

MINUTES OF THE 38th REGULAR SESSION OF THE SANGGUNIANG PANLUNGSOD OF MABALACAT CITY, PAMPANGA HELD ON MAY 06, 2014 AT THE SANGGUNIANG PANLUNGSOD SESSION HALL, MABALACAT CITY, PAMPANGA

PRESENT: Hon. Christian C. Halili - Presiding Officer/Vice Mayor
Hon. Benjamin D. Jocson - Member
Hon. Gerald Guttrie P. Aquino - Member
Hon. Roland D. Peña - Member
Hon. Krizzanel C. Garbo - Member
Hon. Eduardo D. Sotto - Member
Hon. Carlo Nino C. Rivera - Member
Hon. Dwight Oliver P. Morales - Member
Hon. Oscar R. Aurelio, M.D. - Member

ABSENT: Hon. Froylan L. Galang - Member
Hon. Rogelio Q. Yumul - Member
Hon. Amauri M. Tiglao - Member

CITY ORDINANCE NO. 12
Series of 2014

AN ORDINANCE

AN ORDINANCE ENACTING THE GENDER AND DEVELOPMENT CODE OF THE CITY OF MABALACAT, PAMPANGA; AND FOR OTHER PURPOSES.

WHEREAS, over the decades, recognition and protection of women and children's rights became international with the adoption of the formidable code of rights for all children and women – the landmark treaties: International Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Convention on the Rights of the Child (CRC);

WHEREAS, as one of the signatories to these treaties, the Philippines paving the road to humane and just country and even before the birth of the 1987 Constitution, had promulgated Presidential Decree No. 633, creating a National Commission on the Role of Filipino Women, which served as advisory body to the President in formulating policies on increased contribution of women in national development, review and evaluate the extent of women's integration in all sectors of economic life and make recommendations which would guarantee the enjoyment by women and men of full equality;

WHEREAS, as a signatory to the Millennium Declaration, signed in September 2000 at the United Nations' Millennium Summit where the Millennium Development Goal was adopted, the Philippines commit "to promote gender equality and the empowerment of women, as effective ways to combat poverty, hunger and disease and to stimulate development that is truly sustainable."

WHEREAS, the 1987 Constitution upholds equality before the law of men and women and recognizes the role of women in nation-building; it also declares that the state also recognizes the sanctity of family life and shall equally protect the life of mother and life of the unborn from conception; it also affords protection for working women by providing them safe and healthful working conditions, taking into account their maternal functions;

WHEREAS, in the light of the aforesaid constitutional mandates, the Women in Development and Nation Building Act came into law, which underscored Gender and Development's considerable niche from the national appropriations to date in the efforts of mainstreaming gender perspectives to achieve gender equality and women's empowerment within government policies and services, the Philippine government is maintaining policies towards this end;

WHEREAS, in promoting the role of women as full and equal partners of men in nation-building, Mabalacat City is committed to enhance the women's full potentials, uplift their status and improve their quality of life thru the enactment of gender-responsive policies; the integration of practices that promote Gender Equality and Gender Equity in both the public and private sectors, and; the eventual eradication of all forms of violence against women and children;

WHEREAS, the City has set its end goal towards gender and development responsive and supportive policies and program directions, in harmony with the Philippine Plan for Gender-Responsive Development 1995-2025;

WHEREAS, this milestone legislation then tracks to provide a codal presentation of laws, rules and regulations to aid the city, women's movements and other stakeholders of civil society in achieving the goals of *a.)* promoting gender-responsive governance, *b.)* protecting and fulfilling women's human rights, and *c.)* promoting women's economic empowerment;

WHEREAS, this Ordinance also includes the City's GAD Planning and Budgeting Process in line with the guidelines set by the Department of Budget and Management Joint Circular No. 2004-1 and Executive Order No. 77 dated 06 March 2002;

NOW, THEREFORE, be it RESOLVED, as it is hereby resolved to enact the following:

ARTICLE I
Title, Declaration of Policy and Definition of Terms

SECTION 1. Title – This Ordinance shall be known as the “**Gender and Development Code of the City of Mabalacat, Pampanga**”.

SECTION 2. Declaration of Policy – It is hereby declared the policy of the City Government of Mabalacat City shall promote and protect the rights, interests, and opportunities of women and girls equal to that of men and boys thereby ensuring equality among men and women and boys and girls that will enable women to participate actively in the task of nation building.

Towards this end, the City of Mabalacat shall endeavor to free women and girls from any form of discriminations; and shall uphold and promote, strong in purpose, the rights of women and girls which are enumerated hereunder:

- a) The right to prevent and protect themselves from all forms of violence and coercion against their persons, freedom, sexuality and individuality;
- b) The right to participate individually or collectively in the exercise of political processes in their localities and country;
- c) The right to choose their means of livelihood to ensure their economic welfare and stability;
- d) The right to educate themselves and choose the means for the full exercise of their reproductive choice in accordance with the Constitution and their beliefs and preferences;
- e) The right to choose her spouse in accordance with their values and preferences;
- f) The right to acquire education throughout their lives, from childhood to adulthood;
- g) The right to have adequate nutrition and proper health care;
- h) The right to have humane living conditions;
- i) The right to nurture their personhood, collectively or individually and protect themselves as valuable and respected human being and to build relationship based from respect and trust; and
- j) The right to equality before the law whether in principle or in practice.

To negate historical gender biases and inequalities, the City Government of Mabalacat shall draw policy direction; formulate programs, initiatives and strategies that will among others:

1. Address gender issues and concerns in sectoral developmental plans, policies and programs;

2. Work in partnership with the concerned government organizations, people organizations and non-government organizations to optimize results from program implementation addressing Gender and Development (GAD) concerns;
3. Encourage, support and expand the participation of women from the grassroots level in the planning, implementation, monitoring and evaluation of development programs and projects;
4. Recommend appropriate curricula for inclusion in all academic levels that are gender sensitive;
5. Provide gender responsive relief and rehabilitation programs emphasizing on women and children needs or requirements;
6. Involve family men in planning programs on health and child care and nutrition and engage them in project undertaking that will enhance the well-being of families;
7. Establish crisis intervention center in the City of Mabalacat for women and children who are victims of violence and other social conflicts;
8. Promote gender sensitivity in local media and advertising agencies;
9. Encourage the active participation of women in decision or policy-making process in their communities through implementation of capacity building programs, and
10. Provide indigenous women the opportunity to participate in program knowledge and skills on financing or entrepreneurship useful for gainful livelihood undertakings and/or employment.

SECTION 3. Definition of Terms – unless the context indicates otherwise, the following terms or phrases shall mean, construe and apply as follows:

- A) Battering of partner/wife – refers to a series of physical, emotional and psychological abuse normally associated with threat and intimidation over the victim(s)' life that constitutes unruly behavior which is not limited to:
 - a. Sexual Abuse and Assault – refers to physical attacks on the woman's breast/genital or forced sexual activity, accompanied by either physical violence or the treat of physical violence or threat of physical violence.
 - b. Physical Abuse and Battering – refers to bodily or physical harms like inflicting wounds and other forms of physical or emotional pains that constitute brutality or extraordinary form of physical violence.
 - c. Psychological Abuse – refers to threats of suicide, violence against the woman or her family, punching in walls, threatening to take the children away, threatening of wives with foreign citizenship, threatening to kidnap children or take them to foreign country and

forcing the victim to do degrading things. It may also include controlling the victim's lawful and usual activities, the use of foul words or statement and threats or abandonment and expulsion such as forcing the wife to leave the conjugal dwelling. This provision apply to any form of intimate relations of the same household and include men's control over women's resources (e.g. income, property, etc.) but does not include adulterous ones as contemplated in the Revised Penal Code.

- d. Economic Abuse – refers to deprivation of women from economic resources, their generation and mobilization that create submissiveness to the whims and wickedness of men and exercise dominion over the battered wife.
- B) Benefit Dance/Disco – refers to a dance held in a given locality where women are “commodified” for fund raising purposes.
- C) Children – refers to a person below eighteen (18) years of age, or over but is unable to fully take care of him/herself or protect him/herself from abuse neglect, cruelty, exploitation or discrimination because of a physical or mental disability or condition.
- D) Collateral Relatives – next of kin who are not in the direct line of inheritance, such as a cousin.
- E) Commodification of Women - is a practice which puts women in a subordinate situation which results in the treatment of women as both consumers and objects of consumption. As consumers, women are allured to buy beauty products to enhance their physical attractiveness. As objects of consumption, women are introduced as sexual commodity for manipulation and utilization for one's sexual desire or interest usually in exchange of money or goods so that women have no control or power to reject such utilization and manipulation.
- F) Community-Based Projects – are activities designed systematically in order to provide women the opportunity to have full access and control over the maximum utilization of resources in the community.
- G) Council – shall refer to the Mabalacat City Council on Gender and Development.
- H) Differently-Abled Persons – are survivors of physical impairments that have differentiated needs and potentials.

- I) Discrimination Against Women – any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any field.
- J) Feminization of Property – a condition when gap between the rich and the poor widens and grassroots women bear the brunt as in economic instability and unequal distribution of wealth. Such gap reinforces non-response to both practical and strategic needs of grassroots women.
- K) Fund Raising Initiatives – refers to any activity whether in whole or in part, integrated in any raffle draw, benefit or disco dance, premier showing of movies, or similar fund-raising undertakings where women are used as donor prize, substitute for cash – prize won, a companion package for an award prize or recognition, or any manner, activity, come-on display, or exhibit which depicts a woman as central, partial or special focus in order to raise funds.
- L) Gender – refers to the social construct, that is, it is society and social institution – family, the community, government, church, school, media – that shaped the concept of maleness or femaleness assigned women and men particular roles based on their biological differences. It also refers to all cultures that interpret and elaborate the innate biological differences into a set of social expectations about what behaviors and activities are appropriate, and what rights, resources and power they possess.
- M) 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 they 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 process to strengthen their legal rights.
- N) Gender Equality – refers to the equal empowerment and participation of both sexes in all spheres of public and private life. It means giving women and men, girls and boys, the same opportunities to participate fully in the development of their societies and to achieve self-fulfillment. It also means accepting and valuing equally the differences between women and men

- and the diverse roles they play in society that includes the right to be different. It is a new partnership between women and men, girls and boys that is based on mutual respect, dialogue and the sharing public and private responsibilities.
- O) Gender Mainstreaming – It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programs in all political, economic, and societal spheres to achieve gender equality.
- P) Gender Perspective – was of viewing issues and problems that take into consideration the different realities of women’s and men’s lives, and recognizing that there is an equal relationship between the two.
- Q) Gender Sensitive – having an undertaking of the marginalized position of women and consciously challenging the attitudes and behavior that reinforce women’s subordinate status.
- R) Gender Sensitization – is an experiential and critical process of learning and individual, female or male, the causes and effects of the culturally determined roles of women and men.
- S) Gender Development Program – these are programs and project that are gender-neutral wherein women and men benefit equally.
- T) Human Trafficking – a covert or overt recruitment of women, men and children into the sex trade industry. It includes new forms of sexual exploitation such as sex tourism, the illegal recruitment for domestic labor to work in developed countries, and organized marriages between women from third world countries and foreign nationals, promoting and initiating a system in which they become movable properties and objects of exchange.
- U) Indecent Shows – are shows which include nude or order other provocative gestures that project further and exhibit men and women as sex objects.
- V) Indigenous People – refers to a group of people or homogenous societies identified by self-ascription and ascription by other, who have continuously lived as organized community on communally bounded and defined territory, and who have, under claims of ownership since time immemorial, occupied; possessed customs, tradition, and other distinctive cultural inroads of colonization, non-indigenous religions and culture, became historically differentiated from the majority of Filipinos. They shall likewise

include people who are regarded as indigenous on account of their descent from the populations which inhabited the country, at the time of conquest and colonization, or at the time of inroads of non-indigenous religions and cultures, or the establishment of present state boundaries, who retain some or all their own social, economic, cultural, and political institutions, but who may have been displaced from their traditional domains or who may have resettled outside their ancestral domains as defined under Section 3(h), Chapter II of Republic Act No. 8371, otherwise known as "The Indigenous Peoples Rights Act of 1997" (IPRA of 1997)

- W) Mail to Order Bride – refers to a practice where a woman establishes personal relation with male-foreign nationals via mail, electronic or similar means upon recruitment by an individual or agency for the purpose of exploiting women in guise of marriage.
- X) Ordinance – shall refer to the Ordinance on Gender and Development of the City of Mabalacat, Pampanga.
- Y) Other Places of Amusement – include all other places of amusement not specifically enumerated or otherwise provided for in this ordinance, including but not limited to night clubs or day clubs, cocktail lounges, super or family garden, fast food centers showing sports competitions replay shows direct hook up via satellite or those showing video cassette films/movies, and other places of amusement where one seeks admission to entertain himself whether by seeing or viewing or by direct participation.
- Z) Pedophilia – is a form of sexual perversion where children are preferred as victims.
- AA) Place of Amusement – include theatres, cinemas, concert halls, circuses and other places of amusement where one seeks admission to entertain oneself by seeing or viewing the show or performances.
- BB) Pornography – refers to any representation, whether visual, audio, written or a combination thereof, by electronic, mechanical, digital, optical, magnetic or any other means, of a person engaged or involved in real or stimulated explicit sexual activities.
- CC) Prostitution – is the sale, purchase and exchange of women and children for sexual exploitation, cash, profit or other economic considerations by an individual, including but not limited to the pimp, procurer of the service, parents, owners of establishments, such as disco, bars, sauna bath, massage clinics, hotels and restaurant/refreshment, and any other person who use various schemes to prostitute women and children.

- DD) Psychosocial Program – it is an intervention using an integration and holistic approach to conditions of women considering their differentiated needs within a social context.
- EE) Reproductive Health – as defined in the International Conference on Population and Development and World Health Organization (WHO), and affirmed in Beijing Conference, reproductive health is a state of complete physical, mental, and social well-being and not merely the absence of disease and infirmity, in all matters relating to the reproductive system and to its function and process. It constitute 10 elements namely:
- a. Maternal and Child Health and Nutrition
 - b. Family Planning
 - c. Prevention and Treatment of Reproductive Tract Infections (RTIs)
 - d. Including STDs, HIV and AIDS
 - e. Prevention and Management of Abortion Complication
 - f. Education and Counselling on Sexuality Health
 - g. Breast and Reproductive Tract Cancers and other Gynaecological conditions
 - h. Prevention and Treatment of Infertility and Sexual Disorders
 - i. Men’s Reproductive Health
 - j. Violence Against Women
- FF) Sexual Harassment – is a form of misconduct involving an act or a series of unwelcome sexual advances, request for sexual favors, and other verbal or physical behavior of a sexual nature made directly, indirectly and impliedly.
- GG) Sexuality – is one’s total expression of personhood on the basis of self-appreciation (body, mind, and feeling) and satisfaction needs. Also considered as physical expression of intimate relationship with others through various life stages.
- HH) Survivor’s Support Group – It is an organized group of women to whom a woman-survivor of violence voluntarily agrees to go through a collective helping process.
- II) Victim-Survivor – refers to women and children victims of violence against women and children (VAWC).
- JJ) Violence Against Women – 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. It shall include but is not limited to:

- a. Physical, sexual, and psychological violence occurring in the family regardless of relationship, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practice harmful to women, non-spousal violence and violence related to exploitation;
- b. 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 pregnancy;
- c. Violence of human rights of women in situations of armed-conflict, in particular murder, physical and psychological torture, systematic rape, sexual slavery, and forced pregnancy;
- d. Forced sterilization and forced abortion, social stigmatization, coercive/forced use of contraceptives, prenatal sex selection, female infanticide, forced medical or psychological examinations without expressed approval of the concerned person;
- e. Sexual harassment assault of women in detention;
- f. To buy and sell a woman or any of her body parts for profit;

ARTICLE II

Gender Development Programs

Section 4. Gender Sensitivity Orientation and Training – All schools, offices, establishments or companies, departments, agencies and universities within the City of Mabalacat, Pampanga shall provide gender sensitivity orientation and training to equip them with theoretical and practical knowledge on gender issues and concerns.

Likewise, all establishments, schools, colleges and universities shall develop assessment tools for gender biases.

Section 5. Support to Gender Studies – A sufficient amount shall be allotted for gender-related documentation and researches, which shall form part of the Development Fund of the city's data-base program development.

Section 6. Popularization of Gender-Fair Language and IEC Materials – There shall be an active promotion and publication of gender-fair materials in popular forms in the City of Mabalacat, Pampanga.

Section 7. Integrated Gender-Sensitive and Environment Friendly Zonification Plan – An integrated gender-sensitive and environment-friendly

zonification plan of the City of Mabalacat, Pampanga shall be established taking into consideration, among others, the following:

- a. The City Government of Mabalacat shall ensure that relocation of communities shall not deprive men and women from their sources of livelihood;
- b. Relocation sites shall not further burden misplaced families from their economic, home and social activities;
- c. Housing and industrial project sites shall be those unproductive lands unsuitable for agricultural purposes and located in safe areas.

Section 8. Community-Based Environment Plans and Programs – Both men and women shall participate in pollution control, zero-waste technology development and management, preservation of the forest, marine and aquatic resources and indigenous reforestation in deference with the indigenous people.

Section 9. Gender-Sensitive Natural Based Management Programs – The City Government shall engage itself in the development of gender-sensitive natural resources-based management programs.

Section 10. Role of Men and Women in Environment Impact Assessment Projects – The City Government of Mabalacat shall promote the active role of women and men in environmental impact assessment undertakings.

Section 11. Promotion of Alternative Technology – The City Government shall promote an alternative technology that is appropriate and safe for the well-being of the greater number of populace.

Section 12. Sufficient Budgetary Requirement for Basic Social Services - Adequate amount shall be set aside from the General Fund to cover the cost of delivery of basic social services for women and children in extremely difficult circumstances from which the City Social Welfare and Development Office shall carry out the task.

Section 13. Investment and Loans – The City Government of Mabalacat, in consultation with people organizations, non-government organizations and government organizations shall establish financing organization that will accord to women availment of soft loans and other credit facilities that will enable them to pursue their economic undertakings or activities.

Section 14. Overseas Filipino Workers' (OFW) Support – The City Government of Mabalacat shall conduct a survey of Overseas Filipino Workers, especially those who became victims/survivors against abuse which shall serve as basis in identifying special support to all OFWs; and shall make listing of legitimate placement agencies for monitoring purposes.

Section 15. Special Course on OFWs – the City Government of Mabalacat, in partnership with the Department of Labor and Employment shall provide Overseas Filipino Workers orientation on women issues and concerns that will acquaint themselves on Domestic immigration laws as well as those of foreign countries.

Section 16. Education on National Policies – Men and women shall undertake education on national policies that entail issues and concerns of women and girls and their implications on the family.

Section 17. Special Training for Lupong Tagapamaya – The Lupong Tagapamayapa in every barangay in the City shall conduct basic orientation on gender development to keep women and girls in their community well-informed on current issues and development affecting women and girls.

Section 18. Training on Non-Traditional Occupation – Women shall be accorded opportunity to develop and acquired skilled on non-traditional occupation or trades appropriate for gainful employment or livelihood undertaking

ARTICLE III Support Services

Section 19. Support to Women-Survivors Against Violence – The City Government shall provide women-survivors against violence the necessary support consisting of:

- a. Women survivors against violence shall be given appropriate treatment and intervention by the Women and Child Protection Unit of the (WCPU) manned by the Multi-Disciplinary Team of the City Government composed of the following offices and agencies:
 - The City Social Welfare and Development Office
 - The DepEd Schools Division Office
 - The City Health Office
 - The City PNP Office
 - The Barangay Councils for the Protection of Children
- b. The investigation office or the examining physician should be of the same sex as the offended party and that persons authorized only by the latter shall be allowed in the investigation room or medical unit where such investigation or medical and physical examination are being conducted;
- c. The City Government of Mabalacat through the City Social Welfare and Development Office shall provide Women and Children in crisis situation a temporary shelter in safe houses established for such purposes; and
- d. The City Government of Mabalacat shall endeavor to provide free legal assistance through the City Legal Office.

Section 20. City Media Monitoring Board – There shall be created the City Monitoring Board for Print and Broadcast Media tasked to look after, monitor and institute court proceedings against parties, whether natural or juridical engage in such activities degrading men and women.

Section 21. Women and Children’s Desk (WCDs) – The City of Mabalacat through the City PNP Office shall establish and maintain Women and Children’s Desks in every police stations in the City preferably manned by Women Police Officers with adequate knowledge on gender development charged to handle cases of women and children who are victims against discriminations, abuse and violence.

Section 22. Role of Women Police Officer – Complaints on violence and other forms of abuse against women and children shall be handled by a female police officer in the local police force whose character and credibility are in harmony with the generally accepted ethical standards in handling such cases.

Section 23. Programs for Victim-Survivors Against Violence – Women and children who are victims against any form of violence shall undergo psychosocial treatment or intervention which shall be carried out by the City Gender and Development Council.

Section 24. Multi-Disciplinary Team in Handling of Rape Cases, Incest and Other Forms of Violence Against Women and Children – In all investigations/hearings involving rape cases and other forms of violence against women and children conducted, a Multi-Disciplinary Team (MDT) composed of the following shall conduct a gender-sensitive, collaborative and confidential case management:

- Registered Social Worker from the City Social Welfare and Development Office
- City Legal Officer
- PNP WCPD Officer from the City PNP Office
- Medical Doctor from the City Health Office or Other Government Hospitals
- Registered Social Workers from Accredited NGOs within the City
- Members of the Barangay Council for the Protection of Children (BCPC) Concerned

Section 25. The Family Disputes and Violence Committee in the Barangay – There shall be created in every Barangay in the City of Mabalacat a Family Disputes and Violence Committee under the Lupong Tagapamayapa to handle and resolve cases involving family disputes. Under no circumstances, shall the Lupong Tagapamaya influence or attempt to influence amicable settlement of cases involving sex and other forms of violence against women and children, otherwise they shall be held liable for administrative, civil and criminal prosecution.

Section 26. Women and Children Protection Unit – There shall be an established Women and Children Protection Unit (WCPU) under the City Social Welfare and Development Office (CSWDO) that shall be the venue of the MDT in the management of cases involving women and children wherein the Registered Social Workers from the CSWDO shall serve as Case Manager. This facility shall offer the following services:

1. Referral for Emergency Medical Treatment
2. Medico-Legal Examinations
3. Facility for the conduct of Child-Friendly Forensic Interview
4. Photo-documentation of physical manifestation of abuse
5. Referral for Psychological and Psychiatric Evaluation Services
6. Half-Way Home (Temporary Shelter) for Women and Children
7. Conduct of Family, Individual and Group Counselling / Therapy
8. Conference Area for Multi-Disciplinary Team Case Conference
9. Play Area for Child-Friendly and Gender Sensitive Interview Preparation
10. Hotline Services

The City WCPC shall also be used as a Resource Center for Women and Children of the City Council for the Protection of Children (CCPC) and the City GAD Council. The WCPC shall connect all professionals for child care and welfare especially the members of CAPIN to comprehensive information and resources to help protect children and strengthen families. It will feature the latest on topics from prevention to permanency, including child abuse and neglect, foster care, and adoption. It shall provide consultation, training, and technical assistance on all legal and judicial aspects of the child welfare system, including national law, agency and court collaboration, permanency planning, legal representation, and other emerging child welfare issues. It shall also be the repository of all data for women and children to ensure that a situation on their status is available for sound planning, monitoring and evaluation. A database shall be established by the City Social Welfare and Development Office (CSWDO) – being the Secretariat of the CCPC/GAD Council - for this purpose.

Section 27. Gender Multi-Sectoral Coordinating Committee – The Office of the City Mayor, by way of an executive order, shall create the Gender Multi-Sectoral Coordinating Committee immediately after the enactment of this ordinance, composed of two (2) duly authorized representatives from duly accredited non-government organizations, peoples organizations and government organizations to serve as secretariat of the City Gender And Development (GAD) Council, the latter serving as the coordinating and advisory body that designs plans and programs that will promote gender and youth development; promotes and protects ecological balance and addresses peace and order situation and such other developmental issues and concerns to ensure social equity and justice. The Assistant City Social Welfare and Development Officer is hereby designated as the City GAD Focal Person and shall also be a part of the Gender Multi-Sectoral Coordinating Committee.

Section 28. City Committee on Anti-Trafficking and Violence Against Women and Children (CCAT-VAWC) – The Office of the Mayor, by way of an executive order shall create the Committee on Anti-Trafficking and Violence Against Women and Children consistent with the purposes of Republic Act No. 9262 known as Anti-Violence Against Women and their Children and Republic Act No. 9208 otherwise known as the Anti-Trafficking in Persons Act whose powers and functions are stated as follows:

- Institute policies and programs to protect women and children who are victims against trafficking and violence;
- Create and establish systems on surveillance, investigation and rescue operation;
- Undertake information dissemination program and advocacy campaigns against human trafficking and perpetrators of violence against women and children; and
- Carry out the purpose of the said Republic Acts as well as other related laws to ensure the prevention and protection from any form of discrimination, abuse, violence and human trafficking of men and women and boys and girls.

ARTICLE IV Political and Public Spheres of Women and Children

Section 29. Declaration of March 8 as Women’s Day – March 8 of every year is hereby declared as Women’s Day from which the City and all of its Barangays shall hold program of activities for women to increase their level of awareness and critical consciousness on issues and concerns affecting them.

Section 30. Women’s Summit – A Women’s Summit shall be held at least once a year, which shall be managed by the City GAD Council. The summit shall address the current situation of women whether favorable or unfavorable obtained in the city and such issues and concerns affecting women for immediate resolution. The Summit shall also come up with priority issues with their specific action points for sanggunian enactment in the city and barangay levels.

Section 31. International Day of Action for Women’s Health – The City of Mabalacat hereby declares the Month of March as the City’s Day of Action for Women’s Health occasioned by holding appropriate program of activities where issues and concerns affecting women health are ventilated, deliberated and addressed accordingly. The City GAD Council spearheaded by the City Health Office shall promote the health and well-being of women.

Section 32. Organization of Women in the Barangay Level – The City Government of Mabalacat shall enjoin the different barangays under its territorial

jurisdiction to form women's organizations in their respective localities adopting the organization form by the Department of Social Welfare and Development known as Kalipunan ng Liping Pilipina (KALIPPI) which is being recognized and supported by the City.

Section 33. Representation of Women in Local Special Bodies – The City Government of Mabalacat shall ensure that duly accredited women's organization are represented in the City Development Council and in all other local special bodies in the City and Barangay levels to enable them to take active participation in the formulation and planning of local development programs.

Section 34. Integrated Development Program for Women – The City of Mabalacat through the City GAD Council and in cooperation with other sectors, shall draw and adopt a program that shall address and facilitate women empowerment that will include environment concern.

ARTICLE V Labor and Employment

Section 35. Equal Access to Employment, Training and Promotion – No one shall be denied employment and promotion opportunity on account of gender, age, ethnicity, creed, religion, civil status and sexuality.

Section 36. Wage and Benefits – Every employer in the City of Mabalacat shall comply with the minimum wage prescribed by the Regional Wage Board and shall grant employees' benefits such as maternity/paternity, sick and vacation leave, retirement, termination separation pay and other benefits provided by existing laws. These include those covered by Collective Bargaining Agreements (CBA) agreed upon between employees and employers.

Section 37. Increase Maternity Leave Benefits as Incentives for Breastfeeding Mothers in Private Sector – Additional maternity leave benefits up to sixty (60) days from forty-five (45) days mandated by law under Republic Act No. 8283, shall be extended to women employees in private and public offices and commercial/industrial establishments located in the City of Mabalacat, who have rendered at least one year continuous service, provided that this benefit shall be agreed upon in the Collective Negotiating Agreement (CNA) 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 38. Increase Paternity Leave Benefits as Incentives for Father for Meaningful Participation in the Care of the New Born Child in the Private Sector – Additional paternity leave benefits up to fourteen (14) days from the seven (7) days mandated by law under Republic Act No. 8187, shall be extended

to male employees in private and public offices and commercial/industrial establishments located in the City of Mabalacat, who have rendered at least one year continuous service, provided that this benefit shall be agreed upon in the Collective Negotiating Agreement (CNA) between the concerned employees' union and management. Provided, further, that any additional leave period shall be used for caring of the newborn baby by the concerned employee.

Section 39. Facilities and Support Systems for all Employees – The City of Mabalacat shall ensure occupational safety and health of women employees in both government and private offices or establishments under which employer shall:

- a) Provide men and women employees separate toilet rooms, lavatories and lounge for men and women and provide at least dressing room for women;
- b) Establish breastfeeding stations for lactating mothers for working parents while they are on their respective work stations.

Section 40. Orientation on Sexual Harassment – all agencies and private offices, commercial/industrial establishment located in the City of Mabalacat shall conduct regular orientation on sexual harassment to their respective personnel from unruly behavior.

Section 41. Setting-Up of Grievance Committee – There shall be established grievance committees in government and private offices or establishments in the City of Mabalacat to handle and resolve complaints/cases that entail any form of discrimination and abuse against women particularly on matters involving selection and recruitment and promotion.

Section 42. Gender-Sensitive Physical Plan – A physical plan for gender sensitive environment shall be adopted by government and private offices or establishments in the City of Mabalacat that will prevent sexual harassment, sexual abuse and other forms of maltreatment. Homeowners may enlist their house helpers to help prevent such abuses. Employers shall grant their house helpers day-off as provided under existing laws.

Section 43. Monitoring System for Labor Standards – The City GAD Council shall look after and/or monitor all public and private offices or establishments violating the Labor Code and the statutory provisions of this Ordinance and prepare corresponding reports and to take appropriate action thereof.

ARTICLE VI Health Rights

Section 44. Budget for Women's Health – The City Government of Mabalacat shall set aside the necessary budgetary requirements for the promotion and protection of women and health and nutrition services.

Section 45. Upgrading Health Care Delivery System – The City of Mabalacat shall ensure the efficient delivery of high quality health care services that are beneficial to both men and women.

Section 46. Reproductive Health Care Delivery – The City Government of Mabalacat shall adopt the Reproductive Health Care Program that will cover issues and concerns relating to population growth, sexuality, reproductive tract infection, gender power relations and domestic violence which shall include family planning and child bearing for safe motherhood.

Section 47. Gender-Sensitive Crisis Intervention Unit – The City of Mabalacat shall establish a Gender-Sensitive Crisis Intervention Unit that will provide health care workers the necessary education, training and skills to be more proficient in carrying out health care services for women in crisis situation.

Section 48. Primary Health Care Delivery – In consistent with the Department of Health Program, the City Government of Mabalacat shall strengthen and expand the primary health care delivery system in context of Reproductive Health Program.

Section 49. Protection Against Drug Abuse – The Office of the Mayor, by way of an executive order, shall create a Special Drug Task Force that shall run after unscrupulous elements engage in drug trafficking designed to prevent the proliferation of prohibitive drugs and drug addiction in the City.

Section 50. Access to Safe Water – The City of Mabalacat shall enjoin all Barangays within its territorial jurisdiction to provide their inhabitants with safe and adequate supply of potable water.

ARTICLE VII Education Rights

Section 51. Promotion of Gender-Sensitive Curriculum. All public and private schools in the City of Mabalacat shall include in their subject/course curriculum and gender-fair sensitivity program and socialization for their school populace. The Department of Education shall enjoin all public and private schools to establish and maintain school counselling units and career education program.

Section 52. Gender-Responsive Adult Education – The City of Mabalacat shall support the Department of Education in its informal education program and alternative learning system that will provide the youth particularly the school drop-outs whether boys or girls to accord them opportunity to develop and acquire trade or skills useful for future gainful employment.

Section 53. Developing Gender-Fair Education Materials – The City GAD Council spearheaded by the Department of Education Division Office in coordination with colleges, universities and other network of schools to ensure the development of gender-fair education materials that prohibit the stereotyping of roles for men and women and boys and girls. It shall conduct regular monitoring and reporting to ensure that existing educational materials are maintained and remain gender sensitive and gender fair.

Section 54. Sex Education – Schools whether public or private may include in their curriculum sex education which shall be taught with utmost sensitivity and responsibility to prevent young men and women to engage in illicit physical intimacy to prevent them from having untimely and un reasonable pregnancy including acquiring of unwanted sexually transmitted diseases. Moreso, sex education shall be offered within the city in accordance with the society’s norm of ethical and religious standard and decency.

ARTICLE VII Socio-Benefits for Women

Section 55. Capital Assistance for Women – All local government units and national agencies in the City of Mabalacat engaged in socio-economic programs shall increase their capital assistance or budgetary subsidy available to help women pursue their community-based projects and livelihood programs.

Section 56. Right to Housing Ownership – Solo parent women shall be eligible as program beneficiary in government low-cost housing project under liberal term of amortization in pursuance with pertinent provisions of Republic Act No. 8972 otherwise known as the “Solo Parents’ Welfare Act of 2000”

Section 57. Economic Empowerment for Poor Women – Equal treatment for women in unequal circumstances is an inequality in itself. To this end, the City of Mabalacat shall provide women who have less in life and wealth with livelihood opportunities to achieve economic growth and development.

ARTICLE IX Rural Women’s Rights

Section 58. Land for Women-Headed Household and Landless Families – Idle public lands owned by the City shall be offered for economic cultivation to interested qualified women who are landless but heads of household to be incorporated in a Memorandum of Agreement from which program beneficiary(ies) may acquire ownership over the said idle parcel of land utilized for economic endeavor subject to such terms and conditions that may be impose thereon. This undertaking shall be pursued in coordination with the Department of Agrarian Reform.

Section 59. Promotion of Community-Based Projects – The City of Mabalacat shall promote and support community-based projects for rural women to enable them to gain/acquire purchasing power that will improve their standard of living.

Section 60. Access to Science and Women-Friendly Alternative Technology Education – The City Agriculture Office, in cooperation with the Department of Science and Technology (DOST) and other line agencies, shall establish a Science and Women-Friendly Alternative Technology Center for rural women in the City under which the City Government of Mabalacat shall set aside the necessary budgetary requirements for this undertaking.

ARTICLE X

Special Sectoral Concerns

Section 61. Special Education for Differently-Abled Persons – The City of Mabalacat shall endeavor to establish a special school for differently-abled persons which shall provide them technologically-based curricula.

Section 62. Advocacy on Differently-Abled Person's Rights – The City GAD Council in cooperation with the City Persons with Disability Affairs Office shall uphold and protect the rights of differently-abled women for which active advocacy for its purpose is highly in order.

Section 63. Creative Employment Opportunities to Differently-Abled Persons – The City of Mabalacat shall develop creative and gainful employment opportunities for differently-abled persons taking into consideration their inadequacy and their full potentials as human beings.

All Educational and Business Buildings in the City of Mabalacat are enjoined to be equipped with ramps and toilet facilities as required under Republic Act 7277 otherwise known as the Magna Carta for Disabled Persons.

Section 64. Organization of Differently-Abled Women in the Community – It shall be the duty of the City GAD Council to organize differently-abled women in the community to look after the interest and welfare of this particular group of women; to monitor and report any cases of harassment and discrimination committed against them.

Section 65. Mobilizing support for Elderly Women in the Community – It shall be the duty of the City GAD Council to organize elderly women within the barangay that will enable them to promote their interests and welfare. The City of Mabalacat including all of its Barangays shall provide such amount or amounts available for emergency assistance to cover cost of periodic physical and medical check-up, social group work program and such other socio-economic activities.

ARTICLE XI
Children Support System

Section 66. Gender-Responsive and Child-Friendly Early Childhood Care and Development (ECCD) Centers in Every Barangay – The City of Mabalacat shall ensure the establishment of child-friendly and gender-responsive child day care / development / minding centers in every barangay as support facilities for the care of preschoolers. The center shall include in its curriculum, basic early child education and the promotion of gender-fair psychosocial activities that encourages fathers and mothers to acknowledge and respect the rights of their children and to accord them full enjoyment of their childhood.

The said ECCD Centers in the Barangays including the service providers assigned in the centers shall adhere to standards of the National Government in accordance to Republic Act No. 10410 otherwise known as the Early Years Act of 2012. In pursuance of this, the City of Mabalacat including all its Barangays shall ensure full support and budgetary allocation in ensuring the adherence of the ECCD Centers to the prevailing standards.

Section 67. Shared Parenting Responsibilities – The City of Mabalacat shall advocate shared parenting under which both father and mother are under obligation to look after or take care of their children; ensuring their upbringing and protecting them from any form of embarrassment, discrimination and abuse under which both mother and father shall exercise prudence as good parents of a family in caring and nurturing their children consistent with the purpose of the Family Code of the Philippines.

ARTICLE XII
Program Implementation

SECTION 68. Creation of the City Gender and Development (GAD) Council – The City Gender and Development (GAD) Council is hereby created which shall be composed of:

Chairperson : City Mayor
Vice Chairperson : City Vice Mayor
Members:

1. Chairperson, SP Committee on Social Welfare, Senior Citizen, Women and Family Relationship
2. Chairperson, SP Committee on Appropriation
3. President of the Association of Barangay Captains
4. President of the City Federation of the Sangguniang Kabataan
5. City Administrator
6. City Social Welfare and Development Officer
7. City Planning and Development Officer

8. City Legal Officer
9. City Budget Officer
10. City Health Officer
11. City Director, Department of Interior and Local Government (DILG)
12. City Schools Division Superintendent of the Department of Education
13. City Treasurer
14. City General Services Office
15. City Chief of Police (PNP)
16. City Civil Registrar
17. President, City Federation of Parents-Teachers Association
18. President, City Association of Day Care Workers
19. President, City Association of Barangay Health Workers
20. Three (3) NGO Representatives accredited by the Sangguniang Panlungsod

SECTION 69. Functions of the City GAD Council

1. Formulate and submit for the approval the 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;
2. Monitor and evaluate the implementation of the city gender and development policies, programs and activities through the conduct of regular review and evaluation of existing legislation, 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;
3. Recommend to the Provincial Gender and Development Council 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;
4. Promote and support the establishment of a consultative mechanism to provide continuing dialogue between the city government and the women sector;
5. Maintain and update a sex-disaggregated data bank through the conduct of the primary and secondary data gathering activities;
6. Work in collaboration with national, regional and provincial government agencies, NGOs, Pos, the private sector and institutions to ensure that women's concerns are brought into the mainstream of all development efforts;

7. Ensure that all city development program planning and implementation are gender sensitive/responsive;
8. Assist the Sangguniang Panglunsod in the review and approval of all GAD policies, programs and activities from the Barangay prior to their implementation to monitor if activities to be undertaken are in accordance to the guidelines set forth;
9. Create functional committees in the performance of its functions, as the need arises;
10. Assist the Finance Committee and Sangguniang Panglunsod Committee on Appropriations in the allocation of the GAD Budget;
11. Avail of educational and capacity building activities offered by GOs / NGOs / POs educational and research institutions and other private sector initiatives that may be helpful in the achievement of its goals;
12. Represent the City in local and international women's conferences and for a pertinent to its other duties and functions;
13. Gather and disseminate information on current developments and studies on GAD and related issues (i.e. gender and governance); and
14. All other duties and functions that maybe mandated by its member deemed necessary to achieve its goals.

ARTICLE XIII **Miscellaneous and Penal Provisions**

SECTION 70. Beauty Contest – The staging of beauty contest that projects women, men, boys and girls as sex objects shall be strictly prohibited whether held in public or in private places. Only beauty contest sponsored by legitimate and government recognized organizations shall be allowed.

Organizers of beauty contest violating this provision shall be penalized as follows:

- For business organizations, a fine of Five Thousand Pesos (PhP5,000.00) and cancellation of business permit; and/or criminal prosecution if warranted;
- For government officials, a fine of Five Thousand Pesos (PhP5,000.00) and suspension from office without pay for one (1) month; and administrative/criminal prosecution if warranted;

- For educational institutions, charity or welfare organizations, a fine of fine of Five Thousand Pesos (PhP5,000.00) and revocation of permit; and/or criminal prosecution if warranted;

SECTION 71. Prohibition of Printing, Publication, Display and Distribution of Pornographic Scenes on Move/TV, Cable Networks, Trailers/Shows, Posters, Billboards and other Materials and Similar Literature - Printing, Publication, Display and Distribution of Pornographic Scenes on Move/TV, Cable Networks, Trailers/Shows, Posters, Billboards and other Materials and Similar Literature and other visual materials which treat women and men as sex objects and commodities shall be prohibited . Violations against Republic Act No. 9775 on Anti-Child Pornography Act of 2008 are punishable under the Revised Penal Code aside from the cancellation of business permit and a fine of Five Thousand Pesos (PhP 5,000.00).

SECTION 72. Pornographic and Indecent Shows – Any persons or agencies which engage in shows depicting men and women as sex objects in private and public places under scandalous circumstances shall be prosecuted under the Revised Penal Code and other existing laws.

SECTION 73. Live Shows – It shall be unlawful to influence or force a woman to dance or do naked shows in public and private places for commercial or entertainment purposes shall be prosecuted and penalized under the Revised Penal Code.

SECTION 74. Selling, Renting/Lending Pornographic Materials – It shall be unlawful to sell or lend pornographic materials. Violators shall pay a fine of Five Thousand Pesos (PhP5,000.00) and an imprisonment of six (6) months plus confiscation and burning of pornographic materials.

SECTION 75. Sexual Harassment – Sexual harassment shall be unlawful in the employment, education or training environment as prescribed in Republic Act No. 7877, otherwise known as the Anti-Sexual Harassment Act of 1995 and other complaints of sexual harassment shall be filed with the proper Court in accordance with the provision of this ordinance.

SECTION 76. Other Forms of Sexual Harassment – Other than the definition provided by Republic Act No. 7877, the following constitute sexual harassment some of which are covered by the Revised Penal Code under Acts of Lasciviousness:

1. Persistent telling of offensive jokes such as green jokes or other analogous statements to someone who finds them offensive or humiliating;

2. Taunting a person with constant talk about sex and sexual innuendoes; displaying offensive or lewd pictures and publications in the workplace;
3. Interrogating someone about sexual activities or private life; during interviews for employment, scholarship grant of any lawful activity applied for;
4. Making offensive hand or body gestures at someone;
5. Repeatedly asking for dates despite verbal rejection;
6. Touching, pinching, or brushing up against someone's body unnecessarily or deliberately;
7. Kissing or embracing someone against her will;
8. Requesting sexual favors in exchange for a good grade, obtaining a good job or promotion, etc.;
9. Cursing, whistling or calling a woman in public words having dirty connotations or implication which tend to ridicule, humiliate or embarrass the woman such as "puta", "peste", "pokpok"
10. Any other unnecessary acts during physical examinations;
11. Requiring women to wear suggestive or provocative attire during interviews such as job hiring, promotion, admission;
12. Any expression of gender bias against a person with the intention to embarrass, humiliate, stigmatize;
13. Displaying offensive or lewd pictures and publications in the workplace; and
14. Staring and leering maliciously

Commission of this acts shall be subjected to imprisonment of one week to six months or a fine of PhP1,000.00 to PhP3,000.00 or both, at the discretion of the Court,

Section 77. Fund Raising Activities – All fund raising activities, whether in whole or in part, integrated in any raffle draw, benefit or disco dance, premier showing or movies, or any similar fund raising undertakings where women are used as donor 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. All fund-raising initiatives as defined in this Code shall be strictly prohibited in the City of Mabalacat Five Thousand Pesos (PhP5,000.00) or imprisonment of six (6) months or both at the discretion of the court.

Section 78. Persons in Armed Conflict Situation – a) no person shall be deprived of basic services in armed conflict areas b) no one shall be kept by any peace and order personnel in military detachment/police checkpoint or any analogous quarter for purposes of company. Violators shall be prosecuted in accordance with the Revised Penal Code.

Section 79. Forced Marriage – No one shall be forced to marry when he/she is not ready to assume responsibilities borne out of such marriage. Any person or agency committing fraudulent or coercive act to cause and effect a forced marriage shall be held liable under this ordinance by a fine of PhP5,000.00 or an imprisonment of one year, or both, at the discretion of the Court. However, the customs and traditions of the indigenous people shall be taken into consideration and duly respected.

Section 80. Regular Surveillance of Entertainment Establishments – The City GAD Council in coordination with the police authorities shall be created to conduct regular surveillance of business establishments involved in trading men and women's bodies such as a) prostitution; b) printing, publication, display and distribution of pornographic scenes on movies/TV shows, trailers, posters, billboards and other materials and literature that treat women and men as sex objects and commodities; organizing production of pornographic and indecent shows depicting women and girls as sexual objects either in nude or provocative gestures; and mounting live shows where women/girl-child and men/boy-child are influenced or forced to dance or do naked shows in public or private places.

Section 81. Pedophilia – Pedophilia shall include the following acts but shall be punishable as follows:

1. When the offender shall have sexual intercourse with a boy or a girl, he/she shall be sentenced in accordance with existing laws at the discretion of the Court;
2. When the offender shall have anal intercourse with a boy or a girl, he/she shall be sentenced in accordance with existing laws at the discretion of the Court;
3. When the offender commits other pedophilia act, he/she shall be sentenced in accordance with existing laws at the discretion of the Court; provided that the said penalty shall be imposed in its maximum period if the offended party is a girl

Section 82. Additional Penalties for Pedophiles are as follows:

1. Payment of moral damages to the offended girl/boy or her/his parents;
2. If the offender is an alien, he/she shall be referred for deportment at the Bureau of Immigration after serving his/her sentence and paying his/her civil liabilities and he/she shall be recommended to be barred from re-entering the Philippines.

ARTICLE XIV Indigenous Cultural Practices

Section 83. Cultural Identity of Women – Indigenous women shall enjoy equal rights and opportunities with men, as regards the social, economic, political and cultural spheres of life. The participation of indigenous women in the decision-making process in all levels, as well as in the development efforts for which they shall be given due respect and recognition.

Indigenous women shall be allowed to enroll in schools and colleges and enjoy employment opportunities without prejudice for their birth and marriage certificates issued as evidence thereof. Failure to comply with this provision shall subject the violator to a maximum fine of Five Thousand pesos (PhP5,000.00) and/or criminal prosecution if warranted.

Section 84. Indigenous Women’s Participation and representation in the Barangay Development Council – The 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. The Barangay Development Councils in the City shall undergo capacity building for gender responsive development planning to ensure that all plans, programs and projects are gender responsive.

ARTICLE XV Labor and Employments

Section 85. Reproductive Health Service – Establishment within the City of Mabalacat, as well as labor intensive establishments shall provide access to reproductive health services to workers regardless of sex and civil status as manifestation of concern for women’s role in social production. Cancellation of business permit or license to operate shall be recommended for imposition by the Barangay concerned and the City Government of Mabalacat and/or a fine of Five Thousand Pesos (PhP5,000.00) shall constitute the penalty for violation of this provision.

Section 86. Orientation on Sexual Harassment – All government and commercial and private offices, agencies, establishment or companies located in the City of Mabalacat shall conduct regular orientation seminars on sexual harassment for their respective employees. Failure to comply with this provision shall constitute remission of public duty, a ground for dismissal from government service.

Section 87. Gender Sensitive Physical Plan – A physical plan appropriate for a gender sensitive environment shall be adopted by all offices, agencies and

establishments/companies within the City of Mabalacat which shall prevent sexual harassment, sexual abuse and other forms of maltreatment in the workplace. Failure to comply with this provision shall be penalized as follows:

First Offense – fine of PhP3,000.00 and suspension of business permit or license for 3 months.

Second Offense – fine of PhP4,000.00 and suspension of business permit or license for 6 months

Third Offense – fine of PhP5,000.00 and revocation of business permit or license

Section 88. Barangay-Based Registration of Housekeepers – All Barangays in the Province shall come up with an annual survey of domestic helpers in their barangay to monitor cases of sexual harassment, sexual abuse, and other forms of maltreatment. Households shall be required to enlist their house helpers for identification and for other purposes.

ARTICLE XVI

Women in the Entertainment Industry

Section 89. Workers in the Entertainment Industry – Workers in the entertainment industry shall be recognized as wage earners, they shall receive a minimum wage and benefits under existing laws and shall render services only in the place of work as specified in the business permit of the establishment concerned. Anyone found violating this provision shall be fined Five Thousand (PhP5,000.00) and cancellation of business permit, or both at the discretion of the Court.

Section 90. Support Services for Women in the Entertainment Industry – The City of Mabalacat shall provide socio-economic support services for women in the entertainment industry in its desire to concretely respond to their practical needs.

Section 91. Medical Routine Check-up – Women in the entertainment industry shall be afforded by their respective employers with medical routine check-up and medicines if needed.

Section 92. Police Operations in Entertainment Establishments – All police operations or raids conducted in any entertainment establishment must be undertaken with utmost respect for human rights. Police officers shall not take this opportunity for sexual exploitation of or extortion from entertainers and other concerned parties. The City shall also regulate the media coverage of raiding activities. Violation of this provision shall be subjected to an administrative sanction/action.

ARTICLE XVII
Other Provisions

Section 93. Reproductive Health Services for All – All hospitals in the City of Mabalacat shall offer equitable reproductive health services for all regardless of sex and social status. Non-compliance with this provision, the Chief of the Hospital concerned shall be penalized by a fine of PhP3,000.00.

Section 94. Barangay-level Sanction on Cases of Harassment Committed Against Differently-abled and Elderly Women – All the Barangays in the City of Mabalacat shall formulate a barangay-level sanctions on cases of harassment committed against differently-abled and elderly women.

Section 95. Support to Women and Children – Support to Women and Children. All agreements or settlements arrived at the barangay level relative to the support of the Children shall be final and executor.

Section 96. Gender Sensitivity Orientation and Training – All 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. Likewise, all establishments, schools, colleges and universities shall develop assessment tools for gender biases. Non-compliance of this provision shall subject the concerned party to pay a fine of Five Thousand Pesos (PhP5,000.00) and total disregard of this provision will merit staff reprimand by the City Government through the Mabacat City GAD Council.

ARTICLE XVIII
GENDER-FAIR LANGUAGE

Section 97. Gender-Fair (Non-Sexist) Language - The City Government of Mabalacat contextualizes on sexist language. In its attempt to erase all forms of discrimination against women, thus empowering them to make a full contribution to society, the City Government of Mabalacat hereby undertakes to integrate the use of gender-fair or non-sexist in the various orientation and trainings.

Section 98. Guidelines for Non-Sexist Language. - The following guidelines for non-sexist language are hereby adopted for both written and verbal communication:

a.) Generic man

1. Replace *man* with specific nouns or verbs that say explicitly what you mean. Example: *instead of* manpower, use labor, human resources, personnel;

2. Use nouns that encompass both man and woman. Example: *instead of mankind, use humanity*;
3. In making general statements, add women. Example: *instead of man is vulnerable, use women and men are vulnerable*.

b.) The Pronouns He and His

1. The plural form may be substituted. Example: *instead of: The student must submit his paper on time, use: Students must submit their papers on time*.
2. The first or second person may be used instead, when appropriate. Example: *Instead of: As a government employee, he faces the problem of low wages, use: As government employees, we face the problem of low wages*.
3. The pronoun his may be replaced by an article or dropped altogether. Example: *Instead of: A researcher must acknowledge all his sources. Use: A researcher must acknowledge all sources*.
4. The pronoun one may be substituted when warranted by the text. Example: *Instead of: The individual often wonders how he can help in this time of crisis, use: One often wonders how one can help in this time of crisis*.
5. The sentence may be recast in the form of an impersonal or passive construction. Example: *Instead of: The student must submit his paper on time. Use: Papers must be submitted on time*.
6. When you have to use third person pronouns throughout a long text: 1. use both female and male [pronouns but vary the order; 2. Alternate male and female pronouns throughout the text; and 3. Repeat the noun or find a synonym.

c.) Non-Stereotype Gender Roles

1. Identify both men and women in the same way when it comes to profession or employment. Example: *Instead of: stewardess/steward, poetess. Coed, Use: flight attendant, poet, student*.
2. Do not represent women or men as occupying only certain jobs or roles. Example: *Instead of: convention participants and their wives, Use: convention participants and their spouses*.
3. Treat men and women in a parallel manner. Example: *instead of: President Ramos and Cory, man and wife, Use: former presidents Aquino and Ramos, husband and wife or couples*.
4. Avoid language that trivializes women and re-enforces stereotyped images. Example: *Instead of: a big job, she did well for a woman, Use: a big job, she did well*.
5. Avoid language that calls attention to the sex or sex role of the referent, e.g. "working mothers" or "working wives".

d.) Quoting Sexist Language

1. Paraphrase the quote, using non-sexist language, and give the original author credit for the idea.
2. Quote directly and add sic after the sexist part.
3. Partially quote the material, rephrase the sexist part and name the source.

e.) Non-use of sexist, vulgar, threatening, insulting and violent words by any person that degrades another person or groups.

**ARTICLE XVIII
MISCELLANEOUS AND FINAL PROVISIONS**

Section 99. Funding - The City Government shall set aside the sum equivalent to five percent (5%) of the total income from the local source of the city to cover the cost of implementation of the purposes, programs and activities stipulated under this Code and for the operational and administrative activities of the City GAD Council.

Section 100. Compliance Report. – Within six (6) months from the effectivity of this Code and every six (6) months thereafter, all City Government departments and instrumentalities, shall submit a report to the GAD Committee on their compliance with this Code.

Section 101. Oversight Committee. – The GAD Committee shall serve as oversight committee to review this GAD Code and prepare or make recommendations to Sangguniang Panlungsod for possible amendments or revisions thereof after two (2) years from effectivity of this code. The Sangguniang Panlungsod may introduce amendments to this Code at its own discretion as a law-making body.

Section 102. Separability Clause. - If for any reason any portion or provision of this Code is declared unconstitutional or invalid, the other sections of the provisions hereof which are not affected thereby shall continue to be in force and effect.

Section 103. Supplementary Clause. – On matters not provided for in this Code, any existing applicable law and its corresponding implementing rules and regulations, executive orders and relevant issuances issued therefore shall apply in supplementary manner.

Section 104. Repealing Clause. – All ordinances, resolutions, memoranda, orders and other issuances which are inconsistent with this Code are hereby repealed or modified accordingly.

Section 105. Effectivity. – This Ordinance shall take effect immediately after complete publication in any newspaper of general circulation within the City of Mabalacat.

APPROVED: This 6th day of May 2014, on popular motion unanimously seconded.

CERTIFIED CORRECT:

AILEEN G. PEÑA
SP Secretary

ATTESTED BY: CHRISTIAN C. HALILI
Vice Mayor/Presiding Officer

APPROVED:

CHRISTIAN C. HALILI
Presiding Officer

BENJAMIN D. JOCSON
Member

GERALD GUTTRIE P. AQUINO
Member

ROLAND D. PEÑA
Member

KRIZZANEL C. GARBO
Member

EDUARDO D. SOTTO
Member

CARLO NIÑO C. RIVERA
Member

DWIGHT OLIVER P. MORALES
Member

OSCAR R. AURELIO, M.D.
Member

APPROVED:

MARINO P. MORALES
City Mayor