RISK
REDUCTION MANAGEMENT**

SECTION 24. Gender Responsive DRR. Disasters affect men and women differently, especially women and persons with disability. The City of Tacloban through the CDRRMO shall review its policies, strategies and plans on DRR and management, and take actions to integrate gender perspectives. To ensure a gender-responsive DRR and Management, the City shall:

1. Promote women's participation in DRR policy-making process;
2. Conduct gender-based vulnerability and risk assessments;
3. Enhance women's understanding of and access to early warning systems, especially persons with disability;
4. Conduct gender-specific needs analysis and make disaster preparedness and disaster response gender-sensitive and gender-inclusive;

SECTION 25. Evacuation Centers. In the event of a disaster and/or emergency situation, and evacuation of the population is inevitable, the City of Tacloban shall ensure that evacuation centers have adequate gender responsive and PWD accessible toilets, must have clean drinking water and nutritious food supply, practice gender-sensitive distribution of hygiene kits, and ensure that the most vulnerable population are given utmost attention.

SECTION 26. Women and Internal Displacement. The City of Tacloban shall develop a gender responsive and disability inclusive resettlement sites ensuring that social, health, infrastructure, and economic support services are available and responsive to the need of the IDPs, especially the most vulnerable women such as pregnant and lactating mothers, elderly, and women with disability, in resettlement sites. In particular, the resettlement sites and construction of housing and WASH (Water, Sanitation and Hygiene) facilities should be at universal design standards.

Further, resettlement sites should be provided with appropriate drainage, septage and sewerage system, access roads, clean drinking water, and sanitation facilities, women and



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PWD friendly spaces and child-friendly facilities, day care centers, care work support, livelihood and employment opportunities, and access to market.

CHAPTER III

SPECIAL CONCERNS

SECTION 27. Unpaid Care Work. The City of Tacloban shall provide trainings and seminars on the popularization of rights and obligations of spouses towards each other, management of household and parental authority to impede the stereotyping of roles, multiple burden, marginalization and subordination of women. The City shall recognise and popularize the economic value of unpaid care work.

SECTION 28. Women Affected by Disasters, Calamities, and Other Crisis Situations. Timely, adequate and culturally-appropriate provision of relief goods and services such as food, water, sanitary packs, psychosocial support, livelihood, education and comprehensive health services including implementation of the MISP for sexual and reproductive health at the early stage of the crisis.

SECTION 29. Peace and Order and Public Safety. The City of Tacloban shall ensure women's participation in local peace and order councils tasked to recommend policies and programs on peace issues in the community. In addition, the City shall:

1. ensure the development and inclusion of women's issues and concerns in the peace agenda;
2. institutionalize community-based conflict resolution structures where women play critical roles; and

SECTION 30. Housing. The City of Tacloban shall develop housing programs for women that are localized, simple, and accessible, with potable water and electricity, secure, with viable employment opportunities, and affordable amortization. To attain this goal, the City shall:

1. Ensure full participation and involvement of women in land use, zoning and community planning and development through capability building and skills training in shelter and urban development;
2. Ensure that female-headed households are not discriminated in the provision of relocation or resettlement sites and that access to basic services, facilities, employment, and livelihood opportunities are responsive to the needs of women;
3. Provide basic social services in resettlement communities in accordance with existing laws;
4. Formulate policies and programs to ensure that housing programs and services are provided to women belonging to the marginalized sectors;

5. Ensure that forms and documents are gender-responsive especially those involved in transactions of (a) married couples, (b) persons in unions without marriage, and (c) single individuals. Within one (1) year from the effectivity of these Rules and Regulations, key shelter agencies shall also conduct a review of their agency guidelines to ensure that the guidelines are gender-responsive. Thereafter, a periodic review shall be conducted;

6. Monitor and evaluate gender design features in housing and urban development and all other kinds of infrastructure plans and strategies to ensure that all housing projects, whether undertaken by the government agencies or the private sector, are able to secure the privacy and safety of women and children;

7. Undertake a massive information dissemination campaign to increase the awareness of women on their property and housing rights, including the right of women to information and to transact business with shelter agencies; and

8. Ensure women's participation in the development of land use plans and implementation of zoning ordinances.

SECTION 31. Market, Investment Support, and Industry. The City of Tacloban shall sustain labor market programs to create employment and alternative livelihood following decent work standards. Further, the City shall:

1. initiate investment friendly policies, systems, programs and procedures as well as provide technical assistance and supporting financial arrangements to returning women migrant workers to help them establish local business; and

2. Provide trainings focused on packaging, marketing, product development, upscaling enterprises and venturing into exports, and shall ensure availability and access of women to business guides, business matching, business templates for start-ups, as well as business counseling.

SECTION 32. Equal Rights in All Matters Relating to Marriage and Family Relations. The City of Tacloban shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and shall ensure:

1. the same rights to enter into and leave marriages or common law relationships referred to under the Family Code without prejudice to personal or religious beliefs;

2. the same rights to choose freely a spouse and to enter into marriage only with their free and full consent. The betrothal and the marriage of a child shall have no legal effect;

3. the joint decision on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;



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4. the same personal rights between spouses or common law spouses including the right to choose freely a profession and an occupation;

5. the same rights for both spouses or common law spouses in respect of the ownership, acquisition, management, administration, enjoyment, and disposition of property;

6. the same rights to properties and resources, whether titled or not, and inheritance, whether formal or customary; and

7. women shall have equal rights with men to acquire change, or retain their nationality. The State shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband. Various statutes of other countries concerning dual citizenship that may be enjoyed equally by women and men shall likewise be considered.

SECTION 33. Right to Representation and Participation. The City of Tacloban shall ensure women's participation in policy-making or decision-making bodies. It shall also ensure the participation of grassroots women leaders in decision and policy-making bodies in their respective sectors.

SECTION 34. Access to Information. Access to information regarding policies on women, including programs, projects, and funding outlays that affect them, shall be ensured.

SECTION 35. Protection of Senior Citizens. The City of Tacloban shall protect women senior citizens from neglect, abandonment, domestic violence, abuse, exploitation, and discrimination. Towards this end, the City shall ensure special protective mechanisms and support services against violence, sexual abuse, exploitation, and discrimination of older women.

SECTION 36. Persons with Disability. The City of Tacloban through the PDAO and the GAD Council shall ensure that gender issues of PWD men and women are addressed and all benefits and privileges are provided as mandated by virtue of Republic Act 7277 and Republic Act 10754.

SECTION 37. Pregnant Women and Lactating Mothers. The City of Tacloban shall provide and ensure nutritional assistance to pregnant and lactating women.

SECTION 38. Solo Parent. The City of Tacloban shall ensure that solo parents, most of which are women, are not deprived from enjoying their privileges as mandated in the Solo Parent Act of 2000 such as follows:

1. Comprehensive Package of Social Development Services such as livelihood development services; counseling services, parent effectiveness service; critical incidence stress debriefing and special projects for individuals in need of protection;

2. Flexible Work Schedule;

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3. Non- Discrimination relative to Work. No employer shall discriminate against any solo parent employee with respect to terms and conditions of employment on account of her/his status;

4. Parental Leave. In addition to leave privileges under existing laws, parental leave of no more than seven (7) working days every year shall be granted to any solo parent employee who has rendered service of at least one (1) year;

5. Educational, medical and housing benefits.

SECTION 39. Gender-fair Approach to Pre- Marriage Counseling Program. The City of Tacloban shall continuously strengthen the Pre-Marriage Counseling Team which facilitates Pre-Marriage Counseling to would-be couples in order to promote gender equality and shared responsibility of husband and wife in the development of the family and the community.

SECTION 40. Tacloban Council of Women. To ensure active participation of women in community-building and local governance, the City of Tacloban shall organize accredited local women's groups.

SECTION 41. Promoting Gender Balance at all levels of Local Government Positions. The City of Tacloban shall promote gender balance or equal proportion of qualified women and men for opportunity to key positions at all levels of local governance. This shall form part of the initiatives to eliminate barriers to women's participation in the public sphere.

SECTION 42. Support to Overseas Filipino Workers (OFW) and their Families. The City of Tacloban, through PESO, shall maintain a database on departing, deployed and returning overseas migrants and relevant information therein as well as domestic labor migrants to be updated annually.

SECTION 43. Persons in Detention. – The City of Tacloban shall provide support to persons in detention and shall ensure that their rights are protected through the following:

1. Speedy trial of their cases shall be ensured;
2. An appropriate program shall be designed to respond to their specific needs and problems as detainees; and
3. There shall be a separate structure and space for detention and rehabilitation for women and men detainees.

SECTION 44. Women and Children's Protection Desks (WCPDs). – The City of Tacloban PNP office shall establish a Women and Children's Protection Desk handled by women police officers, adequately trained for the purpose so that cases involving women and children shall be handled in accordance with the accepted standards of the PNP for cases of gender-based violence.



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SECTION 45. Public Shows. No Public show, such as Beauty Pageant and other similar contests, shall portray men, women, or transgender people in an undignified, demeaning and/or derogatory manner. Public shows that promote commoditization is inconsistent with the provisions and goals of this Code.

SECTION 46. Gender and Infrastructure Projects. All offices, agencies, institutions, organizations and/or establishments, government and private, in the City of Tacloban shall be required to provide gender-responsive public infrastructure that shall cater to the practical needs of women, senior citizens, PWDs and children/persons with special needs. To attain this initiative, the City Engineer's Office shall:

1. Use the NEDA Harmonized GAD Guidelines as primary basis for project development, implementation, monitoring and evaluation to make road infrastructure gender-responsive, with the following target gender equality results for the infrastructure sector;
2. Increase the capacity of women and their organizations to influence gender responsive design, operation, and maintenance of public services facilities; and
3. Promote construction of International accessibility standards and gender-inclusive toilets/restrooms;

SECTION 47. Gender Responsive Tourism. The City of Tacloban shall reinforce policies, and enact plans, regulations and services that enable more inclusive socio-economic development in response to the growing tourism market and infrastructure which provides women with opportunities to transition to Barangay-based employment and income. The City shall ensure protection of men, women, and children, regardless of vulnerability, disability, and gender identity, from tourism-based exploitation and potential trafficking.

Further, the City Tourism Office shall engage with diverse business partners working in tourism sectors who are interested in improving their inclusivity, gender sensitivity, profitability, and sustainability.

SECTION 48. Gender and Arts. The City of Tacloban shall recognize the important roles women in the local Arts scene and popular and mainstream media. It shall be the primary role of the city and through the GAD Council to ensure that local artists and their works are not prejudicial to women or inconsistent with the goals of this Code.

SECTION 49. Gender and Environmental Protection. It is deemed that the role of women is critical in combating poverty and controlling population in order to work for the protection of the environment and natural resources and achieve sustainable development. The City of Tacloban, through this Code, hereby adopts for enforcement all relevant and existing local environmental ordinances and national environmental laws, issuances and promulgations on air quality, traffic situation, industrial pollution control, water quality, waste water disposal, special liquid waste disposal, solid waste management, noise pollution, the protection and enhancement of water quality in rivers and other bodies of water and many other environmental concerns.

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SECTION 50. Culturally Inclusive Environment. The City of Tacloban shall foster a culturally inclusive environment where diversity is genuinely valued and mutual respect is required. Religious freedom, rights to indigenous knowledge systems and practices, shall be protected: Provided, That these cultural systems or religious practices are not discriminatory to any person, regardless of sex, gender, gender identity, sexual orientation, religion, race, ethnicity, disability, and living arrangement, among others.

CHAPTER IV

SPECIAL EVENTS AND ACTIVITIES

SECTION 51. Women's Month. The City of Tacloban through its GAD Council shall lead the observance of International Women's Day and Women's Month in the city pursuant to Proclamation No. 227 and Proclamation No. 224. Towards this, it shall initiate programs and activities that will promote women's empowerment including a month-long celebration. Special citation on the contributions of women in society, and the state of marginalized women such as women with disability, elderly, and solo parents among others. The City shall also recognize the Unpaid Care Work of women.

SECTION 52. International Day of Action for Women and Men's Health and other Universal Celebration. The City of Tacloban through the City Health Office shall cause the celebration of the International Day of Action for Women's Health and other universal celebration including World AIDS Awareness, Cancer Prevention, World TB Day every year where issues and concerns relative to the protection and promotion of women and men's health shall be examined, deliberated, projected and government action sought.

SECTION 53. 18-Day Campaign on the Elimination of Violence Against Women and Children (VAWC). The City of Tacloban, in partnership with the Philippine Commission on Women (PCW) and other concerned agencies/organizations, shall conduct activities in the observance of the 18-Day Campaign on the Elimination of VAWC from November 25 – December 12 of every year.

SECTION 54. National Consciousness Day for the Elimination of Violence Against Women and Children. Declaring November 25 of every year as National Consciousness Day for the Elimination of Violence Against Women and Children as provided in Republic Act 10398.

SECTION 55. International Day of Persons With Disabilities. December 3 of every year is the International Day of Persons With Disabilities. The GAD Council shall spearhead this observance and put the focus on the state of women with disabilities. This event shall be integrated and highlighted during the 18-Day Campaign on the Elimination of Violence Against Women and Children.

SECTION 56. International Day Against Homophobia and Transphobia (IDAHOT). To raise awareness of the intersectionalities of Sex, Gender, and Sexuality that result to the marginalization of the LGBT community, the GAD Council shall spearhead the observation of the International Day Against Homophobia and Transphobia every 17th of May.

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at 11:00

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Activities should focus on the challenges LGBT people, especially those with multiple factors of vulnerabilities such as Indigency, Internal displacement, disability, and unemployment.

SECTION 57. Other Special Events. The City of Tacloban through its GAD Council shall participate or spearhead other GAD-related events, local or international, that can advance the goals of this Code.

CHAPTER V

Implementation, Monitoring, and Evaluation

ARTICLE X

Institutional Mechanisms

SECTION 58. Gender Mainstreaming. The City of Tacloban shall adopt gender mainstreaming as a strategy towards the promotion and achieving a gender-responsive government. It shall integrate gender equality goals into the development plans, programs, projects and services of the City and in the whole planning and budgeting cycle. The development plans referred to are the Comprehensive land Use Plan (CLUP); Comprehensive Development Plan (CDP); Local Development Plan Investment Program (LDIP); Executive-Legislative Agenda (ELA); Annual Investment Plan (AIP) and other plans to be formulated by the LGU out of the main instruments which are the CLUP and the CDP. In addition to these initiatives, the City shall:

1. adopt the use of gender-neutral language in all its official documents, communications, and issuances;
2. establish and maintain a child-minding facility for the children of its employees;
3. establish a GAD website wherein information and latest updates related to GAD, gender issues, and programs can be accessed;
4. conduct annual Gender Sensitivity Trainings, orientation and reorientation on the most pressing and developing gender issues;
5. ensure GAD perspective is reflected in the performance targets and key result areas and career and personnel development plans;

SECTION 59. Legislative Committee. To reflect the commitment of the City of Tacloban to creating enabling mechanisms for enriching knowledge in Gender issues and advocating for policies that protect the rights of all members of the society regardless of sex, gender and/or gender identity, the Sangguniang Panlungsod of Tacloban shall create a Gender and Development Committee.

SECTION 60. The Gender and Development Council. In order to carry out the general objectives of this Code, the City of Tacloban shall create and establish a Gender and Development Council which shall be called The Tacloban City GAD Council.

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SECTION 61. Composition of the GAD Council. The Tacloban City GAD Council shall be composed of the following:

Chair : City Mayor
Vice-Chair : Designated by LCE (optional)
Secretariat and Focal Point : City Population Office / GAD Division
Members :

a) Head or their permanent representative:

City Planning and Development Office
City Health Office
City Social Welfare and Development Office
City Human Resource and Management Office
City Budget Office
City Disaster Risk Reduction and Management Office
City Environment and Natural Resources Office
City PNP (Women's Desk)
City Hospital Office
City Nutrition
City Sports Office
City General Services Office
City Housing and Community Development Office
City Legal Office
City Cooperative Development and Livelihood Assistance Office
OSCA
PESO
PDAO
TOMECO
MIS
Two accredited local NGO/PO with focus on women's and gender equality work (to be selected by the GAD Council)
Tacloban City Council of Women

b) Sangguniang Panlungsod Chairs of the following committees:

- Gender and Development
- Women, Children, and Family Relations
- Appropriations

c) President of Liga ng mga Baranggay (Optional)

d) President of the Sangguniang Kabataan Federation (Optional)

e) Secretary to the Sangguniang Panlungsod

▪ Representatives from:

- o 3 Women's Organizations
- o Persons with Disabilities (PWDs)
- o Private/ Business sector
- o Academe



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- o LGBT Sector
- o
- o Indigenous Peoples (IPs)
- o KATROPA

SECTION 62. Roles and Responsibilities of the Tacloban City GAD Council.

1. Provide policy advice to the LCE to support and strengthen the GFPS and the LGU's gender mainstreaming efforts;
2. Direct the identification of GAD strategies, PPAs and targets based on the results of gender analysis and gender assessment, taking into account the identified priorities of the LGU and the gender issues and concerns faced by the LGU's constituents and employees;
3. Ensure the timely submission of the LGU GPB, GAD AR and other GAD-related reports to the DILG which shall be consolidated for submission to PCW and appropriate oversight agencies;
4. Ensure the effective and efficient implementation of the GAD PPAs and the judicious utilization of the GAD budget;
5. Build and strengthen the partnership of the LGU with concerned stakeholders such as women's groups or CSOs, national government agencies, GAD experts and advocates, among others in pursuit of gender mainstreaming;
6. Recommend awards and/or incentives to recognize outstanding GAD PPAs or individuals who have made exemplary contributions to GAD.

SECTION 63. Meetings. The GAD Council shall meet quarterly or as deemed necessary. Special meetings may be called by the Chair or upon 20% of the council members' request.

SECTION 64. Executive Committee. The Tacloban City GAD Council shall compose the GFPS Executive Committee.

SECTION 65. Monitoring and Evaluation. To Monitor and evaluate the implementation of GAD-related PPAs and suggest corrective measures to improve their implementation, a Technical Working Group shall be created. The TWG shall be composed of the following:

Chair - Elected from among the TWG members
Secretariat - City Population Office/GAD Division

Members:

- City Local Government Operation Office
- City Legal Office
- City Social Welfare and Development Office
- SP GAD Committee Chairperson
- City Planning and Development Office
- City Human Resource and Management Office
- Representative of the following groups:
 - o Business/Private Sector
 - o Academe

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- CSOs/People's Organization
- Women's Organization

The designation of the TWG Chair shall be made official through the issuance of a Memorandum duly signed by the LCE and endorsed by his or her supervisor or concerned LGU Department Head.

SECTION 66. Roles and Responsibilities of the TWG. The roles and responsibilities of the TWG shall be in accordance with the Joint Memorandum Circular no. 2013-01.

SECTION 67. Additional membership. Should there be a need for additional members in the GAD Council and/or TWG the inclusion of additional members shall be decided by the majority of the members of the GAD council.

SECTION 68. Barangay GFPS. All barangays within the City of Tacloban shall establish its own GAD Focal Point System to mainstream the implementation of gender and development programs, projects and activities. The Barangay GAD Focal Point System must comply with the required structure as stated in the Joint Memorandum Circular no. 2013-01.

SECTION 69. Gender and Development (GAD) Planning and Budgeting. The GAD planning and budgeting process shall be incorporated in the Comprehensive Land Use Plan (CLUP), Comprehensive Development Plan (CDP), Annual Investment Program, the Executive-Legislative Agenda (ELA), City Development and Physical Framework Plan (CDPFP) and in sector plans, e.g. disaster risk reduction and management (DRRM) plan. It shall also be guided by the desired outcomes and goals embodied in the MCW, the PPGD, other GAD-related laws, policies and term plans as well as in the UN CEDAW and other relevant international commitments.

Further, GAD planning and budgeting shall adhere to Executive Order 43 s. 2011, Pursuing our Social Contract with the Filipino People through the Reorganization of the Cabinet Clusters. As such, the City of Tacloban shall strengthen its capacity to link its budget with performance and shall enable citizens and civil society to monitor and evaluate these; promote equal gender opportunities in its public policies and programs and ensure transparent, accountable, participatory and inclusive governance resulting to direct, immediate and substantial benefits for the poor.

GAD OFFICE AND RESOURCE CENTER

SECTION 70. GAD OFFICE. To fully realize the goals and provisions of this Code, the City of Tacloban shall create and establish a GAD Office that shall serve as the center of GAD activities.

SECTION 71. GAD Resource Center. The City of Tacloban shall establish a GAD Resource Center upon availability of funds. It shall have the capacity to respond to all the needs for GAD mainstreaming and shall provide the following services and resources:

- Updated educational materials on Gender and Development and Women's Studies across various academic disciplines and development sectors;



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- Capacity development programs;
- Technical assistance on policy development, plans, programs, projects, monitoring and evaluation and other related concerns; and
- Research programs.

SECTION 72. GAD Database. The City of Tacloban, through its City Planning and Development Offices, shall spearhead the setting up and maintenance of the GAD database to serve as basis for gender-responsive planning, programming and policy formulation. The GAD database, which can either be manually operated or developed through software, shall form part of the overall management information system (MIS) of the City. Information should include, sex-disaggregated data, age, gender or gender identity, vulnerability, and profession.

SECTION 73. Gender Sensitivity Orientation and Training. All schools, offices, business establishments or companies, departments and agencies within the City of Tacloban shall be encouraged to provide gender sensitivity orientation and training to their employees to equip them with theoretical and practical knowledge on gender issues and concerns. Report of compliance shall be submitted to the GAD Office.

CHAPTER VI

FINAL PROVISIONS

SECTION 74. Incentives and Awards. There shall be established an incentives and awards systems which shall be administered by a the GAD Council under such rules and regulations as may be promulgated by the PCW to deserving entities, government agencies, and local business establishments for their outstanding performance in upholding the rights of women and supporting the City's gender-responsive programs and initiatives.

SECTION 75. Appropriation. To ensure gender mainstreaming in the policies, programs and projects, the City of Tacloban shall utilize at least five percent (5%) of its total Annual Budget. The development, allocation and utilization of the GAD Planning and Budgeting shall be implemented in accordance with the Joint Memorandum Circular No. 2013-01.

SECTION 76. Implementing Rules and Regulations. As the lead agency, the City Population office shall, in coordination with all concerned government departments and agencies formulate the implementing rules and regulations (IRR) of this Code within ninety (90) days after its effectivity, or as deemed necessary.

SECTION 77. Penalty Clause. Violations of any provision of this Code which is not penalized or punishable under existing national laws and local ordinances shall be penalized with Two Thousand Five Hundred Pesos (P2,500.00) and/or imprisonment of not more than two (2) years or both at the discretion of the court. All prohibited acts related to this Code which are

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specifically provided for by existing national laws shall be punishable and penalized under the provisions of said national statutes.

SECTION 78. Separability Clause. If for any reason, any part or provisions of this Code shall be held unconstitutional or invalid, other sections or provisions hereof which are not affected thereby shall continue to be in full force and effect.

SECTION 79. Repealing Clause. All ordinances, resolutions, memorandum circulars or issuances, or regulation contrary to, or inconsistent with, the provisions of this Code is hereby repealed, modified, or amended accordingly.

SECTION 80. Effectivity Clause. This Code shall take effect upon compliance with the mandatory posting and publication requirements prescribed under Republic Act 7160, otherwise known as the Local Government Code of 1991.

ENACTED, April 25, 2018.


I HEREBY CERTIFY to the correctness of the above-mentioned Ordinance No. 2018-13-06.

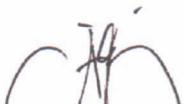

MAILA N. ANDRADE
Secretary

ATTESTED:


JERRY T. YAOKASIN
City Vice-Mayor & Presiding Officer

APPROVED: 


CRISTINA G. ROMUALDEZ
City Mayor






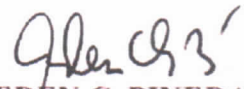
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EDWIN Y. CHUA
Floor Leader


EDEN C. PINEDA
Asst. Floor Leader/ABC President



VICTOR EMMANUEL V. DOMINGO
Presiding Officer Protempore


JERRY S. UY
Member

MARIA ELVIRA G. CASAL
Member



EDWARD FREDERICK I. CHUA
Member


EVANGELINE L. ESPERAS
Member


RACHELLE ERICA C. PINEDA
Member


AURORA AIMEE D. GRAFIL
Member


RAISSA J. VILLASIN
Member


JOSE MARIO S. BASULAYA
Member