



Republic of the Philippines
PROVINCE OF ZAMBOANGA DEL SUR
Municipality of San Pablo
OFFICE OF THE SANGGUNIANG BAYAN



EXCERPT FROM THE MINUTES OF THE 34TH REGULAR SESSION OF THE 11TH MUNICIPAL COUNCIL, HELD AT THE MULTI-PURPOSE BUILDING, SAN PABLO, ZAMBOANGA DEL SUR ON MAY 17, 2023.

MUNICIPAL ORDINANCE NO. 20-11

**"AN ORDINANCE PROVIDING FOR A GENDER AND DEVELOPMENT
CODE OF SAN PABLO, ZAMBOANGA DEL SUR."**

BE IT ORDAINED by the Sangguniang Bayan of San Pablo, Zamboanga del Sur, that:

**CHAPTER I
GENERAL PROVISIONS**

**ARTICLE 1
Title, General Policy and Definition of Terms**

Section 1. This code shall be known as the **"GENDER AND DEVELOPMENT
CODE OF SAN PABLO, Zamboanga del Sur.**

**SECTION 2. General Policy of the Local Government Unit of San Pablo,
Zamboanga del Sur.**

It shall be the policy of the Local Government Unit of San Pablo, Zamboanga del Sur to uphold the rights of women and the belief in their worth and dignity as human beings. Women shall be recognized as full and equal partners of men in development and nation building and men shall share equally with all forms of productive and reproductive activities.

The Local Government Unit of San Pablo, Zamboanga del Sur shall actively contribute to the establishment of a national and international economic order based on sustained, equitable growth and balanced ecology. And that any development effort it undertakes should enhance women's full potentials, uplift their status and lead to the improvement of their quality of lives, their families and that of their communities.

Towards this end, the Local Government Unit of San Pablo, Zamboanga del Sur shall pursue and implement vigorously gender responsive development policies, design an integrated gender and development support systems, taking into consideration women's immediate economic survival with support for their efforts of empowerment and self-determination, and to adopt and implement measures to protect and promote their rights.

To attain the foregoing policy, the Local Government Unit of San Pablo, Zamboanga del Sur:

- a. shall ensure that women benefit equally and participate directly in the development programs and projects of said departments and agencies, specifically those funded under official foreign development assistance to ensure the full participation and involvement of women in the development process pursuant to RA 7192.;

- b. shall upon effectivity of this Code review and revise all their regulations, circulars, issuances and procedures to remove gender bias therein, and shall complete the same within two years;
- c. shall organized the Municipal Federation for Women in San Pablo, as provided for under Section 40, Article VII, Chapter I of this Code which shall actively be consulted in matters dealing with official development assistance or foreign aid so as to determine gender biases and implications on women.

SECTION 3. Declaration of Principles.

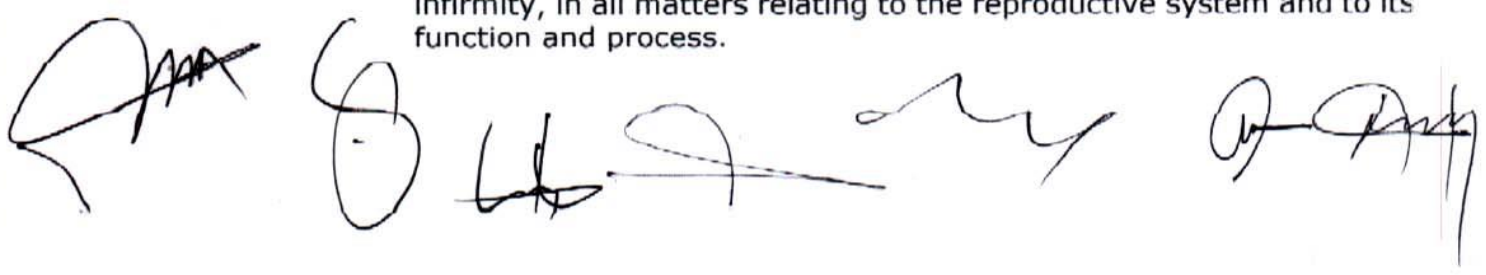
Rights of Women are those that are defined and declared by the United Nations under Convention on the Elimination of Discrimination Against Women (CEDAW) that we hereby adopt as follows:

- a. Women have the right to the prevention of, and protection from all forms of violence and coercion against their person, freedom, sexuality or individuality.
- b. Women have the right to freely and fully participate individually or collectively in the political processes of their communities and nations.
- c. Women have the right to the means for assuring their economic welfare and security.
- d. Women have the right to the necessary knowledge and means for the full exercise of their reproductive choice in accordance with the Constitution and their beliefs and preferences.
- e. Women have the right to choose a spouse in accordance with their values and preferences, maintain equality in marriage or its dissolution, and obtain adequate support for rearing and caring of their children.
- f. Women have the right to an adequate, relevant and gender-fair education throughout their lives from childhood to adulthood.
- g. Women have the right to adequate nutrition and proper health care.
- h. Women have the right to humane living conditions.
- i. Women have the right to nurture their personhood, collectively and individually, to secure and image of themselves as whole and valuable human beings, and to build relationships based on respect, trust and mutuality.
- j. Women have the right to equality before the law in principle as well as in practice.

SECTION 4. Definition of Terms.

- a) **Development** - is the improvement of the quality of life of all regardless of age, sex, gender, tribe, race, creed and religion. It is characterized by an enrichment of Filipino indigenous resources, sustainable utilization of the natural resources of the country and freedom from dependency. It is therefore, a sustained equitable growth and balanced ecology.
- b) **Differently-abled Women** - are women survivors of physical impairments and have differentiated needs and potentials.
- c) **Entertainment Industry** - includes establishment identified as places of amusement.
- d) **Gender** - is a socially constructed difference between men and women. Differences are created artificially, partly through socialization and partly through positive and negative discrimination in the various institutions and structures of society.

- e) **Gender and Development (GAD)** - shall refer to the development perspective which recognizes the equal contribution of women and men in all aspects/sectors of development. Such a perspective involves the process of searching for new innovative initiatives which transform unequal gender relations into opportunities which are equally/equitably beneficial to both men and women.
- f) **Gender Sensitization** - is an experiential and critical process of learning and unlearning by an individual, female or male, of the causes and effects of the culturally determined roles of women and men.
- g) **Indigenous People** - is a group of people who have continuously lived as organized community or communally bounded and defined territory, and who have under claims of ownership since time immemorial, occupied, possessed and utilized such territories sharing common bonds of language, customs, traditions and other distinctive cultural traits. They are regarded as indigenous on account of their descent from the populations who inhabited the country, at the time of conquest and colonization and who retain some or all of their own social, economic, cultural and political institution and may have been displaced from their traditional domain or who may have resettled outside their ancestral domain.
- h) **Land-Based Projects** - are activities designed systematically in order to provide women the opportunity to have full access and control over the maximum utilization of land and other indigenous resources.
- i) **Other Places of Amusement** - include all other places of amusement not specifically enumerated or otherwise provided for in this Code including but not limited to nightclubs or day clubs, cocktail lounge, super family clubs, disco houses, minus-one or sing-along houses, bars or beerhouses/gardens, fast food centers showing sports, competitions or replay shows by direct hook up via satellite or those showing video cassette films/movies, beach resorts and other places of amusement where one seeks admission to entertain himself by seeing or viewing or by direct participation.
- j) **Pornography** - is a written, graphic or other forms of communications intended to excite lascivious feelings.
- k) **Prostitution** - is the sale, purchase and exchange of women and minors for sexual exploitation, cash, profit or other economic considerations by an individual, including but not limited to pimp, procurer of the service, parents, owners of establishments such as disco houses, bars, sauna baths, massage clinics, hotels and restaurants and any other persons who use various schemes to prostitute women and minors.
- l) **Psychosocial Program** - is an intervention using a system approach to conditions of women as it views women's differentiated needs in a social context.
- m) **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.



- n) **Sexual Harassment** - is a form of misconduct involving an act or a series of unwelcome sexual advances, requests for sexual favors, or other verbal or physical behavior of sexual nature, made impliedly, directly or indirectly.
- o) **Survivor's Support Group** - is an organized group to whom a survivor of violence voluntarily agrees to establish a professional helping process.
- p) **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.

ARTICLE II

VIOLENCE AGAINST WOMEN

SECTION 5. Domestic Violence. Violence against women shall include but not limited to physical, sexual and psychological violence occurring in the family and other relationships, including battering, sexual abuse of wife and female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation.

SECTION 6. Violence In Community and Institutions

- a. Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution.
- b. Physical, sexual and psychological violence perpetrated against women and condoned by the State, wherever it occurs.

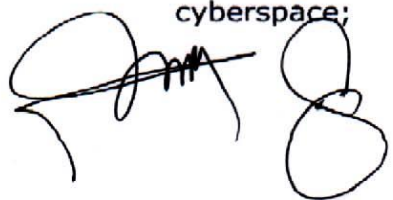
SECTION 7. Violence in Armed Conflict. It shall be a violation of the human rights of women in situations of armed-conflict, in particular murder, physical and psychological torture, systematic rape, sexual slavery and forced pregnancy.

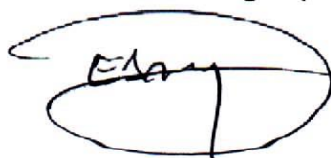
SECTION 8. Violence In Reproductive Right. Is the forced sterilization and forced abortion, coercive/forced use of contraceptives, prenatal sex selection and female infanticide.

SECTION 9. Women Trafficking. Is a covert or overt recruitment of women into the sex trade industry. It includes new forms of sexual exploitation such as sex tourism, the recruitment in the guise of domestic labor to work in developed countries, and organized marriages between women from third world countries and foreign nationals; promoting or initiating a system in which women become movable properties and objects of exchange.

Women Trafficking shall include the following but not limited to:

- a) for any person, association, cult, religion or organization or similar entities to commit the following acts:
 - a.1. establish or carry on a business for the purpose of matching women for marriage to foreigner either on a mail order basis or through personal introduction or cyberspace;






a.2. advertise, publish, print or distribute, or cause the advertisement; publication, printing or distribution of any brochure, flyer or propaganda material calculated to promote the above-mentioned prohibited acts for profit or advantage;

a.3. solicit, enlist, or attract/induce any woman to join any club, association or organization whose objective is to match women for marriage to foreigners either on a mail-order basis or through personal introduction or cyberspace or any other forms which facilitate the act of solicitation;

a.4. use the postal services, cyberspace or satellite TV to promote the above-mentioned prohibited acts.

b. to buy or sell a woman, or any of her body parts for profit; or to use her body by any pretext; to be used for experiments, research or the like without her consent.

c. to act as a procurer of a sex worker.

d. to threaten or use violence and force a woman to become a mail-order bride.

SECTION 10. Feminization of poverty. It is a condition when gap between the rich and the poor widen and grassroot women bear the burden as in economic instability and unequal distribution of wealth. Such gap reinforces non-response to both practical and strategic interests of women (e.g. when women are forced to incur financial obligation to augment the meager and insufficient income of the family).

SECTION 11. Mail Order Bride. It is a practice where a woman establishes personal relations with a male-foreign national via mail or similar means upon recruitment by an individual or agency for the purpose of exploiting women in the guise of marriage.

SECTION 12. Other Forms of Sexual Harassment. Other than the definition provided by RA 7877 the following constitute sexual harassment, some of which are covered by the Revised Penal Code under Acts of Lasciviousness:

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

b. taunting a person with constant talk about sex and sexual intercourse;

c. displaying offensive or lewd pictures and publications in the workplace;

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

e. making offensive hand or body gestures at someone;

f. repeatedly asking for dates despite verbal rejection;

g. staring or leering maliciously;

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

i. kissing or embracing someone against her will;

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- j. requesting sexual favors in exchange for a good grade, obtaining a good job or promotion, etc.;
- k. cursing, whistling or calling a woman in public with words having dirty connotations or implications which tend to ridicule, humiliate or embarrass the woman such as "puta", "boring", "peste", etc.;
- l. any other unnecessary acts during physical examinations;
- m. requiring women to wear suggestive or provocative attire during interviews such as job hiring, promotion, admission.

SECTION 13. Sexual Abuse. Sexual abuse shall include but is not limited to the following:

1. When a man inserts or attempts to insert his penis or any object into the mouth or anus or a woman under any of the following situations:
 - a) through force, threat or intimidation;
 - b) by means of abuse of authority or relationships;
 - c) when the offended party is deprived of reason or is otherwise unconscious;
 - d) when the offended party is below seventeen years old, even though none of the above circumstances is present.
2. When a person inserts part of his or her body other than the sexual organ, or who introduces any object or instrument into the genital or anus of a woman under any of the situations stated in paragraph 1.
3. When a person subjects another to have sexual intercourse with an animal under any of the circumstances stated in paragraph 1 or through any abnormal, unusual or ignominious sexual act.
4. Any intentional contact however slight of one's penis to the genital, mouth, breast or anus of a woman or intentional contact thereof, however slight, to any part of her body other than her sexual organ; or the use of any instrument or object which intentionally touches the genital, breast or anus of a woman.
5. Sexual abuse in intimate marital relations. Forced sexual act committed under intimate or marital relations shall form part of sexual abuse such as those between man and woman, woman and woman, man and man relations, married or unmarried, legally separated or separated in fact.

SECTION 14. Battering. It is a series of physical, emotional and psychological abuse. It is a repeated and habitual cyclic pattern as means of intimidation and imposition of the batterer's will and control over the survivor's life. Battering constitutes the following kinds of behavior but not limited to:

- a. Physical Battering – repeated inflection of brute force causing injuries to the victim.
- b. Sexual battering – this includes physical attacks on the women's breasts/genitals or forced sexual activity, accompanied by either physical violence or the threat of physical violence.
- c. Psychological Battering – this includes threats of suicide, violence against the woman or her family, punching, breaking or defacing or otherwise destroying the house or any part thereof; or of the personal belongings of

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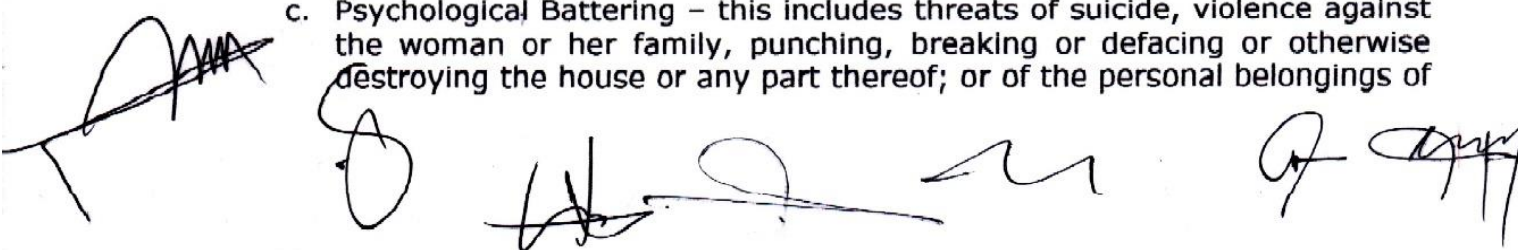
- j. requesting sexual favors in exchange for a good grade, obtaining a good job or promotion, etc.;
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2. When a person inserts part of his or her body other than the sexual organ, or who introduces any object or instrument into the genital or anus of a woman under any of the situations stated in paragraph 1.
3. When a person subjects another to have sexual intercourse with an animal under any of the circumstances stated in paragraph 1 or through any abnormal, unusual or ignominious sexual act.
4. Any intentional contact however slight of one's penis to the genital, mouth, breast or anus of a woman or intentional contact thereof, however slight, to any part of her body other than her sexual organ; or the use of any instrument or object which intentionally touches the genital, breast or anus of a woman.
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a woman, threatening to take the children away, threatening deportation of wives with foreign citizenship, threatening to kidnap children or take them to a foreign country and forcing the victim to do degrading things; controlling the victim's lawful or usual activities, the use of foul and insulting words or statements and threats of abandonment and expulsion such as forcing the wives to leave the conjugal dwelling. This provision likewise apply to common-law relations but does not include adulterous ones as contemplated in the Revised Penal Code.

- d. Economic Battering – this includes deprivation of women of economic resources, their generation and mobilization so as to create dependency and submissiveness to men and to any established structures of domination.

SECTION 15. Pedophilia. It is a form of sexual perversion where children are the preferred victims and is committed under the following circumstances:

- a. when the offender shall have sexual intercourse with a girl;
- b. when the offender shall have anal intercourse with a boy or girl;
- c. Other Pedophilic acts other than sexual or anal intercourse that will include custodial abuse.

SECTION 16. Printing, Publication, Display and Distribution of Pornographic Scenes and Similar Literature. It shall be unlawful for any person to print, publish, display or distribute scenes on movie/TV trailers/shows, posters, billboards, literature and other visual materials that treat women as sex objects and commodities.

SECTION 17. Pornographic and Indecent Shows. Indecent shows as used in this Code include nude or other provocative gestures that further project and exhibit women as sex objects.

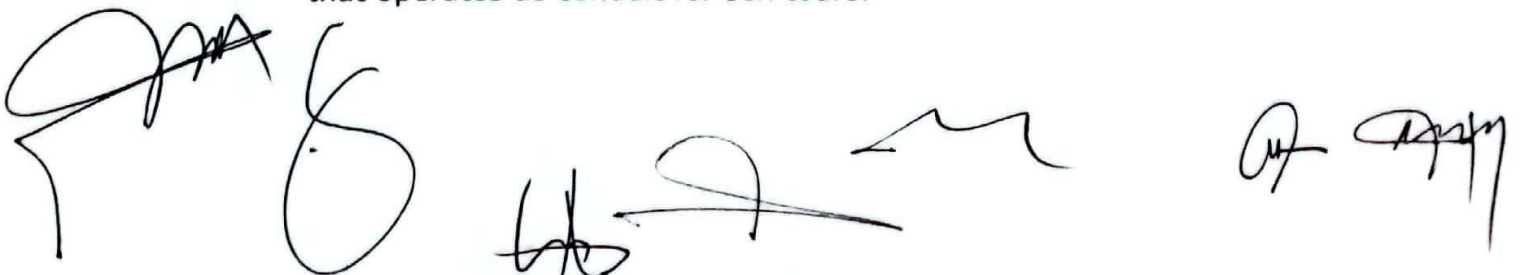
It shall be a violation of women's rights for any person or agency who engages in shows depicting women as sex objects in private or in public places or under scandalous circumstances.

SECTION 18. Live shows. It shall be a violation of women's rights to influence or force a woman or girl-child to dance or do naked shows in public or private places for commercial or entertainment purposes.

SECTION 19. Beauty Contest. One that would indecently expose a woman's body that is offensive to morals and good taste is viewed as violence against women. Thus, holding of beauty contests must be strictly regulated. For this purpose, a Beauty Pageant Regulatory Board is hereby created under the Municipal Gender and Development Office which shall be composed of the Municipal Gender and Development Officer as the Chairman, the SB Chairman, Committee on Women and Family Welfare, Representative from the Religious Sector, MSWDO and Representative from the Media.

SECTION 20. Other Forms of Violence Against Women

- a. Sex Trade. Any agency or person who shall engage in keeping women for sex for a fee.
- b. Sex Tours. Hotels, beach resorts, sauna baths and related establishment that operates as conduit for sex tours.



ARTICLE III

HEALTH RIGHT

SECTION 21. Budget for Women's Health. A reasonable portion of the health, related budget of the municipal government shall be allocated for women's health and services.

SECTION 22. Upgrading of Health Care Delivery System. Quality health care and services that are not discriminatory on account of their gender, age, sex, creed, religion and ethnicity shall be implemented in this municipality.

SECTION 23. Reproductive Health Care Delivery. Reproductive Health as defined in the International Conference on Population and Development and World Health Organization and affirmed in Beijing Conference, reproductive health is a state of complete physical, mental and social well-being and not merely the absence of disease and infirmity in all matters relating to the reproductive system and to its functions and processes, i.e. people are able to have a satisfying and safe sex life and have the capability to reproduce and the freedom to decide, when and how to do so.

The Municipality of San Pablo shall adopt the reproductive health care approach at all levels of health care delivery. Such approach integrates many issues not previously considered central to population: sexuality, reproductive tract infection, gender power relations and domestic violence and shall not be limited to family planning and child bearing.

SECTION 24. Women's Control Over their Bodies. Women's decision to prevent and control pregnancy, excepting abortion, shall be given appropriate support and guidance by health professionals, private and public, at very minimal cost.

SECTION 25. Gender-Sensitive Crisis Intervention Unit. The Local Government Unit of San Pablo, Zamboanga del Sur shall cause the establishment of a Gender-Sensitive Crisis Intervention Unit at all levels of health care, primary, secondary and tertiary and shall provide service training to all health and other allied personnel who shall be assigned in this unit.

SECTION 26. Gender-Fair Approach to Pre-Marital Counseling Program. The Local Government Unit of San Pablo, Zamboanga del Sur shall review and redesign a Pre-Marital Counseling Program. It shall be jointly undertaken by the Municipal Gender and Development Office and the Municipal Health Office and other concerned agencies. Agencies involved shall adhere to the principles of gender-fair pre-marital counseling service.

SECTION 27. Strengthen Primary Health Care Delivery. The Local Government Unit of San Pablo, Zamboanga del Sur shall strengthen the Primary Health Care Delivery in the context of reproductive health to be undertaken by the Municipal Health Office.

SECTION 28. Indigent Women Access to National Health Insurance Program. The Local Government Unit of San Pablo, Zamboanga del Sur shall tap the programs and services of the National Health Insurance Program (NHIP) especially for the indigent women and families and to provide necessary counterpart.

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ARTICLE IV

EDUCATION RIGHT

SECTION 29. Special Classes for Women. Special classes for women shall be held during weekends in all barangay high schools of this municipality to facilitate working women's access to education.

SECTION 30. Promotion of Gender-Sensitive Curricula. The different schools of this municipality shall actively promote gender-sensitive professional school counseling and career education programs to encourage females to pursue academic and technical courses in order to widen their future career opportunities.

SECTION 31. Adult Education. All women desiring to engage in men-dominated functional and practical education shall be enlisted in adult education program or Non-Formal Education which shall be set up by the Department of Education (DepEd).

SECTION 32. Monitoring and Reporting of Stereotyped Portrayal of Roles of Women and Men in Education Materials. The MGDO shall coordinate closely with the DepEd District Offices, private and public colleges and TESDA in monitoring and reporting of stereotyped portrayal of roles of women and men as projected in educational materials.

ARTICLE V

RELIGIOUS RIGHT

SECTION 33. Free exercise of religious affiliation. Each spouses shall have the right to choose her/his religious affiliation. Likewise, children at the age of maturity shall enjoy the same.

ARTICLE VI

RURAL WOMEN'S RIGHTS

SECTION 34. Land for Women-Headed Households and landless Families. Qualified women-headed landless families shall be given preference to equitable distribution of disposable public idle lands.

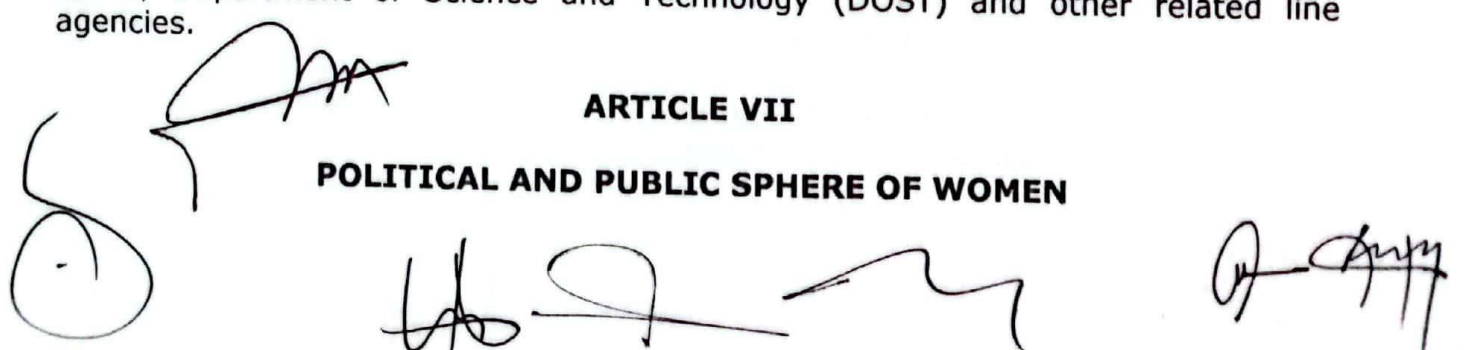
SECTION 35. Promotion of Land-Based Projects.

Women should have full access and control over the maximum utilization of land and other indigenous resources. The Local Government Unit of San Pablo, Zamboanga del Sur shall promote and support land-based projects ensuring food security for rural women utilizing science, women friendly appropriate technology instilling collectivism.

SECTION 36. Access to Science and Women-Friendly Alternative Technology Education. Women shall have access to science and women friendly alternative technology education that shall be provided by the Municipal Agriculture Office, Department of Science and Technology (DOST) and other related line agencies.

ARTICLE VII

POLITICAL AND PUBLIC SPHERE OF WOMEN

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SECTION 37. Declaration of March 8 as International Women's Day. March 8 of every year shall be observed as International Women's Day. There shall be a set of activities on women highlighting the laws, issues affecting women and other forms of critical consciousness raising activities.

SECTION 38. Women's Summit of San Pablo, Zamboanga del Sur and Municipal Day of Action for Women's Health. Women Summit shall be observed yearly in the month of March to be determined by the DSWDO. The same day is declared as the Municipal Day of Action for Women's Health wherein issues and concerns relative to the protection and promotion of Women's Health shall be examined, deliberated, projected and government action sought. The activities shall be initiated by the Municipal Gender and Development Office.

SECTION 39. Barangay Level Self Organization of Women. Self organization of Women shall be recognized at the barangay level.

SECTION 40. Creation of Municipal Federation for Women. A Coalition for Women shall be organized which shall be composed of various accredited women organizations in the municipality and shall be represented by its presidents or its duly authorized representative. The Sangguniang Bayan Chairperson on the Committee on Women and Family Welfare shall convene and initiate the organization thereof in coordination with the MSWDO.

SECTION 41. Representation of Women in Barangay/Municipal Development Council (BDC/MDC). The Local Government Unit of San Pablo, Zamboanga del Sur shall ensure the inclusion of the Presidents of accredited Women Organization in the Barangay Development Council/Municipal Development Council to strengthen government's recognition of women's potentials in each barangay.

ARTICLE VIII

CULTURAL IDENTITY OF WOMEN

SECTION 42. Indigenous Women of San Pablo, Zamboanga del Sur. The preservation of the cultural identity of the indigenous women shall be actively incorporated in all programs and projects of the Local Government Unit of San Pablo, Zamboanga del Sur.

SECTION 43. Declaration of Indigenous People's Areas. A survey of Indigenous People's Areas in San Pablo, Zamboanga del Sur shall be undertaken within one year upon effectivity of this Code which shall become a basis for the declaration of the indigenous people's areas.

SECTION 44. Municipal Development Program for Indigenous Women. The Local Government Unit of San Pablo, Zamboanga del Sur shall develop a program that shall facilitate empowerment of the indigenous women. Active support for the preservation of the indigenous women's knowledge of the environment shall be incorporated in the program.

ARTICLE IX

LABOR AND EMPLOYMENT

SECTION 45. Orientation on Sexual Harassment. The Municipal Gender and Development Office shall conduct orientation on sexual harassment in all local offices, NGAs, NGOs/POs and barangays.



SECTION 46. Setting-up of Grievance Machinery. The Municipal Gender and Development Office shall set up a Grievance Committee in all local offices, agencies, establishments, and barangays to act on complaints related to sexual harassment.

SECTION 47. Tax incentives for Business Entities. The Local Government Unit of San Pablo, Zamboanga del Sur shall provide tax incentives to business entities:

- a) any amount used for the establishment, maintenance and operation of the child day care support system shall be tax-deductible;
- b) Annual tax credit regularly served for at least one year in the center; and
- c) Annual tax credit per woman extended with maternity leave benefits for breast feeding.

SECTION 48. Monitoring System for Labor Standards. A mechanism shall be installed in the Municipal Gender and Development Office to monitor all offices, agencies and establishments violating Labor Code provisions and the provisions of this ordinance.

ARTICLE X

SOCIO-ECONOMIC BENEFITS FOR WOMEN

SECTION 49. Increase Capital Assistance for Women. Offices and agencies in the locality engaged in socio-economic programs shall increase their capital assistance and/or subsidy to women especially on land-based projects using community bank approach.

SECTION 50. Socialized Lending Scheme. All banks, financial/lending institutions and cooperatives shall open special windows for lending to women who lack access to traditional sources of collateral. No woman shall be deprived of credit. Money lending institutions shall establish a "socialized lending scheme friendly to women" which shall constitute the following:

1. Bank rate interest
2. No post-dated checks
3. Certificate of Income Generating Activity from the Municipal Mayor

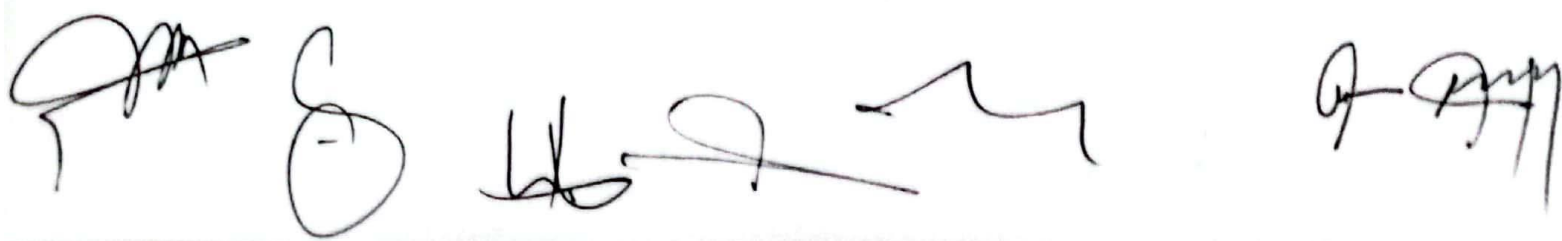
SECTION 51. Access to Safe Water. The LGU shall adopt measures to provide easy access to potable water supply. Appropriate systems shall be installed to ease women's workload.

ARTICLE XI

SPECIAL SECTORAL CONCERNS

SECTION 52. Special Education for Differently-abled Women. There shall be a special education program for differently-abled women in this municipality as provided for in RA 7277.

SECTION 53. Advocacy on Differently-abled Women's Rights. Active advocacy on the rights of differently-abled women shall be conducted by the Municipal Gender and Development Office.



SECTION 54. Creative Employment Opportunities for Differently-abled Women. The Local Government Unit of San Pablo, Zamboanga del Sur shall develop created employment opportunities for differently-abled women recognizing their differentiated conditions and full potentials as human beings.

SECTION 55. Organization of Differently-abled Women. The Municipal Gender and Development Office shall create a committee of the Differently-abled Women and its committee chairman shall take active participation in the Municipal Development Council in order to advance the interests of this special group of women.

SECTION 56. Support Funds for the Elderly Persons. Funds shall be allocated to support elderly persons to include emergency assistance, routine physical check-up, social group work program and appropriate socio-economic activities.

SECTION 57. Day Center for Senior Citizens. A Center for elderly shall be established in this municipality to render comprehensive support services.

SECTION 58. Support to Women in Detention. Rights of all women detainees shall be protected:

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

SECTION 59. Respect for Sex Preference. Persons right to sex preference shall be respected and protected.

ARTICLE XII

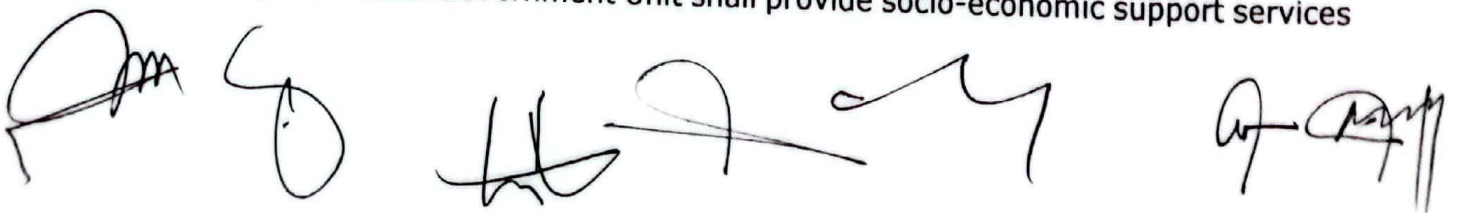
SUPPORT SERVICES

SECTION 60. Comprehensive Support to Survivors of Violence. The LGU shall provide an immediate comprehensive support to survivors of violence which consists of the following but not limited to legal, medical, psychosocial, shelter and other forms of support services which shall be provided by the Municipal Gender and Development Office in coordination with the Municipal Social Welfare and Development Office and other involved agencies in accordance with the provisions of the Implementing Rules and Regulations of this Code.

SECTION 61. Psychosocial Program. Women and Children who were survivors of all forms of violence shall be registered in the Psychosocial Program which shall be carried out by the Municipal Gender and Development Office, MSWDO, Municipal Health Office, concerned NGO and other related agencies as provided in the Implementing Rules and Regulations of this Code.

SECTION 62. Survivor's Support Group. There shall be an organized group to whom a survivor of violence voluntarily agrees to establish a professional helping process. All investigations/hearings involving rape cases and other forms of violence against women and children conducted in the police station, prosecutor's office and trial court shall recognize and allow the survivor's support group to be present in the courtroom as observers and to provide moral support to the survivor's subject of litigation as expressly allowed or requested by the offended party.

SECTION 63. Support Services for Women in the Entertainment Industry. The Local Government Unit shall provide socio-economic support services



for women in the entertainment industry in its desire to concretely respond to their practical needs.

SECTION 64. Free Medical Routine Check-up. Women in the entertainment industry shall be afforded with free medical routine check-up and medicines if needed.

Programs addressing the health needs of workers in the entertainment industry shall also be provided by the LGU through the Municipal Health Office.

SECTION 65. Prostitution as a Violation of Women's Rights. Prostitution shall be recognized as a violation of human rights and exploitation of women who have no real choices for survival.

SECTION 66. Municipal Media Monitoring Board. A Municipal Media Monitoring Board shall be created for print, broadcast, and multi-media, to include movie houses, video shops, electronic communication, cable television, books and other forms of audio visual channels or instruments, to monitor and initiate filing of appropriate cases against activities degrading men and women. It shall be composed of the Municipal Information Officer/Personnel Officer, the SB Committee on Women and Family Welfare, Religious Sector, concern PO and NGO.

SECTION 67. Role of Female Police Officer. Complaints filed by women on battering and other forms of abuse against them shall be handled by female officers in the San Pablo Police Station who shall undergo special courses on handling cases affecting abused women.

SECTION 68. Representation of Women in Lupong Tagapamayapa. Women Representation to Lupong Tagapamayapa shall not be less than 40% of its total number.

SECTION 69. Creation of Family Arbitration Committee within the Lupong Tagapamayapa. Creation of a Family Arbitration Committee shall be encouraged within the Lupong Tagapamayapa with women representative of not less than 40% to resolve cases on family violence.

SECTION 70. Inter-Agency Council Against Trafficking. An Inter-Agency Council Against Trafficking shall be established in this municipality and members thereof shall be appointed by the Municipal Mayor with the following powers and functions:

- a. formulate a comprehensive program to suppress the trafficking of women and children;
- b. conduct massive information campaigns;
- c. undertake guidance and counseling to women going abroad as fiancée of foreign nationals;
- d. make representations to schools and universities for the inclusion of migration and its implications for women in all levels of curricula;
- e. refer traffic victims to appropriate agencies;
- f. formulate a program for returning victims in cooperation with local offices of DOLE, TESDA and other government agencies involved in training and livelihood development.
- g. Secure assistance from the provincial government and other departments of the national government;
- h. Exercise all powers and functions necessary to attain its purposes and objectives.



ARTICLE XIII

WOMEN AND CHILDREN SUPPORT SYSTEM

SECTION 71. Gender and Development. All schools, offices, establishments or companies, departments and agencies of this municipality shall be provided with gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender issues and concerns. Likewise all establishments, schools, colleges and universities shall develop assessment tools for gender biases.

SECTION 72. Gender-Sensitive Natural Resource-based Management Programs. The Local Government Unit of San Pablo, Zamboanga del Sur shall engage itself in the development of gender-sensitive natural resource-based management programs.

SECTION 73. Budget for Basic Social Services. A sufficient reasonable amount for the basic social services for women and children in extremely difficult circumstances shall be allocated from all sources of funds.

SECTION 74. Overseas Contract Worker's (OCW) Wives and Children Support. The Municipal Gender and Development Office shall conduct a survey of overseas contract workers, results of which shall serve as basis for special support for women and children.

SECTION 75. Special Course on OCW. A special course on overseas contract work primarily to orient women on the issues and concerns relative to migration shall be systematically introduced to all women in this municipality which shall be handled by the MSWDO.

SECTION 76. Gender Sensitization as a Pre-requisite to Employment and Promotion. There shall be a gender-sensitive assessment to be conducted by the Municipal Gender and Development Office to all concerned as a pre-requisite to hiring and promotion of personnel.

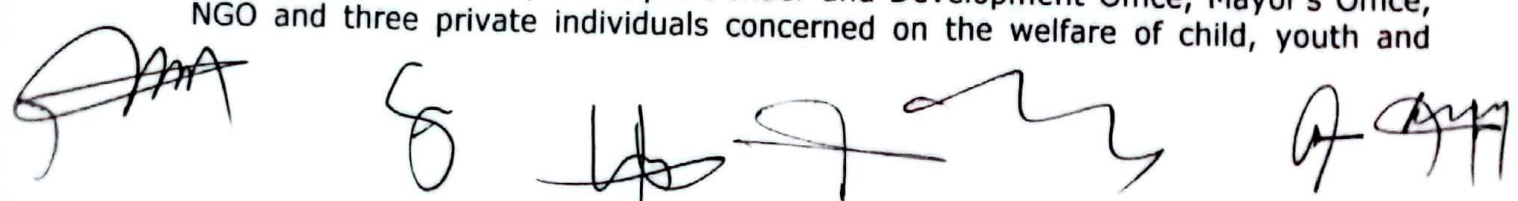
SECTION 77. Support to Single Parent. All single parents regardless of status shall have equal access to support services.

SECTION 78. Early Childhood Care and Development. All government and private institutions and other establishments shall provide support to employees by providing Early Childhood Care and Development Program, specifically:

- a. Child Minding Center – a program that provides alternative home care to children 0-3 years old.
- b. Day Care Center - A comprehensive health nutrition and early educational support to children 3-5 years old.

SECTION 79. Creation of Municipal Council for the Welfare of Women and Children. A Council for the Welfare of Women and Children shall be created to protect women and children from exploitation, abuse, improper influence, hazards and other circumstances prejudicial to their physical, mental, emotional, social and moral development and to more effectively carry out its responsibilities under the law and to ensure the assistance and cooperation of government agencies concerned with child, youth and women welfare and development.

The Council shall be composed of the MSWDO as Chairperson, Department of Education, Municipal Health Office, PESO, Public Attorney's Office, Municipal Agriculture Office, PNP, Municipal Gender and Development Office, Mayor's Office, NGO and three private individuals concerned on the welfare of child, youth and



women as members to be appointed by the Municipal Mayor upon recommendation of the Chairperson.

CHAPTER II

PENAL PROVISIONS

ARTICLE I

VIOLENCE AGAINST WOMEN AND CHILDREN

SECTION 80. Domestic Violence. In cases of serious battering, sexual abuse of spouse and children, dowry-related violence, and other traditional harmful practices, non-spousal violence and violence related to exploitation, resulting to:

a. Slight and less serious physical injuries resulting from battering, sexual abuse shall be penalized with imprisonment of:

60 days	- 1 st offense
120 days	- 2 nd offense
1 year	- 3 rd offense

b. Serious physical injuries resulting from battering, sexual abuse, mutilation and other traditional harmful practices shall be penalized under Revised Penal Code by the proper court.

Any person with personal knowledge of any act comprising domestic violence may file a complaint before the proper court with or without the consent of the victim.

SECTION 81. Soliciting Women's Services. It is unlawful for a person to solicit a women's service for sexual purposes as gift, representation, public relations, or as an act of goodwill regardless of whether the solicitor profits or not from such an act without prejudice to the provisions of the Revised Penal Code.

Any witness may file complaint together with the affected women to the Proper Court. Penalty for such is a fine of P2,500.00 or an imprisonment of six months.

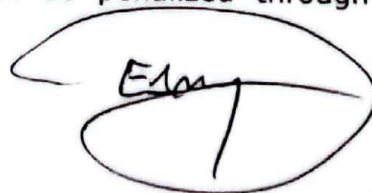
SECTION 82. Other forms of Women Trafficking. Any person or agency who with the use of force or deceit, lures a woman to work abroad or in other provinces or cities in the Philippines for a particular job on a promise of high fees, but instead landed on prostitution, domestic help or other odd jobs. Violators of this provisions shall be penalized by an imprisonment of six months or a fine of P2,500.00, or both, at the discretion of the court.

SECTION 83. Sex Trade. Any agency or person who shall engage in keeping women for sex for a fee shall suffer the penalty in accordance with the Revised Penal Code.

SECTION 84. Sex Tours. No hotels, guest houses/pension houses, mountain resorts, sauna bath, and related establishments shall be allowed to operate as conduit for sex tours. Cancellation of business permit, a fine of P2,500.00 and an imprisonment of 6 months shall constitute the penalty for violation.

SECTION 85. Women in Armed Conflict Situation.

- No woman shall be deprived of basic social services in armed conflict areas.
- No woman or girl children shall be kept by any PNP/military personnel in police/military detachment/checkpoint or any analogous quarter for purposes of comfort. Violation shall be penalized through summary



dismissal proceedings of the local AFP/PNP and/or at the discretion of the local Police Law Enforcement Board.

SECTION 86. Forced and Arranged Marriages. No woman shall be forced to marry on the basis of vitiated consent. Any person or agency representative committing fraudulent or coercive act to cause and effect a forced marriage shall be held liable under this Code by a fine of P2,500.00 or an imprisonment of six months, or both, at the discretion of the Court.

SECTION 87. Conscious Surveillance of Entertainment Establishments. A regular Task Force shall be created to conduct conscious surveillance of entertainment establishments exploiting women. Failure of the Task Force to submit weekly report shall be subject to an administrative sanction.

SECTION 88. Beauty Contest that would indecently expose a woman's body that is offensive to morals and good taste is viewed as violence against women. Thus, holding of beauty contests must be strictly regulated. For this purpose, a Beauty Pageant Regulatory Board is hereby created under the Municipal Gender and Development Office (MGDO) which shall be composed of MGDO as the Chairperson, the SB Committee on Women and Family Welfare, Representative from the Religious Sector, DSWDO and Representative from the Media Monitoring Board, as members.

For private organizers who violate this provision shall be subjected to a fine of P2,500.00 and the cancellation of organizers business permit.

For representatives of agencies, departments of the Local Government Unit of San Pablo, Zamboanga del Sur who violate this provision shall be subjected to a payment of P2,500.00 and one (1) month suspension without pay.

ARTICLE II

CULTURAL IDENTITY

SECTION 89. Indigenous Cultural Practices. Indigenous women shall be allowed enrolment in schools and colleges and enjoy employment opportunities without prejudice to their birth and marriage certificates are issued as evidence of such life events. Failure to comply with this provision shall be subjected to a maximum fine of P2,500.00.

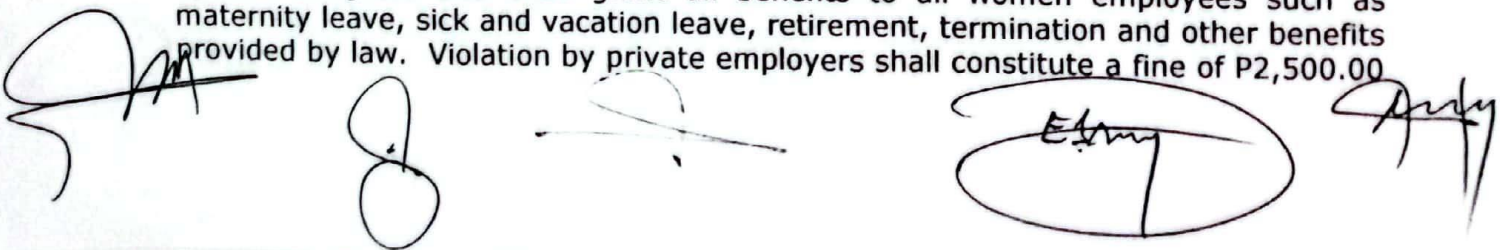
Implementing rules and regulations of this section shall include issuance of certificate by the local offices of the Office of Southern Cultural Communities and Office of Muslim Affairs identifying cultural community affiliation.

ARTICLE III

LABOR AND EMPLOYMENT

SECTION 90. Equal Access to Job Training and Promotion. No woman shall be deprived of job training and promotion on account of her gender, age, ethnicity, creed, religion and civil status. Violations by private employers shall constitute a fine of P2,500.00 and a cancellation of business permit or as prescribed by the Court. Agency Head of Office is liable with the penalty of one month suspension and a fine of P500.00.

SECTION 91. Wage and Benefits for Women. Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or passed by the Congress and shall grant all benefits to all women employees such as maternity leave, sick and vacation leave, retirement, termination and other benefits provided by law. Violation by private employers shall constitute a fine of P2,500.00



and a cancellation of business permit or as prescribed by the court. Agency Head of Office is liable with the penalty of one month suspension and a fine of P500.00.

SECTION 92. Facilities and Support Systems for Women. The Local Government Unit of San Pablo, Zamboanga del Sur shall ensure the safety and health of women employees. In appropriate cases, it shall require employers to:

- a. Provide seats proper for women and permit them to use such seats when they are free from work and during working hours, provided they can perform their duties in this position without detriment to efficiency;
- b. Establish separate toilet rooms, lavatories and lounge for men and women and provide at least a dressing room for women;
- c. Establish a crèche in a workplace for the benefit of the women employees therein; and
- d. Provide breast feeding centers for women in the workplaces.

Violation by private employers shall be penalized with a fine of P2,500.00 and/or the cancellation of business permit, at the discretion of the court. Agency Head of Office is liable with the penalty of one month suspension and a fine of P500.00.

SECTION 93. Reproductive Health Services. Big companies as well as labor intensive establishments shall provide reproductive health services to working women regardless of civil status as a manifestation of concern for women's role in social production. Cancellation of business permit or license to operate and a fine of P2,500.00 shall constitute the penalty for violation of this provision.

SECTION 94. Orientation of Sexual Harassment. All local offices, agencies and establishments or companies, government and private, in this municipality shall conduct orientation on sexual harassment. Failure to comply with the provision shall pay a fine of not less than P1,000.00 or at the discretion of the Court. The Head of Office shall be held liable through an administrative sanction.

SECTION 95. Community-Based Household Support. Education for both househelp and househelp employers on gender sensitivity shall be encouraged.

SECTION 96. Women in the Entertainment Industry. Women engaged in the entertainment industry shall be recognized as wage earners and they shall received a minimum wage and benefits afforded to women workers and shall render services as set in the job contract and only in the place of work as specified in the business permit of the establishment concerned. Violation of this provision shall be subjected to a fine of P2,500.00 or cancellation of business permit or both, at the discretion of the Court.

SECTION 97. Raids. Police brutality shall not be allowed during conduct of raids in the entertainment establishment. Violation of the provision shall be subjected to an administrative sanction.

ARTICLE IV

SOCIO-ECONOMIC BENEFITS FOR WOMEN

SECTION 98. Socialized Lending for Women. Non compliance of Section 59 Article X Chapter 1 of this Code shall be subjected to a fine of not less than P1,000.00 and a suspension of business permit or its equivalent.



ARTICLE V

RURAL WOMEN'S RIGHTS

SECTION 99. Promotion of Environment-Friendly Technologies. No Government Agency or its representative shall act as agent of inorganic fertilizers, herbicides and pesticides. Administrative sanction shall be imposed to head of agencies upon violation of this provision.

ARTICLE VI

WOMEN AND CHILDREN

SECTION 100. Support to Women and Children. All agreements or settlements arrived at the at the municipal level relative to the support of the children shall be final and executory. Violation of such agreements or settlements shall be subjected to a fine of P500.00 or an imprisonment of 10 days.

ARTICLE VII

GENDER AND DEVELOPMENT

SECTION 101. Gender-Sensitivity Orientation and Training. All schools, offices, establishments or companies, departments and agencies including municipality and provincial officials of the Local Government Unit of San Pablo, Zamboanga del Sur shall initiate gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender justice. Non-compliance of this provision shall require the concerned party to pay a fine of P2,500.00 and issuance of warning by the Municipal Gender and Development Office.

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

CHAPTER III

PROVISIONS FOR IMPLEMENTATION

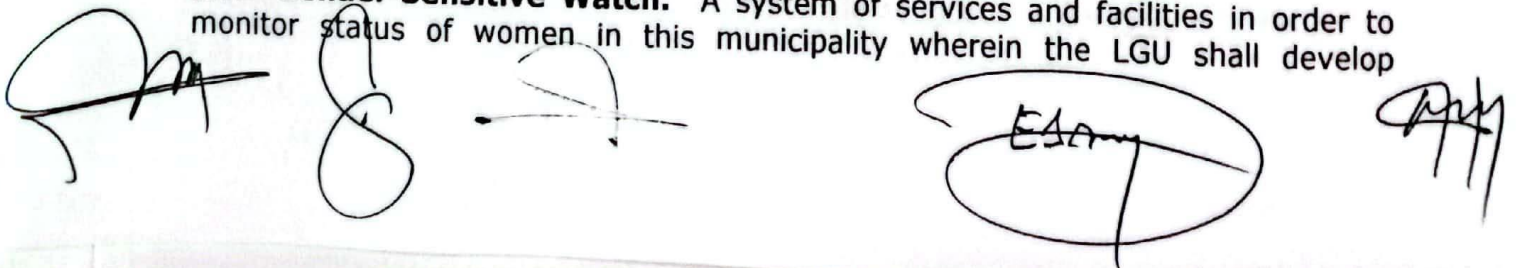
SECTION 102. Creation of the Municipal Gender and Development Office. The Municipal Gender and Development Office is hereby created specifically to realize the provision of this Code. It shall be the coordinating, regulatory and monitoring office of the Local Government Unit of San Pablo which shall focus on Gender Sensitive Projects and Activities.

The Municipal Gender and Development Office shall be headed by a Department Head who shall be assisted by three division chiefs, one for the Administrative Division, one for the Gender and Development Monitoring and Coordinating Division and one for the Training and Special Services Division which shall be filled up by the Municipal Mayor by designation.

SECTION 103. Functions of the Municipal Gender and Development Office. This office shall have the following functions to ensure consistency in the implementation of the provision of this Code.

- a. **Monitoring and Coordinative Functions.** These functions shall see through the realistic, measurable and tangible results of the implementation of this Code. These include but not limited to:

- a.1. **Gender-Sensitive Watch.** A system of services and facilities in order to monitor status of women in this municipality wherein the LGU shall develop

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conceptual and practical methodologies for incorporating gender perspectives into all aspects of economy and policy-making. It shall collect gender and age disaggregated data on poverty situation and all aspects of economic activity and develop qualitative and quantitative statistical performance from a gender perspective. It shall also serve as data bank of this municipality on gender and development.

a.2. **Legal Aid Services Check.** A coordinated services for any legal actions needed by the women in protecting their rights shall be installed.

a.3. **Advocacy and Campaign Management.** A coordinative advocacy and campaign on all forms of discrimination and violence against women shall be programmed.

a.4. **Sustainable and Gender Sensitive Project Development.** A system of appraisals of projects to determine sustainable impact on women and men, local economy, politics, culture and ecosystem.

a.5. **Violence in Media Check.** An active dialogue with tri-media representatives shall be undertaken by the SB Committee on Women and Family Welfare, women Gos and NGOs on incidence of all forms of violence in media.

b. **Regulatory Function.** This function shall include establishing protocols and standards relevant to the following concerns:

b.1. **Education and Training Benchmark.** Gender-sensitivity education and training for all departments and agencies of this municipality shall be designed. Standards for contents of the course shall be established by this Office.

b.2. **Psychosocial Support Program.** A holistic and indigenous approach to women with social dysfunctioning which includes attendance to their physical/biological, emotional, psychological and social needs shall be set up. Indicators of program success shall be established by the Office.

b.3. **Early Childhood Care and Development Program and Services.** Appropriate support services for women and children shall include nursery school and day care services for infants and toddlers as prescribed in RA 6972.

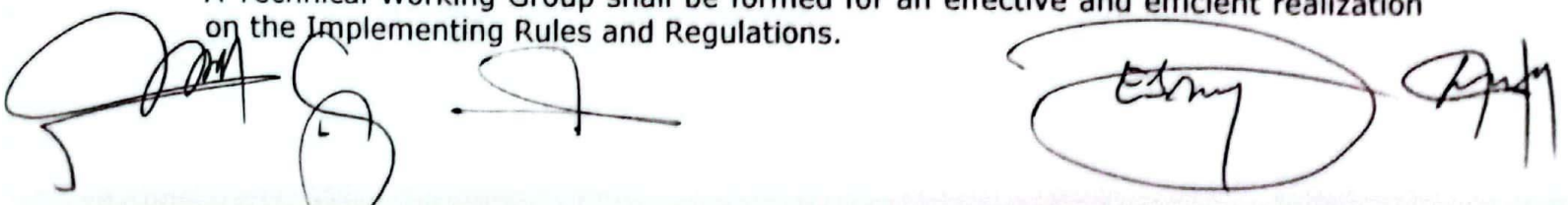
It shall be involved in all the processes related to the conceptualization, development, assessment and evaluation of programs and projects of this municipality.

SECTION 104. Role of the Coalition for Women of the Municipality of San Pablo. The Municipal Coalition for Women shall become the consultative-assembly of the Municipal Gender and Development Office for its periodic planning and programming, programs implementation, monitoring, assessment and evaluation.

SECTION 105. Rules and Regulations. Through an Executive Order, an Executive Committee composed of the Prosecutor's Office/Public Attorney's Office, MSWDO and the Committee on Women and Family Welfare of the Sangguniang Bayan shall promulgate the rules and regulations necessary to carry out the provisions of this ordinance.

A consultative body shall be convened periodically through-out the formulation of the Implementing Rules and Regulations which shall be composed of official representatives of the various agencies of this municipality and Women NGOs involved in the process of drafting of this Code.

A Technical Working Group shall be formed for an effective and efficient realization on the Implementing Rules and Regulations.

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SECTION 106. Compliance Report. Within six (6) months from the effectivity of this Code and every six (6) months thereafter, the Local Chief Executive shall submit a report to the Sangguniang Bayan on their compliance with this Code.

CHAPTER IV

FINAL PROVISIONS

SECTION 107. Repealing Clause. All ordinances, resolutions, circulars, memoranda, or rules and regulations inconsistent with the provisions of this Code are hereby repealed and modified accordingly.

SECTION 108. Separability Clause. If for any reason, any portion or provision of this Code is declared unconstitutional or invalid, the other sections or provisions hereof which are not affected thereby shall continue in full force and effect.

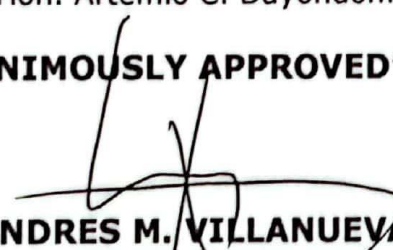
SECTION 109. Suppletory Clause. On matters not provided in this Code, any existing applicable laws and their corresponding Implementing Rules and Regulations, executive fiats and relevant issuances issued therefore shall apply in supplemental manner.

SECTION 110. Effectivity Clause. . This Code shall take effect after posting certified true copies of the same duly approved by the Municipal Mayor in two conspicuous places of the municipality and publication in a newspaper of general circulation for a period of three consecutive weeks.

APPROVED this 17TH day of May, 2023, on motion of Hon. Jorge R. Gonzales, duly seconded by Hon. Artemio C. Dayondon.

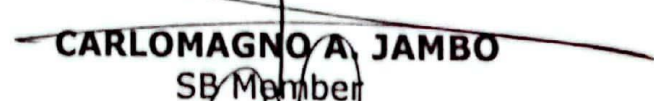
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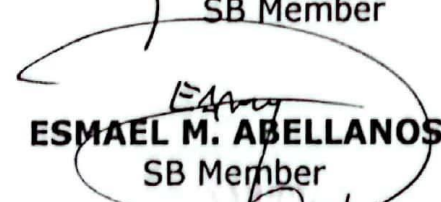
Verified:


ANDRES M. VILLANUEVA, III
Floor Leader


ARTEMIO C. DAYONDON
SB Member


JORGE R. GONZALES
SB Member


CARLOMAGNO A. JAMBO
SB Member


ESMAEL M. ABELLANOSA
SB Member


JEZREEL G. ABELIDAS
SKF President/SB Member

Attested:


JARED P. CASTILLO
SB Member/Acting Presiding Officer

Approved:


DANILO A. TAUCAN
Municipal Mayor

I HEREBY CERTIFY that the foregoing is accurate and a true excerpt of the Minutes of the Session specified above per available records of this office.


NELITA P. SUMBI
Sanggunian Secretary