



Republic of the Philippines
Province of Misamis Occidental
MUNICIPALITY OF CALAMBA
OFFICE OF THE SANGGUNIANG BAYAN

EXCERPT FROM THE MINUTES OF THE REGULAR SESSION OF THE SANGGUNIANG BAYAN OF CALAMBA, MISAMIS OCCIDENTAL HELD AT THE SB SESSION HALL ON NOVEMBER 16, 2020.

PRESENT:

Hon. ANTONIO N. LAWAS, SR.	Municipal Vice Mayor/Presiding
Hon. JESUS C. ENERIO	Sangguniang Bayan Member
Hon. EMMANUEL M. CALE, M.D.	Sangguniang Bayan Member
Hon. REZIE C. LEONARDO	Sangguniang Bayan Member
Hon. RODRIGO T. GARCIA	Sangguniang Bayan Member
Hon. DENNIS M. BUNAO	Sangguniang Bayan Member
Hon. CARIDAD C. LANSANG	Sangguniang Bayan Member
Hon. JOSEPH C. MALAYAO	Sangguniang Bayan Member
Hon. CHERRY F. MAGSAYO	Sangguniang Bayan Member
Hon. KEN ALLEN B. LAWAS	FABC Pres./Ex-Officio Member
Hon. MA. ANGEL PRINCESS C. CANDA	FSK Pres./Ex-Officio Member
Hon. LUCIANO O. DUMANHOG	IP's Rep./Ex-Officio Member

ORDINANCE NO. 23-s.2020

THE GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF CALAMBA, MISAMIS OCCIDENTAL.

INTRODUCED BY: HON. EMMANUEL M. CALE & HON. CARIDAD C. LANSANG

Be it ordained by the Sangguniang Bayan of Calamba, Misamis Occidental in its Regular Session assembled;

Chapter I

GENERAL PROVISION

ARTICLE 1

Title, General Policy, and Definition of Terms

SECTION 1. TITLE – This Ordinance shall be otherwise known as, “The Gender and Development Code of the Municipality of Calamba, Misamis Occidental”.

SECTION 2. MANDATES AND LEGAL BASES – This GAD Code is in line with the Municipality’s promotion of women’s economic empowerment, gender equality, gender responsive development and governance and fulfillment of women’s human right, as embodied in different local and national mandates and policies, and international commitments which include among others the following:

2.1 International Policies

- a. The UN Convention on the Elimination of All Forms of Discrimination against Women (UN-CEDAW), which articulates the economic, political, and socio-cultural rights of women.

2.2 National Laws and Policies

a. Philippine Constitutional Provisions:

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The State recognizes the role of women in nation building and shall ensure the fundamental equality before the law of women and men. (Article II, Section 14 of the 1987 Philippine Constitution)

The State shall protect working women by providing safe and healthful working conditions taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their potential in the service of the nation. (Article XIII – Labor: Section 14 of the 1987 Philippine Constitution).

b. National Laws

- a. R.A. 7192, “An Act Promoting the Integration of Women as Full and Equal partners of Men in Development and Nation Building and for Other Purposes”;
- b. R.A. 9710, “Magna Carta of Women”;
- c. R.A. 9262, “Anti-Violence Against Women and Children Act”;
- d. RA 6725, “An Act Strengthening the Prohibition on Discrimination against Women with Respect to Terms and Conditions of Employment, amending for the Purpose Article One Hundred Thirty Five of the Labor, Code, as amended.”
- e. RA 7322, “An Act Promoting the Integration of Women as Full and Equal Partners of Men in Development and Nation Building and for other Purposes,”
- f. RA 7877, “An Act Declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment, and for Other Purposes.”
- g. RA 8353, “An Act Expanding the Definition of the Crime of Rape, Reclassifying the Same As a Crime Against Persons, Amending for the Purpose Republic Act No. 3815, as amended, otherwise known as the Revised Penal Code and for Other Purposes.”

c. Local Policies/Ordinances

SECTION 3. GAD Related Policies, Principles and Strategies – Recognizing that the economic, political, and socio-cultural realities affect women’s current condition, the Municipality of Calamba upholds the principle that women’s rights are human rights. Thus, it shall intensify its efforts to fulfil its duties under international and domestic law to recognize, respect, protect, fulfil, and promote all human rights and fundamental freedoms of women, especially marginalized women, in the economic, social, political, cultural, and other fields without distinction or discrimination on account of class, age, sex, gender, language, ethnicity, religion, ideology, disability, education, and status.

The Municipality of Calamba shall ensure the substantive equality of women and men. As such, the Municipality of Calamba shall promote the empowerment of women and pursue equal opportunities for women and men and ensure equal access to resources and to development results and outcomes.

To facilitate the development of the full potentials of women, the following rights defined and declared under the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) are hereby declared under this ordinance.

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

3. 1 Women have the right to freely and duly participate, individually or collectively in the political processes of their communities and nation;
- 3.3 Women have the right to the means for assuring their economic welfare and security;
- 3.4 Women have the right to the necessary knowledge and means for the full exercise of their reproductive choice with the constitution and their beliefs and preferences;

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- 3.5 Women have the right to choose a spouse in accordance with their values and preferences, maintain equality in marriage or its dissolution, and receive adequate support for rearing and caring of their children;
- 3.6 Women have the right to an adequate, relevant and gender-fair education throughout their lives, from childhood to adulthood;
- 3.7 Women have the right to adequate nutrition, proper health care and humane living conditions;
- 3.8 Women have the right to nurture their personhood, collectively and individually, to secure an image of themselves as whole and valuable beings, to build relationships based on respect, trust and mutuality;
- 3.9 Women have the right to equality before the law, in principle and in practice. However, it is unfortunate that as of the moment a macho image of our society still exists as it continues to view women as the “weaker sex,” men are traditionally the heads of the households and in most organizations. Aside from ramp modeling and beauty contests, women today do not share the power and prestige, status and societal positions as men. They rather play supportive roles to men and tend to live to the idea that major decisions are made prerogatives.

Oftentimes, women are exploited in media, commercials, impressing upon the public that without their attractive and pleasing features, products would be less appealing. But in reality, women should not be viewed as second class to men but as partners of men in development. In the light of these historical gender biases, inequalities and inequities, this piece of local legislation will provide the Municipal Government a policy direction to formulate programs and strategies, among others, that will:

1. Mainstream gender concerns in sectoral development plans, policies and program.
2. Intensify awareness campaign on gender issues and concerns.
3. Strengthen GO-PO-NGO partnership to maximize the effectiveness of programs and services addressing Gender and Development (GAD) concerns.
4. Encourage, support and expand the participation of grassroots women in the planning, implementation, monitoring and evaluation of development programs and projects.
5. Recommend appropriate curricula academic that are gender-sensitive.
6. Provide gender-responsive relief and rehabilitation programs with special focus on women and children’s needs.
7. Involve men in family planning programs, health and child care and nutrition concerns and engage them in projects that enhance the well-being of the family.
8. Set-up crisis intervention centers and shelters in the Municipality of Calamba for survivors of violence against women and children and other social conflicts.
9. Promote gender sensitivity in local media and advertising agencies.
10. Increase the members of women in decision and policy making posts in the locality through implementation of capability building programs.

SECTION 4. DEFINITION OF TERMS – For purpose of this Ordinance, the following term shall mean:

- a. **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. As a consumer, women are allured to buy beauty products to enhance their physical attractiveness. As objects of consumption, women are reduced to a sexual commodity for manipulation and utilization for one’s sexual desire or interest usually in exchange for money or goods so that women have no control nor power to reject such utilization or manipulation.

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- b. **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, sustained equitable growth and a balanced ecology.
- c. **Differently-Abled Women** – are women survivors of physical impairments and have differentiated needs and potentials.
- d. **Discrimination Against Women** – any distribution, exclusion or restriction made on the basis of sex directed to or cause to impair or nullify the recognition, enjoyment or exercise by women of their rights irrespective of their marital status.
- e. **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.
- f. **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 perspective involves the process of searching for new innovative initiatives that transform unequal gender relations into opportunities that are equally/equitably/ beneficial to both men and women.
- g. **Gender Equality** – refers to the principle asserting the equality of men and women and their right to enjoy equal conditions realizing their full human potentials to contribute to and benefit from the results of development, and with the State recognizing that all human beings are free and equal in dignity and rights.
- h. **Gender Responsive Governance** – refers to a form of governance that is transparent, participatory, equitable, and fair.
- i. **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.
- j. **Human Rights of Women** – refers to all rights recognized under international instruments, the 1987 Philippine Constitution, and Republic Act 9710, otherwise known as the Magna Carta of Women, which are to be enjoyed without discrimination.
- k. **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 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.
- l. **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.
- m. **Marginalized** – refers to the basic, disadvantaged, or vulnerable persons or groups who are mostly living in poverty and have little or no access to land and other resources, basic social and economic services such as health care, education, water and sanitation, employment and livelihood opportunities, housing, social security, physical infrastructure, and the justice system.
- n. **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, nightclubs or day clubs, cocktail lounge, superfamily clubs, disco houses, minus-one or sing-along houses bars or beer houses/gardens, fast food centers showing sports, competitions or replay shows by direct hook up via satellite or those showing video cassettes films/movies,

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- beach resorts and other places of amusement where one seeks admission to entertain himself by seeing or viewing or by direct participation.
- o. **Pornography** – is a written, graphic or other form of communication intended to excite lascivious feelings (the Grolier International Dictionary, Volume 2).
 - p. **Prostitution** – 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 use various schemes to prostitute women and minors.
 - q. **Psychosocial program** – is an interventional using a system approach to conditions of women as it views women's differentiated needs in a social context.
 - r. **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.
 - s. **Sexual Harassment** – is a form of misconduct involving an act or a series of unwelcome sexual advances, request for sexual favors, or other verbal or physical behavior of a sexual nature, made impliedly, directly or indirectly.
 - t. **Subanen** – the first and original inhabitants in the Zamboanga Peninsula who occupied, possessed, and developed their ancestral lands/domains since time immemorial.
 - u. **Survivor's Support Group** – is an organized group to whom a survivor of violence voluntarily agrees to establish a professional helping process.
 - v. **Substantive Equality** – refers to the full and equal enjoyment of rights and freedoms contemplated under existing laws.
 - w. **Violence Against Women and Children (VAWC)** – any act of gender-based violence that results in, or is likely to result in physical, sexual or psychological harm or suffering to women and children, including threats of such act, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.

ARTICLE II PROTECTION AGAINST ALL FORMS OF VIOLENCE

SECTION 5. PROTECTION OF WOMEN AND CHILDREN FROM VIOLENCE – The Municipality of Calamba shall ensure that all women and children shall be protected from all forms of violence and that they shall be accorded with necessary and appropriate programs and services.

SECTION 6. DOMESTIC VIOLENCE – Violence against women and children 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 mutilation and other traditional practices harmful to women, no-spousal violence and violence related to exploitation.

SECTION 7. 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 of women and forced prostitution.
- b. Physical, sexual and psychological violence perpetrated against women and condoned by the State, wherever it occurs.

SECTION 8. VIOLENCE IN ARMED CONFLICT – it shall be a violation of the human rights of women in institutions of armed-conflict, particular, murder, physical and psychological torture, systematic rape sexual slavery and forced pregnancy.

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SECTION 9. VIOLENCE IN REPRODUCTIVE RIGHT – is the forced sterilization and forced abortion, coercive/forced use of contraceptive prenatal sex selection and female infanticide.

SECTION 10. WOMEN TRAFFICKING –is 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, promotion 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:
 1. Establish or carry on a business to match women for marriage to foreigner either on a mail-order basis or through the personal introduction or cyberspace;
 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;
 3. Solicit, enlist, or attract/include any woman to join the club, association or organization whose objective is to match women for marriage to foreigners either on a mail-order basis or through the personal introduction or cyberspace or any other forms which facilitate the act of solicitation.
 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 acts as a procurer of a sex worker; and
- d. To threaten or use violence and force women to become a mail-order bride.

SECTION 11. FEMINIZATION OF POVERTY – It is a condition when the gap between the rich and the poor widens and grass-root women bear the brunt as in economic instability and unequal distribution of wealth. Such gap reinforces non-response to both practical and strategic interest of women (e.g. when are forced to incur a financial obligation to augment the meager and insufficient income of the family).

SECTION 12. MAIL-ORDER BRIDE – It is a practice where a woman establishes personal relations with male-foreign national vial mail or similar means upon recruitment by an individual or agency for the purpose of exploiting women in the guise of marriage.

SECTION 13. OTHER FORMS OF SEXUAL HARASSMENT – Other than the definition provided by R.A. 7877, the following constitute sexual harassment, some of which are covered by the Revised Penal Code under Acts of Lasciviousness:

- a. The 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 without 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;

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- 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;
- j. Requesting sexual favors in exchange for a good grade, obtaining a good job 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", "buring/burikat", etc.;
- l. Any other unnecessary acts during physical examinations; and
- m. Requiring women to wear suggestive or provocative attire during interviews, such as job hiring, promotion, admission.

SECTION 14. SEXUAL ABUSE – Sexual abuse shall include, but not limited to, the following:

1. When a man inserts or attempts to insert his penis or any object into the mouth or anus of 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; and
 - 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 his or her body other than the sexual organ, or who introduces any object or instrument into the genitals 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 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. A forced sexual acts 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 15. BATTERING – It is a series of physical, emotional, psychological and economic abuse. It is a repeated and habitual cyclic pattern as a 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 infliction of brute force causing injuries to the victim;
- b. **Sexual Battering** – this includes physical attacks on the women's breast /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 and her family, punching, breaking or defacing or otherwise destroying the house or any part thereof, or of the personal belongings of 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; using foul and insulting words or statement and threats of

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abandonment and expulsion, such as forcing the wives to leave the conjugal dwelling. This provision likewise applies 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 dominations

SECTION 16. PEDOPHILIA – It is a form of sexual perversion where children are the preferred victims and 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 which will include custodial abuse.

SECTION 17. 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 which will treat women as a sex object and commodities.

SECTION 18. PORNOGRAPHIC AND INDECENT SHOW – Indecent shows, as used in this Code, include nude or other provocative gestures which 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 19. LIVE SHOWS – It shall be a violation of women’s rights to influence or force a woman or a girl-child to dance or do naked shows in public or private places for commercial or entertainment purposes.

SECTION 20. COMPREHENSIVE SUPPORT TO WOMEN AND CHILDREN SURVIVORS OF VIOLENCE AND TRAFFICKING – The Municipality of Calamba shall provide comprehensive support to women and children survivor of violence, which consists of but not limited to the following:

- 1) *Mandatory Programs and Services for Victims.* – The Municipality of Calamba shall;
 - a) Provide emergency shelter, psycho-social counseling and other rehabilitation services to victim-survivors of VAWC and trafficking through referral.
 - b) Ensure that service providers in institutions/centers for women and children are gender sensitive and upholds the rights of women and children;
 - c) Make available relevant skills training and other livelihood development services to victim-survivors of violence against women and trafficking;
 - d) Ensure the successful social reintegration and after-care of victim survivors and their children; and
 - e) Continue to develop relevant programs and strategies to ensure protection, healing, recovery and social reintegration and address emerging needs and concerns of victim survivors of violence and trafficking.
- 2) *Medical Assistance* – The following health programs and services shall immediately be provided by government health facilities to the victim-survivors of VAW and trafficking:
 - a) Complete physical, ano-genital, and mental examinations;
 - b) Medical/Surgical Treatment;
 - c) Psychological and psychiatric evaluation and treatment;

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- d) Hospital confinement when necessary;
- e) Referral to speciality hospital and other concerned agency as needed;
- f) Manage the reproductive health concerns of victim-survivor of VAWC;
- g) If necessary, contact the social worker for emergency assistance to the woman and her child/children, or the police women and children concerns protection desk officer; and
- h) Provision of free medical and/or medico-legal certificates, more particularly for victims-survivors who decides to file cases against their abusers.

SECTION 21. ESTABLISHMENT OF A GAD DESK IN ALL BARANGAYS. – In compliance with the requirements of the Republic Act 9710, otherwise known as the Magna Carta of Women, all barangays within the Municipality of Calamba shall establish a GAD Desk.

A GAD Protection Officer trained in gender-sensitive handling of cases shall be designated. In designating a VAW desk person, preference shall be given to a woman barangay kagawad or woman barangay tanod.

The GAD Desk shall, among others, perform the following tasks:

- (1) Assist victims in securing Barangay Protection Orders (BPO) and access necessary services;
- (2) Develop the barangay’s gender-responsive plan in addressing gender-based violence, including support services, capability building and referral system;
- (3) Respond to gender-based violence cases brought to the barangay;
- (4) Records the number of gender-based violence handled by the barangay and submits a quarterly report on all cases of VAW to the DILG and the Municipality Social Welfare Development Office (MSWDO);
- (5) Coordinate with and refer cases to NGAs, NGOs, Institutions and other service providers;
- (6) Address other forms of abuse committed against women, especially senior citizens, women with disabilities, and other marginalized groups; and
- (7) Lead advocacies on the elimination of VAW in the communities.

SECTION 22. VAW REFERRAL SYSTEM. – To ensure that women and children in crisis are afforded gender-responsive services and interventions, a VAW Referral System shall be set-up by the GAD Focal Point System.

SECTION 23. SPECIALIZED TRAINING FOR VAW SERVICE PROVIDERS. – Social workers and health service providers assigned at the MSWDO and in public hospitals tasked to provide interventions to women and children in crisis shall undergo mandatory training on gender-responsive case management, ethical standards for health service delivery, and other related specialized training.

SECTION 24. MANDATORY TRAINING ON GAD. – All personnel of the Municipality of Calamba, including local chief executives (LCEs), and members of the Sangguniang Bayan, involved in the protection and defense of women against gender-based violence, shall regularly undergo mandatory training on gender and human rights, particularly on the cycle and continuum of violence, counseling and trauma healing.

**ARTICLE III
GENDER RESPONSIVE HEALTH CARE
PROGRAMS AND SERVICES**

HON. JESUS C. ENERIO
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HON. KEN ALLEN B. LAWAS

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SECTION 25. COMPREHENSIVE HEALTH SERVICE – The Municipality of Calamba shall ensure that women will be provided with a comprehensive, culture-sensitive, and gender-responsive health services and programs covering all stages of her life cycle.

Towards this end, access to the following services must be guaranteed by the Municipality of Calamba:

- (1) Maternal care to include pre- and post-natal services to address pregnancy and infant health and nutrition;
- (2) Promotion of breastfeeding;
- (3) Responsible, ethical, legal, safe and effective methods of family planning under ethical norms and medical standards;
- (4) Care of the elderly women beyond their child-bearing years;
- (5) Management, treatment, and intervention of mental health problems of woman and girls; and
- (6) Adolescent reproductive health services, which includes programs and services that will respond to teenage pregnancy.

Also, healthy lifestyle activities are encouraged and promoted through programs and projects as strategies in the prevention of diseases.

SECTION 26. 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 27. UPGRADING OF HEALTH CARE DELIVERY SYSTEM – Quality health care and services that are not discriminatory or account of their gender, age, sex, creed, religion, and ethnicity shall be implemented in the Province.

SECTION 28. WOMEN'S CONTROL OVER THEIR BODIES – Women's decision to prevent and control pregnancy, excluding abortion, shall be given appropriate support and guidance by health professionals, private and public, at a very minimal cost.

SECTION 29. GENDER-FAIR APPROACH TO PRE-MARITAL COUNSELING PROGRAM – The Municipal Government of Calamba, Misamis Occidental, shall review and ensure that the Pre-Marital Counseling Program of Municipal Registrar's Office and Population Commission (PopCom), MSWDO and other concerned agencies, in coordination with the Municipal Health Office, shall adhere to the principles of gender-fair pre-marital counseling services.

For this purpose, the Municipal Registrar's Office shall facilitate to redesign the Pre-Marital Counseling Program, if necessary.

SECTION 30. STRENGTHEN PRIMARY HEALTH CARE DELIVERY – The Municipality of Calamba shall strengthen the Primary Health Care Delivery in the context of reproductive health to be undertaken by the Provincial/City/Municipal Health Office.

SECTION 31. COMPREHENSIVE HEALTH INFORMATION AND EDUCATION. – The Municipality of Calamba shall provide women in all sectors with appropriate, timely, complete, and accurate information and education on all aspect of women's health. This could be pursued by ensuring it will become part of the education given in government schools through symposiums, youth development sessions and training programs. Likewise, age-appropriate information and education for adolescents shall be provided, giving emphasis on teenage pregnancy prevention.

SECTION 32. INDIGENT WOMEN ACCESS TO NATIONAL HEALTH INSURANCE PROGRAM – The Municipality of Calamba shall tap the programs and services of the National Health Insurance Program (NHIP) as well as in the province, especially, for the indigent women and families, and provide the necessary counterpart.

HON. JESUS C. ENERIO

HON. DENNIS B. BUNAO

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HON. CHERRY F. MAGSAYO

**ARTICLE IV
GENDER RESPONSIVE EDUCATION**

SECTION 33. GENDER SENSITIVE CURRICULUM. – The Municipality of Calamba through its Local School Board, and in partnership with the Department of Education (DepEd) shall set minimum standard on gender sensitivity that will be integrated in the subjects/courses/training curricular, co-curricular and extra-curricular for students in the elementary and secondary schools.

SECTION 34. SPECIAL CLASSES FOR WOMEN – The Municipality of Calamba shall extend financial and technical support to women and children availing of the sponsored programs of the government and private sector.

SECTION 35. GENDER SENSITIVE TEACHING METHODOLOGIES AND INSTRUCTIONAL MATERIALS. – The Municipality of Calamba through its Local School Board, and in partnership with the DepEd, shall ensure that educators in primary and secondary schools uphold the use of gender-fair teaching methodologies and instructional materials.

To attain this end, the local school board and DepEd must guarantee that:

- (1) The principles of gender equality are integrated in circular offerings and pedagogical systems and strategies;
- (2) All primary and secondary schools will adopt comprehensive gender-fair language policy;
- (3) All private and public accrediting institutions/organizations will include gender-fair curriculum in their accreditation criteria;
- (4) Programs, syllabi, textbooks and other instructional materials shall be continuously reviewed and revised to ensure that gender biases and discrimination are eliminated;
- (5) Gender-responsive instruments for the evaluation of instructional materials and curricula, including criteria about gender concepts, values, and gender-fair language will be developed; and
- (6) Evaluators and personnel in-charge of instructional materials and curricula are knowledgeable on gender sensitivity, peace, human rights education, and use of gender-sensitive language.

SECTION 36. CAPACITY BUILDING PROGRAM ON GAD FOR PERSONNEL OF EDUCATIONAL INSTITUTIONS. – The Municipality of Calamba shall ensure that educational institutions implement a capacity building program on gender, peace and human rights education for their officials, faculty and non-teaching staff and personnel.

SECTION 37. ADVOCATING FOR THE ALLEVIATION OF VAWC IN EDUCATIONAL INSTITUTIONS. – As a strategy to address VAWC, the Municipality of Calamba, in partnership with public and private schools shall:

- (1) Promote partnerships between and among players of the education sector, including the private sector, churches, and faith groups in the pursuit of the objectives of this section; and
- (2) Institute Child Protection Policies in all elementary and secondary schools.

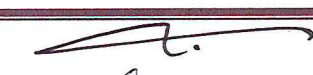
SECTION 38. SCHOLARSHIPS FOR THE MARGINALIZED. – The Municipality of Calamba shall guarantee that educational institutions provide scholarship programs for marginalized women and girls. Conditions such as age, pregnancy, motherhood, disabilities, or lack of consent of husband shall not be grounds for disqualification in the grant of scholarships.

SECTION 39. ADULT EDUCATION – All women desiring to engage in men-dominated functional and practical education shall be enlisted in the Adult Education Program which shall be set up in all cities/municipalities in Misamis Occidental.


HON. JESUS C. EÑERIO


HON. DENNIS B. BUANO


HON. KEN ALLEN B. LAWAS

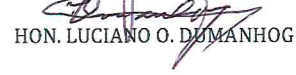

HON. EMMANUEL M. CALE, M.D.


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HON. RODRIGO T. GARCIA


HON. CHERRY F. MASAYO

SECTION 40. MONITORING AND REPORTING OF STEREOTYPED PORTRAYAL OF ROLES OF WOMEN AND MEN IN EDUCATION MATERIALS – The GAD Focal Person, MSWD shall coordinate closely with the Dep. Ed District Office, private and public colleges and universities, CHED and TESDA in monitoring and reporting of the stereotyped portrayal of roles of women and men as projected in educational materials.

For this purpose, the GAD Inter-agency Committee on Review and Monitoring of Educational Materials is hereby created to be composed of the GAD Focal Person of the following:

- a. DepEd
- b. MSWDO
- c. Sangguniang Bayan Chairperson of the Committee on Women, Children, and Family, and the Committee on Education, Arts, Science and Technology
- d. A representative from the Accredited CSO's
- e. DILG Municipal Office

ARTICLE V RELIGIOUS RIGHT

SECTION 41. FREE EXERCISE OF RELIGIOUS AFFILIATION – Each spouse shall have the right to choose his/her religious affiliation. Likewise, children at the age of maturity shall enjoy the same.

ARTICLE VI RURAL WOMEN'S RIGHT

SECTION 42. 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 43. PROMOTION OF LAND-BASED PROJECTS – Women should have full access and control over the maximum utilization of land and other indigenous resources. The Municipality of Calamba, Misamis Occidental shall promote and support land-based projects ensuring food security for rural women utilizing science, women-friendly appropriate technology and instilling collectivism.

SECTION 44. ACCESS TO SCIENCE AND WOMEN-FRIENDLY ALTERNATIVE TECHNOLOGY EDUCATION – Women shall have access to science and women-friendly alternative technology education which shall be provided by the Municipal Agriculture Office, Department of Science and Technology (DOST), TESDA, DTI, and other related line agencies.

ARTICLE VII POLITICAL AND PUBLIC SPHERE OF WOMEN

SECTION 45. DECLARATION OF MARCH 8 AS INTERNATIONAL WOMEN'S DAY – March 8 shall be declared as a special public holiday through an Executive Order. There shall be a provincial/city/municipal – level set of activities on women highlighting the laws, issues affecting women and other forms of critical consciousness-raising activities.

SECTION 46. EIGHTEEN (18) DAYS CAMPAIGN TO END VIOLENCE AGAINST WOMEN – Eighteen (18) days Campaign to End Violence against Women shall be observed from November 25 to December 12 every year. These activities shall be initiated by the Municipal Gender and Development Focal Person.

HON. JESUS C. FRERIO

HON. DENNIS B. BUNAO

HON. KEN ALLEN B. LAWAS

HON. EMMANUEL M. CALE, M.D.

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HON. CHERRY P. MAGSAYO

SECTION 47. BARANGAY LEVEL SELF ORGANIZATION OF WOMEN – Self Organization of Women shall be recognized at the Barangay Level which shall include different civil society organizations at the barangay level. (IRR – election of offices)

SECTION 48. CREATION OF MUNICIPAL COUNCIL OF WOMEN – Municipal Council of Women shall be organized at the municipal level which shall be composed of various accredited women organization from the barangays and the city and municipal levels, the Sangguniang Bayan Chairperson on the Committee on Women, Children, and Family (or its equivalent designated committee in their respective sanggunians). The Gad Focal Person shall initiate and facilitate the organization thereof.

For election purposes, organizations with identical constitution and by-laws shall form into a Federation. Likewise, an organization with barangay chapters shall be similarly classified. In the same manner, an organization with multiple chapters or clubs in a municipality or city shall be classified as one Federation.

SECTION 49. WOMEN SECTORAL REPRESENTATIVE TO THE SANGGUNIANG BAYAN– Pending the passage of an enabling law by Congress relative to the election of women spectoral representative to the Sangguniang Bayan, and in case no woman is elected to the Sangguniang, the Subanen is enjoined to consider choosing a woman Indigenous People’s Mandatory Representative (IPMR).

SECTION 50. REPRESENTATION OF WOMEN IN BARANGAY DEVELOPMENT COUNCIL (BDC) – The Municipality of Calamba, Misamis Occidental shall ensure the inclusion of the Presidents of accredited Women Organization in the Barangay Development Council to strengthen government’s recognition of women’s potentials in each barangay.

SECTION 51. REPRESENTATION OF WOMEN IN ITS MUNICIPAL/CITY DEVELOPMENT COUNCIL (MDC/CDC) – The Municipality of Calamba shall ensure the inclusion of the Presidents or its duly authorized representatives of the accredited Municipal/City Council of Women in Municipal/City Development Council to strengthen government’s recognition of women’s potentials in each municipality/city.

SECTION 52. WOMEN ORGANIZATION – Women Organizations and all other relevant organizations involving gender and women must be under the coordination and monitoring by the MGADO, including PPAs being undertaken/implemented by the said organization in order to monitor projects implementations. Further, the MGADO could make appropriate recommendations based on its findings.

SECTION 53. PEACE BASED ON JUSTICE – The network of women GO’s and CSO’s shall be formally consulted on peace and development issues on the basis of social equity and justice.

SECTION 54. WOMEN IN LAW ENFORCEMENT OF CALAMBA MISAMIS OCCIDENTAL – All qualified women shall be given an opportunity to assume key law enforcement positions.

ARTICLE VIII CULTURAL IDENTITY OF WOMEN

SECTION 55. INDIGENOUS WOMEN OF CALAMBA MISAMIS OCCIDENTAL – The preservation of the cultural identity of the Subanen women shall be actively incorporated in all programs and projects of the Local Government Unit of Calamba, Misamis Occidental.

SECTION 56. CULTURALLY – FRIENDLY SCHOOLS – There shall be accessible and culturally friendly schools for Subanen people in Calamba, Misamis Occidental.

SECTION 57. MUNICIPAL DEVELOPMENT PROGRAM FOR SUBANEN WOMEN – The Municipal Government of Calamba, Misamis Occidental shall develop a program that shall facilitate the empowerment of the Subanen women. Active support for the preservation of the indigenous women’s knowledge of the environment shall be incorporated in the program.

HON. JESUS C. ENERIO

HON. DENNIS E. BUNAO

HON. KEM ALLEN B. LAWAS

HON. EMMANUEL M. CALE, M.D.

HON. CARIDAD C. LAWSANG

HON. MA. ANGEN PRINCESS CANDA

HON. REZIE E. LEONARDO

HON. JOSEPH C. MALAYAO

HON. LUCIANO O. DUMANHOG

HON. RODRIGO T. GARCIA

HON. CHERRY F. MAYSAYO

**ARTICLE IX
LABOR AND EMPLOYMENT**

SECTION 58. RIGHT TO DECENT WORK – The Municipality of Calamba shall progressively realize and ensure decent work standards for women and men in all establishments within its jurisdiction. To attain the foregoing, the Municipality of Calamba shall include as requirement prior to release and/or renewal of business permits compliance to the following:

- (1) Provision of support services and gears to protect women and men from occupational and health hazards, such as but not limited to personal protective equipment to prevent injury or impairment in any part of their bodies.
- (2) Provision of services in support to balancing family obligations and work responsibilities, such as but not limited to the following: day care and child minding centers, breastfeeding or lactation stations with appropriate facilities and corresponding nursing/lactation breaks, and flexible working hours, among others.
- (3) Presence of gender sensitive physical plan that includes, but is not limited to the provision of separate facilities for women and men such as comfort rooms, lavatories, dressing rooms, and other similar facilities, the purpose of which is to prevent sexual harassment, sexual abuse and other forms of maltreatment in the workplace.

SECTION 59. ORIENTATION ON SEXUAL HARASSMENT – All local offices, agencies, and establishment of companies, government and private in Misamis Occidental shall conduct orientation on sexual harassment. Certificate of Compliance shall be submitted to the Provincial Gender and Development Office.

For government agencies and institutions, incidents of sexual harassment shall be dealt with in accordance with the Civil Service Memo Circular No. 30 series 1995.

A Monitoring team is hereby created which shall be composed of representative of the offices of the Human Resource and Development Office, Provincial Engineer, Provincial Social Welfare and Development Office to conduct an inspection in compliance with the above provision.

SECTION 60. SETTING-UP OF GRIEVANCE MACHINERY – A grievance committee shall be set in all local offices, agencies, establishments or companies to act on complaints related to sexual harassment.

SECTION 61. WAGE AND BENEFITS FOR WOMEN –Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or passed by Congress and shall grant all benefits to all women employees such as maternity leave, sick and vacation leave, retirement, termination, and other benefits provided by law.

SECTION 62. 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 roles in social production.

SECTION 63. GENDER-RESPONSIVE PHYSICAL STRUCTURE – A physical structure appropriate for a gender-responsive environment shall be adopted by all offices, agencies and establishments or companies which shall help prevent sexual abuse and other forms of maltreatment in the workplace.

SECTION 64. FACILITIES AND SUPPORT SYSTEMS FOR WOMEN – The Municipality of Calamba shall ensure the safety and health of women employees. Inappropriate cases, it shall require employers to:

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

HON. JESUS C. NERIO

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- 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;
- d. Provide Breastfeeding centers for women in the workplace.

SECTION 65. WOMEN IN THE ENTERTAINMENT INDUSTRY – Women engaged in the entertainment industry shall be recognized as wage earners and they shall receive a minimum wage and benefits afforded to women workers and shall render services as stated in the job contract and only in the place of work as specified in the business permit of the establishment concerned.

**ARTICLE X
SOCIO-ECONOMIC BENEFITS FOR WOMEN**

SECTION 66. INCREASE CAPITAL ASSISTANCE FOR WOMEN – All local government departments and agencies engaged in socio-economic programs shall increase their capital assistance and/or subsidy to women especially on land-based projects using community banks approach.

SECTION 67. 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. Money lending institutions shall establish a “socialized lending scheme friendly to women” which shall constitute the following.

- 1. Reasonable Interest Rates
- 2. No post-dated checks

SECTION 68. ACCESS TO SAFE AND POTABLE WATER – All barangays in Misamis Occidental shall adopt measures to provide easy access to the safe and potable water supply. Appropriate systems shall be installed to ease women’s workload.

**ARTICLE XI
SPECIAL SECTORAL CONCERNS**

A. Differently-abled Persons

SECTION 69. PROTECTION OF DIFFERENTLY-ABLED PERSONS – the Municipality of Calamba shall ensure that all rights, benefits and privileges for differently-abled persons guaranteed in the Magna Carta for Persons with Disabilities.

SECTION 70. SPECIAL EDUCATION FOR DIFFERENTLY-ABLED WOMEN – There shall be a special education program for differently-abled women in Calamba, Misamis Occidental as provided for in R.A. 7277, “An Act Providing for the Rehabilitation, Self-Development, and Self-Reliance of Disabled Persons and Their Integration into the Mainstream of Society and for Other Purpose” and through the Provincial Disability Affairs Office (PDAO).

SECTION 71. ADVOCACY ON DIFFERENTLY-ABLED WOMEN’S RIGHT – Active advocacy on the rights of differently-abled women shall be conducted by the MGADO, in coordination with Provincial Gender and Development Office, the MSWDO and Sangguniang Bayan Committee on Senior Citizen and Persons with Disability.

SECTION 72. CREATIVE EMPLOYMENT OPPORTUNITIES FOR DIFFERENTLY-ABLED WOMEN – The Municipality of Calamba through the PDAO shall develop creative employment opportunities for differently-abled women recognizing their differentiated conditions and full potentials as human beings.

HON. JESUS C. GENERIO

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HON. CHERRY F. MAESTRO

SECTION 73. REPORTING OF CASES OF HARASSMENT COMMITTED AGAINST DIFFERENTLY-ABLED WOMEN – The Municipality of Calamba, through the Municipal Gender and Development Office and Municipal Social Welfare and Development Office shall require all barangays through the VAWC Desks to monitor and report cases of harassment committed against differently-abled women.

SECTION 74. PROTECTION OF SENIOR CITIZENS – The Municipality of Calamba shall provide gender-responsive, rights-based and culture-sensitive support services, which include but is not limited to the following: in-home services, respite care, and stress reduction with high-risk families, and programs to address gender-based violence.

Strict compliance by the different establishments and companies to the laws protecting senior citizens shall be ensured by the Municipality of Calamba.

SECTION 75. 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 76. DAY CENTER FOR SENIOR CITIZENS – There shall be a Day Center for the elderly in all cities/municipalities in the Province to render comprehensive support services.

B. Solo Parent

SECTION 77. PROTECTION OF SOLO PARENTS – The Municipality of Calamba shall guarantee compliance of all offices, agencies and establishments within its jurisdiction to the provisions of the Solo Parents' Welfare Act.

C. Farmers

SECTION 78. DEVELOPMENT OF AN AGRICULTURAL PLAN – In order to protect the interests of the remaining small-land farmers, the Municipality of Calamba shall develop an Agricultural plan to address the continuing and emerging issues and concerns of local farmers. The plan shall include mechanism and standards on converting agricultural lands to residential or industrial lands, and initiatives or inter-agency cooperation between the Municipality and national government agencies.

D. Overseas Filipino Worker (OFWs)

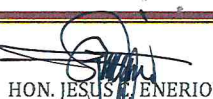
SECTION 79. Support to Overseas Filipino Workers (OFWs) – The Municipality of Calamba through the Public Employment Service Office (PESO), in coordination with the other concerned agencies shall provide appropriate support services and intervention to OFWs.

SECTION 80. RESPECT FOR GENDER PREFERENCES – Person's right to gender preferences shall be respected and protected.

SECTION 81. Non-discrimination on the basis of Sexual Orientation and Gender Identity and Expression (SOGIE). – The Municipality of Calamba must ensure that members of the LGBT community shall not be discriminated by reason of sexual orientation and gender identity and expression. Equality in treatment in accessing opportunities for education, employment, accommodation and other goods and services, shall be strictly observed.

SECTION 82. COMPREHENSIVE ANTI-DISCRIMINATION POLICY ON THE BASIS OF SEXUAL ORIENTATION AND GENDER IDENTITY AND EXPRESSION (SOGIE) – Immediately after the approval of the GAD Code, a Comprehensive Anti-Discrimination Policy protecting the LGBT community shall be enacted.

**ARTICLE XII
SUPPORT SERVICES**


HON. JESUS C. ENERIO

HON. DENNIS B. BUNAO

HON. KEN ALLEN B. LAWAS


HON. EMMANUEL M. CALE, M.D.

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HON. CHERRY F. MACBAYO

SECTION 85. PSYCHOLOGICAL PROGRAM – The Municipality of Calamba shall provide 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 Gender and Development Office in coordination with the Municipal Social Welfare and Development and other involved agencies in accordance with the provisions of the Implementing Rules and Regulations of this Code.

SECTION 86. PSYCHOSOCIAL PROGRAM – Women and Children who are 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, Municipal Social Welfare and Development Office, Municipal Health Office, concerned CSO, and other related agencies as provided in the Implementing Rules and Regulations of this Code.

SECTION 87. 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 stations, prosecutor’s office and trial courts 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 88. PROSTITUTION AS A VIOLENCE 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 89. ROLE OF FEMALE POLICE OFFICER – Complaints filled by women on battering and other forms of abuse against them shall be handled by female officers in the local police force who shall undergo special courses on handling cases affecting abused women.

SECTION 90. REPRESENTATION OF WOMEN IN LUPONG TAGAPAMAYAPA – Women Representation to Lupong Tagapamayapa shall not be less than 40% of its total number.

SECTION 91. INTER-AGENCY COUNCIL AGAINST PORNOGRAPHY AND TRAFFICKING OF WOMEN AND CHILDREN – An Inter-Agency Council Against Pornography and Trafficking of Women and Children shall be established in the Municipality of Calamba and members thereof shall be appointed by the Provincial Governor 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 and going abroad as finance 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 any of the local government units, departments of bureaus 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 92. GENDER AND DEVELOPMENT – All schools, offices, establishments or companies, departments and agencies of the 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, school colleges and universities shall develop assessment tools for gender biases.

HON. JESUS C. ENERIO

HON. DENNIS B. BUNAO

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HON. CHERRY F. MAGSAYO

SECTION 93. ACTIVE SUPPORT TO GENDER STUDIES – A sufficient amount shall be allotted to gender-related documentation and researches which shall form part of the GAD database and research program.

SECTION 94. POPULARIZATION OF GENDER-FAIR MATERIALS – There shall be an active promotion and publication of gender-fair materials in popular forms in the Municipality of Calamba.

SECTION 95. GENDER-SENSITIVE NATURAL RESOURCE-BASED MANAGEMENT PROGRAMS – The Municipality of Calamba shall engage itself in the development of gender-sensitive natural resource-based management programs through the PG-ENRO.

SECTION 96. ROLE OF WOMEN IN ENVIRONMENT IMPACT ASSESSMENT OF PROJECTS – The Municipality of Calamba shall promote the active role of women in the environment impact assessment of projects. Instruments for environment impact assessment shall consciously determine sex disaggregated data.

SECTION 97. PROMOTION OF APPROPRIATE TECHNOLOGY – The Municipality of Calamba shall actively promote an alternative technology that is appropriate and safe for women.

SECTION 98. SUFFICIENT 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 99. OVERSEAS FILIPINO WORKERS' (OFW) WIVES AND CHILDREN SUPPORT – The Municipality of Calamba shall conduct at the municipal level survey of overseas contract Filipino workers, results of which shall serve as the basis for special support to women and children.

SECTION 100. SPECIAL TRAINING FOR LUPONG TAGAPAMAYAPA – A special para-legal training for Lupong Tagapamayapa shall be conducted along with gender questions and related matters in coordination with the DILG.

SECTION 101. GENDER SENSITIZATION AS A PRE-REQUISITE TO EMPLOYMENT AND PROMOTION – There shall be a gender-sensitive assessment to be conducted by the Gender and Development Office to all concerned as a prerequisite to hiring and promotion of personnel, in coordination with the Municipal Human Resource Management and Development Office (MHRMDO).

SECTION 102. GENDER AND POPULATION – The Municipal Health Office shall review the population program and ensure that its major concern is not merely directed on the use of contraceptives, but on responsible parenthood and reproductive health.

SECTION 103. SUPPORT TO SOLO PARENT – All solo parents, regardless of status, shall have equal access to support services.

SECTION 104. 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-less than 3 years old.
- b. **Day Care Center / Child Development Center** – A comprehensive health nutrition and early education facility to support children 3-4 years old and ensure the provision of developmentally appropriate experiences to address physical, emotional, social, mental, and spiritual needs.

CHAPTER II – PENAL PROVISIONS

HON. JESUS C. ENERIO

HON. EMMANUEL M. CALE, M.D.

HON. REZIE C. LEONARDO

HON. RODRIGO T. GARCIA

HON. DENNIS B. BUNAO

HON. CARIDAD S. LANSANG

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HON. CHERRY B. MACSAYO

HON. KEN ALIEN B. LAWAS

HON. MA. ANGEL PRINCESS CANDA

HON. LUCIANO O. DUMANHOG

ARTICLE I
VIOLENCE AGAINST WOMEN AND CHILDREN

SECTION 105. 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, shall be penalized under the R.A. 9262.

SECTION 106. 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, article 341.

SECTION 107. SEX TOURS – No hotels, beach resorts, sauna bath, and related establishments shall be allowed to operate as a conduit for sex tours. Cancellation of business permit, a fine of P2,500.00 and an imprisonment of one year shall constitute the penalty for violation.

SECTION 108. WOMEN IN ARMED CONFLICT SITUATION –

- a. No women shall be deprived of basic social services in armed conflict areas.
- b. 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. A 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 109. FORCED AND ARRANGED MARRIAGES – No woman shall be forced to marry on the basis of vitiated consent. Any person or agency representative committing the fraudulent or coercive acts to cause and effect a forced marriage shall be held liable under this Code by a fine P2,500.00 or imprisonment of one year, or both, at the discretion of the Court.

SECTION 110. BEAUTY CONTEST – Beauty contest which commodifies, abuse and would indecently expose a woman and man's body that is offensive to morals and good taste is viewed as gender violence.

Private organizers who violate this provision shall be subjected to a fine of P 2,500.00 and the cancellation of the organizers' business permit.

Representatives of agencies/departments of the local government units in Calamba, Misamis Occidental who violate this provision shall be subjected to a fine of P 2,500.00 and one (1) month suspension without pay.

ARTICLE II
CULTURAL IDENTITY OF WOMEN

SECTION 111. INDIGENOUS CULTURAL PRACTICES – Indigenous women shall be allowed enrolment in schools and colleges and enjoy employment opportunities even in the absence of birth and marriage certifications. However, the concerned agency shall facilitate in the registration of birth and marriage events with the local civil registrar, and the latter shall issue an appropriate certificate as evidence of such life events. Failure to comply with provision shall subject the erring officer/employee to a maximum fine of P 2,500.00.

Implementing rules and regulations of this section shall include the issuance of a certificate by the local offices of the National Commission on the Indigenous Peoples (NCIP) and Office of Muslim Affairs identifying cultural community affiliation.

ARTICLE III
LABOR AND EMPLOYMENT

HON. JESUS C. ENERIO

HON. DENNIS B. BUNAO

HON. KEN ALLEN B. LAWAS

HON. EMMANUEL M. CALE, M.D.

HON. CARIDAD C. LANSANG

HON. MA. ANGEL PRINCESS CANDA

HON. REZIE C. LEONARDO

HON. JOSEPH C. MALAYAO

HON. LUCIANO O. DUMANHOG

HON. RODRIGO T. GARCIA

HON. CHERRY F. MAESAYO

SECTION 112. 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 the cancellation of the business permit or as prescribed by the Court. Government unit or agency head of the office is liable with the penalty of three months suspension and a fine of P 1,000.00.

SECTION 113. WAGE AND BENEFITS FOR WOMEN – Violation by private employers under Section 54 of this Code on the wage and benefits for women shall constitute a fine of P 2,500.00 and the cancellation of business or at the discretion of the court. Government unit or agency head of the office is liable with the penalty of three months suspension and a fine of P1,000.00.

SECTION 114. FACILITIES AND SUPPORT SYSTEMS FOR WOMEN – Violation by private employers under Section 57 thereof shall be penalized with a fine of P2,500.00 and/or the cancellation of business permit, at the discretion of the Court. Government unit or agency head of the office is liable with the penalty of one-month suspension and a fine of P1, 000.00.

SECTION 115. REPRODUCTIVE HEALTH SERVICE – Violation of Section 55 hereof shall be penalized by the cancellation of the business permit or license to operate and a fine of P 1,000.00.

SECTION 116. ORIENTATION ON SEXUAL HARASSMENT – All local offices, agencies and establishments or companies, government and private in the Municipality shall conduct orientation on sexual harassment. Failure to comply with this provision shall be penalized with a fine of not less than P 2,500.00 or suspension of a business permit or license to operate for three months at the discretion of the Court. For a barangay local government unit, an administrative sanction shall be imposed for which the punong barangay shall be held liable.

SECTION 117. RAIDS – Police brutality shall not be allowed during the conduct of raids in the entertainment establishment. Violation of this provision shall be subjected to administrative sanctions.

**ARTICLE IV
SPECIAL SECTORAL CONCERNS**

SECTION 118. MUNICIPAL-LEVEL SANCTION ON CASES OF HARASSMENT COMMITTED AGAINST DIFFERENTLY-ABLED WOMEN – The Municipality of Calamba shall formulate a city/municipal-level sanction in cases of harassment committed against differently-abled women. Failure to comply with this provision shall subject the concerned sanggunian to an administrative sanction.

**ARTICLE V
WOMEN AND CHILDREN**

SECTION 119. SUPPORT TO WOMEN AND CHILDREN – All agreements or settlements arrived at the municipal level relative to the support of the children shall be final and executor. Violation of such agreements or settlements shall be subjected to a fine of not less than P 2,500.00 and an imprisonment of one month.

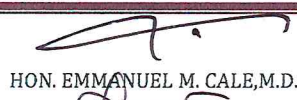
**ARTICLE VII
GENDER AND DEVELOPMENT**

SECTION 120. GENDER-SENSITIVITY ORIENTATION AND TRAINING – All schools, offices, establishments or companies, departments and agencies including municipal and barangay officials and employees of the local government unit in this municipality shall initiate and undergo gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender justice. Non-compliance with this provision shall require the concerned party to pay a fine of P 2,500.00 and issuance of warning by the Municipal Gender and Development Office.


HON. JESUS C. ENERIO

HON. DENNIS B. BUNAO

HON. KENALLEN B. LAWAS


HON. EMMANUEL M. CALE, M.D.

HON. CARIDAD C. LANSANG

HON. MA. ANGEL PRINCESS CANDA


HON. REZYE L. LEONARDO

HON. JOSEPH C. MALAYAO

HON. LUCIANO O. DUMANHOG


HON. RODRIGO F. GARCIA

HON. CHERRY F. MAGSAYO

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

CHAPTER III PROVISION FOR IMPLEMENTATION

SECTION 121. CREATION OF THE MUNICIPAL GENDER AND DEVELOPMENT OFFICE

– The Municipal Gender and Development Office is hereby created especially to realize the provision of this Code. It shall be the implementing, coordinating, regulatory and monitoring office of the Municipal Government of Calamba, Misamis Occidental which shall focus on Gender Responsive Projects and activities, and the gender and development program, as mandated

The Municipal Gender and Development Office shall be headed by the Municipal Gender and Development Office (Municipal Government Department Head) who shall be assigned by three (3) Division Chiefs: one (1) for the Administrative Division, one (1) Development Management Division and (1) Special Services Division.

Position in the respective divisions of the Municipal Gender and Development Office may be created by the Sangguniang Bayan, through an ordinance, upon the recommendation of the Municipal Mayor.

SECTION 122. APPOINTMENT AND QUALIFICATION – The Municipal Government Department Head shall be appointed by the Municipal Mayor with the concurrence of the Sangguniang Bayan, provide that he/she meets the following qualifications:

- a. Must be a holder of any relevant College Degree;
- b. Must be a bonafide resident of the Municipality of Calamba, Misamis Occidental;
- c. Must have at least three (3)-year experience in Gender and Development works;
- d. Must have appropriate Civil Service Eligibility; and
- e. Other qualifications necessary, as the case may be.

SECTION 123. FUNCTIONS OF THE MUNICIPAL GENDER AND DEVELOPMENT OFFICE – This Office shall have the following functions to ensure consistency in the implementation of the provisions of this Code.

- a. Implementation, Coordination, and Monitoring. 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 the status of women in the Municipality of Calamba, Misamis Occidental wherein all barangays shall develop conceptual and practical methodologies for incorporation of gender perspectives into all aspects of economy and policy-making. It shall collect gender and age disaggregated data on the poverty situation and all aspects of economic activity and develop qualitative and quantitative statistical performance from a gender perspective. It shall also serve as a data bank in the Municipality of Calamba, Misamis Occidental on gender and development.
 - a.2. **Legal Aid Services Check.** Coordinated services for any legal actions needed by the women in protecting their rights shall be installed.

HON. JESUS L. ENERIO

HON. DENNIS B. BUNAO

HON. KEN ALLEN B. LAWAS

HON. EMMANUEL M. CALE, M.D.

HON. CARIDAD Q. LANSANG

HON. MA. ANGEL PRINCESS CANDA

HON. REZIE C. LEONARDO

HON. JOSEPH C. MALAYAO

HON. LUCIANO O. DUMANHOG

HON. RODRIGO T. GARCIA

HON. CHERRY F. MASSAYO

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 the 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 Sangguniang Bayan-Committee on Women, Children, and Family, women GO's and NGO's on the 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 the Municipal Government of Calamba, Misamis Occidental and at the barangay level shall be designed. Standards for contents of the course shall be established by the Office.

b.2. **Psychosocial Support Program.** A holistic and indigenous approach to women with social dysfunction 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 crèche and daycare services for infants and toddlers as prescribed in R.R. 6972.

It shall be involved in all the processes related to the conceptualization, development, assessment, and evaluation of programs and projects of the Municipal Government of Calamba, Misamis Occidental.

SECTION 124. RULES AND REGULATIONS – Through an Executive Order, an Executive Committee composed of the Municipal Mayor, as Chairperson, the Municipal Administrator, Municipal Social Welfare and Development Office and the Committee on Women, Children, and Family of the Sangguniang Bayan, shall promulgate the revised rules and regulations necessary to carry out the provisions of this Ordinance.

A consultative body shall be convened periodically throughout the formulation of the Implementing Rules and Regulations which shall be composed of official representatives of the various agencies of the local government units and Women NGOs involved in the process of drafting this Code.

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

Such rules and regulations shall take effect upon their publication in two (2) local newspapers of general circulation.

SECTION 125. COMPLIANCE REPORT – Within six (6) months from the effectivity of this Code and every six (6) months thereafter, all Local Government Department, including their agencies and instrumentalities, shall submit a report to the Sangguniang Bayan on their Compliance with this Code.

IMPLEMENTATION, MONITORING AND EVALUATION OF GAD INITIATIVES

A. Gad Planning, Budgeting, Review And Submission

HON. JESU C. ENERIO

HON. EMMANUEL M. CALE, M.D.

HON. REZIE C. LEONARDO

HON. RODRIGO T. GARCIA

HON. DENNIS B. BUÑAO

HON. CARIDAD C. LANSANG

HON. JOSEPH E. MALAYAO

HON. CHERRY F. MACSAYO

HON. KEN ALLEN B. LAWAS

HON. MA. ANGEL PRINCESS CANDA

HON. LUCIANO O. DUMAHOG

SECTION 126. PLANNING AND BUDGETING FOR GAD – The Municipality of Calamba must ensure that all of its departments and offices shall formulate their annual GAD Plans, Programs and Budgets within the context of their functions, and further following the conduct of gender audit, gender analysis, and/or review of sex disaggregated data to determine gender gaps and issues faced by women and men in their locality. To ensure that the departments and offices of the municipality will comply with the requirement, they shall undergo capacity-building activities on, among others, gender sensitivity, gender analysis and tools such as the Harmonized Gender and Development Guidelines (HGDG).

Furthermore, the municipality of Calamba must ensure that multi-sector consultations are undertaken to guarantee responsiveness and relevance of its GAD Plans and Programs to their identified needs and concerns.

SECTION 127. ALLOCATION AND UTILIZATION OF THE GAD BUDGET – The Municipality of Calamba must allocate and utilize at least five (5%) of the total LGU budget appropriations that shall correspond to activities supporting GAD Plans and Programs.

The GAD Budget may be allocated using any or combination on the following:

- (1) As a separate GAD Fund to support GAD focused programs, projects, activities;
- (2) As fund support integrating gender-perspective in regular/flagship programming and projects; and
- (3) As counterpart fund to support gender-responsive Official Development Assistance (ODA) – funded projects.

The Local Chief Executive must ensure that 5% GAD Budget requirement will be strictly utilize only to support GAD programs, projects and activities (PPAs) that are identified in their DILG approved and endorsed GAD Plan and Budget.

Insertion of budget and program items after the approval and endorsement of the GAD plan and Budget to the DILG is strictly prohibited.

SECTION 128. SUBMISSION AND REVIEW OF THE ANNUAL GAD PLAN AND BUDGET. – To guarantee transparency and accountability in the use of the GAD budget, the Municipality of Calamba shall first forward its Annual GAD Plan and Budget, together with its previous GAD Accomplishment Report to the Sangguniang Bayan for the purpose of ensuring its integration in the Municipality’s Annual Investment Plan and Accomplishment Report. The Sangguniang Bayan shall then issue a Resolution ratifying the GAD Plan and Budget and Accomplishment Report.


The Municipality of Calamba shall then submit its Annual GAD Plan and Budget, and Accomplishment report, together with the Sangguniang Bayan Resolution, to DILG for the purpose of determining its compliance to the guidelines set in JMC 2013-01, and the gender-responsiveness of its Plans, Programs and Budget.

The DILG approved GAD Plan and Budget shall then be returned to the local government of Calamba for its incorporation in the annual budget to be enacted by its Sangguniang Bayan.

The local government of Calamba shall submit their DILG-approved and endorsed GAD Plans, Programs and Budget along with their budget proposals in accordance with the budget call. The programs, projects and activities reflected in the GAD Plan and Budget must be integrated in the Annual Investment Plan (AIP) of the local government unit.

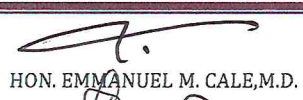
Regular programs, projects and activities undertaken by the departments and officers of the local government of Calamba shall not be automatically declared gender-responsive and be integrated in the GAD Plan and Budget unless its level of gender-responsiveness is identified using the Harmonized Gender and Development Guidelines.

SECTION 129. SUBMISSION AND REVIEW OF BARANGAY GAD PLAN AND BUDGET – The Municipality of Calamba shall assist the Barangay Gender and Development Focal Point Committee in the preparation of their GAD Plan and Budget.


HON. JESUS C. ENERIO

HON. DENNIS B. BUNAO

HON. KEN ALLEN B. LAWAS


HON. EMMANUEL M. CALE, M.D.


HON. CARIDAD C. LANSANG

HON. MA. ANGEL PRINCESS CANDA


HON. REZIE C. LEONARDO

HON. JOSEPH C. MALAYAO

HON. LUCIANO O. DUMANHOG


HON. RODRIGO F. GARCIA

HON. CHERRY F. MANSAYO

The barangay GAD plan and budget must proceed from an analysis of their existing gender issues in data collected. Thus, all barangay must develop and maintain a GAD data banking system.

The Sangguniang Bayan shall review the barangay GAD plans and budget for the purpose of determining the gender responsiveness of the programs identified in the plan.

Non-compliance to the submission of the GAD plan and budget shall result to administrative sanctions of the erring officials and employees.

SECTION 130. MAINSTREAMING GENDER PERSPECTIVE IN LOCAL PLANS – To move towards a more sustainable performance based planning and budgeting, the officials and personnel of the local government of Calamba must ensure that gender perspective will be integrated in the Executive-Legislative Agenda (ELA), Comprehensive Development Plan (COP), Comprehensive Land Use Plan (CLUP), the Comprehensive Development Plan, and Annual Investment Plan for the purpose of guaranteeing a gender-responsive governance.

In furtherance of this goal, the GAD Focal Point System shall review the above-enumerated Plans and recommend its ratification to the Sangguniang Bayan.

B. Creation, Composition, and Functions of the Municipal GAD Focal Point Committee (MGFP)

SECTION 131. CREATION AND STRENGTHENING OF THE MUNICIPALITY GAD FOCAL POINT COMMITTEE (MGFPC) – The local government of Calamba shall establish and strengthen their GFP system and accelerate gender mainstreaming.

The municipal mayor shall sign appropriate issuances to institutionalize the creation of the GFP in the municipality. The task and functions of the members of the GCP shall form part of their regular key result areas and shall be given due consideration in their performance evaluation.

SECTION 132. COMPOSITION OF THE MUNICIPAL GAD FOCAL POINTS (MGFPS) – To ensure sustainability of initiatives in the municipality of Calamba, the GFP shall be established composed of Municipal Mayor, an executive committee, a technical working group (TWG) and a secretariat.

The GFP Executive Committee shall be composed of the Municipal Mayor as the Chairperson of the MGFP Execom, with the following members:

- Department Heads
- Chairs of the Sanggunian Committee on Social Welfare, Children and Family, and Appropriations
- Representatives from: PNP Women Desk, Indigenous Peoples (IPs), Person with Disabilities, farmers, solo parents, senior citizen, youth, LGBT, women’s organization, transportation group, labor sector, private sectors, other non-government organizations and home owners association, if any.

The MGFP Technical working group on the other hand shall be composed of, but not limited to, technical staff from the various departments and concerned Sanggunian members. The MGFP TWG Chair shall be elected from among the MGFP TWG members.

The secretariat shall be designated by the MGFP TWG Chair.

The municipal mayor shall ensure that all members of the MGFP undergo capacity building programs on gender and development which shall include but not limited to: gender sensitivity training (GST), gender analysis, GAD planning and budgeting, and gender audit.

SECTION 133. GENERAL FUNCTIONS OF THE CITY GAD FOCAL POINT COMMITTEE. –

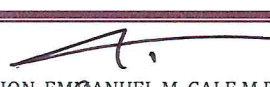
The following shall be the general functions of the GAD FPS:

- (1) Ensure and sustain the local government’s critical consciousness and support on women and gender issues;


HON. JESUS C. ENERIO

HON. DENNIS B. BUÑAO

HON. KEN ALLEN B. LAWAS


HON. EMMANUEL M. CALE, M.D.

HON. CARIDAD C. LANSANG

HON. MA ANGEL PRINCESS CANDA


HON. REXIE L. LEONARDO

HON. JOSEPH C. MALAYAO

HON. LUCIANO O. DUMANHOG


HON. RODRIGO T. GARCIA

HON. GHERRYE MACSAYO

- (2) Take a lead role in direction-setting, advocacy, planning, monitoring and evaluation, and technical advisory on mainstreaming GAD perspectives in the local government's programs, projects, activities, and processes;
- (3) Lead the assessment of the gender-responsiveness of policies, strategies, programs, activities, and projects of the local government based on the priority needs and concerns of its constituency, and the formulation of recommendations and ensure their implementation;
- (4) Assist in the formation of new policies such as the GAD Code in advancing women's status in the case of LGUs;
- (5) Lead in setting up appropriate systems and mechanisms to ensure the generation, processing, review, and updating of sex-disaggregated data or GAD database to serve as basis in performance-based gender-responsive planning;
- (6) Coordinate efforts of different departments and offices in the local government and advocate for the integration of GAD perspectives in all their systems and processes;
- (7) Spearhead the preparation of the local government's annual performance-based GAD Plans, Programs, and Budget response to the women and gender issues of their employees/constituencies, following the format and procedure prescribed by the PCW;
- (8) Lead in monitoring the effective implementation of the GAD Code and any other GAD-related policies, and the annual GAD Plans, Programs, and Budget;
- (9) Lead the preparation of the annual GAD Accomplishment Report and other GAD reports that is required under the Magna Carta of Women;
- (10) Promote the participation of women and gender advocates, other civil society groups and private organizations in the various stages of development planning cycle; and
- (11) Ensure that all personnel of the local government including the auditor/s are capacitated on GAD.

SECTION 134. ROLES AND RESPONSIBILITIES OF THE MUNICIPALITY GAD FOCAL POINT COMMITTEE (FPC). – The following shall be the Roles and Responsibilities of the GAD FPC pursuant to Republic Act 9710 and JMC 2013-01:

A. The Local Chief Executive shall:

- (1) Issue policies and/or directives that support gender mainstreaming in the policies, plans, PPAs and services of the local government as well as in its budget, systems, processes, and procedures, including the creation, strengthening, modification or reconstitution of the GFPS; and
- (2) Ensure the implementation of the GPB and approve GAD AR and other GAD-related reports of the local government dully endorsed by the Municipal GAD Focal Point Committee Executive Committee and with the assistance of the MGFPS-TWG.

B. The Municipal GAD Focal Point Executive Committee shall:

- (1) Provide policy advice to the LCE to support and strengthen the MGFPS and the local government's gender mainstreaming efforts;
- (2) Direct the identification of GAD strategies, PPAs, and targets based on the results of gender analysis and gender assessment, taking into account the identified priorities of the local government and the gender issues and concerns faced by its constituents and employees;
- (3) Ensure the timely submission of the GAD AR and other GAD-related reports to the DILG which shall be consolidated for submission to PCW and appropriate oversight agencies;

HON. JESUS C. ENERIO

HON. DENNIS B. BUNAO

HON. KEN ALLEN B. LAWAS

HON. EMMANUEL M. CALE, M.D.

HON. CARIDAD G. LANSANG

HON. MA. ANGEL PRINCESS CANDA

HON. REZIL C. LEONARDO

HON. JOSEPH Q. MALAYAO

HON. LUCIANO O. DUMANHOG

HON. RODRIGO T. GARCIA

HON. CHERRY F. MAGSAYO

- (4) Ensure the effective and efficient implementation of the GAD PPAs and the judicious utilization of the GAD budget;
- (5) Build and strengthen the partnership of the local government with concerned stakeholders such as women's groups or CSC's national government agencies, GAD experts and advocates, among others in pursuit of gender mainstreaming; and
- (6) Recommend awards and/or incentives to recognize outstanding GAD PPAs or individuals who have made exemplary contributions to GAD.

C. The Technical Working Group (TWG) shall:

- (1) Facilitate the gender mainstreaming efforts of the local government through the GAD planning and budgeting process;
- (2) Formulate the GPB in response to the gender gaps and issues faced by their constituents including their women and men employees;
- (3) Assist in the capacity and competency development of and provide technical assistance to the offices or units of the local government. In this regard, the TWG shall work with the Human Resource Development Office (HRDO) on the development and implementation of a capacity development program on GAD for its employees, as necessary;
- (4) Coordinate with the various units/offices of the local government and ensure their meaningful submission of GPBs;
- (5) Lead the conduct of advocacy activities and the development of information, education and communication (IEC) materials to ensure critical support of local elected officials, department heads and staff, and relevant stakeholders to the GFPC and gender mainstreaming;
- (6) Monitor the implementation of GAD-related PPAs and suggest corrective measures to improve their implementation;

SECTION 135. CREATION OF GAD FOCAL POINT COMMITTEE IN ALL BARANGAY. –

All barangays within the Jurisdiction of the Municipality of Calamba shall establish its own GAD Focal Point Committee, which shall serve as the coordinating arm of the barangay with regards to the implementation of gender and development programs, projects and activities.

The Barangay GAD Focal Point Committee must comply with the required structure as stated in JMC 2013-01.

SECTION 136. CREATION OF MUNICIPALITY GENDER AND DEVELOPMENT CENTER (MGADC). –

The Municipality of Calamba shall create a GAD Center, which shall be appropriately staffed to carry out its mandated functions.

SECTION 137. FUNCTIONS OF THE MUNICIPALITY GENDER AND DEVELOPMENT CENTER (MGADC). –

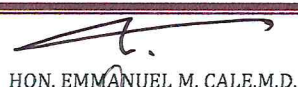
The Municipality Gender and Development center shall act as the lead convenor and secretariat to the Municipality GFPC. For this purpose, it shall:

- a) Coordinate with different government agencies and private sectors to integrate and mainstream gender dimension in their various programs, projects, and services;
- b) In consultation with the MGFPC, prepare and submit GAD plans and budget to the Sangguniang Bayan for its consideration and approval;
- c) Provide administrative and technical assistance to the MGFPS;
- d) Mobilize various sectors for gender and development projects and activities;
- e) Initiate resource accessing and mobilization for GAD special initiatives;


HON. JESS P. PENERIO

HON. DENNIS B. BUNAO

HON. KEN ALLEN B. LAWAS


HON. EMMANUEL M. CALE, M.D.

HON. CARIDAD C. LANSANG

HON. MA. ANGEL PRINCESS CANDA


HON. REZIE C. LEONARDO

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HON. RODRIGO T. GARCIA

HON. CHERRY F. MAGSAYO

- f) Conduct advocacy programs and training in relation to GAD;
- g) Evaluate and monitor the GAD Code; and
- h) Establish a GAD referral system

SECTION 138. PERSONNEL OF THE MUNICIPAL GAD CENTER. – The MGAD Center shall be staffed by the following:

- a) Existing personnel of the Municipality government of Calamba; and
- b) Appointed representatives of the different sectors in the Municipality of Calamba.

The Center shall be managed and supervised by a Municipal Government Head or a Department Head. An organization staffing pattern shall be prepared by the MGFPC. The staffing pattern shall be reviewed by the concerned Sangguniang before the approval of the Municipal Mayor.

OTHER GENDER AND DEVELOPMENT MECHANISMS

SECTION 139. ESTABLISHMENT AND INSTITUTIONALIZATION OF THE GAD DATABASE. – The local government of Calamba, Misamis Occidental through its Municipal Planning and Development Coordinator, shall develop and maintain GAD database containing GAD information to include gender statistics and age and sex-disaggregated data that have been systematically produced/gathered, regularly updated to serve as inputs or bases for planning, programming, and policy formulation.

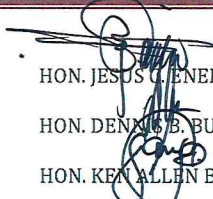
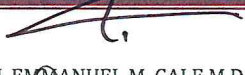
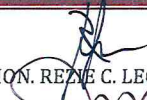
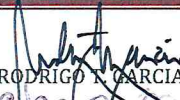
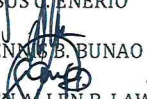
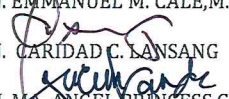
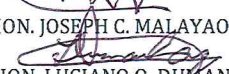

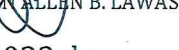

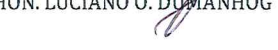

SECTION 140. GENDER RESPONSIVE LOCAL SPECIAL BODIES. – To ensure active participation and transparency in all actions undertaken by the local special bodies, the local government of Calamba must ensure that official sectoral representative from Indigenous People (IPs), Persons with Disabilities, farmers, solo parents, senior citizen, youth, LGBT, women’s organization, transportation groups, labor sector, urban poor, private sectors, home owner’s association, and other nongovernment organizations, if any, shall be mandatorily included as members.

SECTION 141. CREATION OF GAD STANDARDS. – As a tool in gender audit, a Gender and Development Standard shall be created, which will serve as a mechanism in identifying GAD issues and programs. The standard shall also be utilized as a monitoring tool to measure the success of the implementation of the GAD programs and initiatives.

SECTION 142. ESTABLISHMENT OF THE GAD MONITORING TEAM. – The Municipality of Calamba shall establish, enhance, strengthen and maintain a gender responsive monitoring and evaluation (M&E) system. In establishing the M&E system, the Municipal Mayor shall issue an Executive Order creating the M&E Team, which shall include but shall not be limited to the following:

- (a) Municipal GAD Focal Point Committee
- (b) TWG Chairman
- (c) Municipal Planning & Development Coordinator
- (d) HRM Officer
- (e) DILG LGOO
- (f) Representative from the Office of the Municipal Mayor
- (g) Representative from the different sectors
- (h) Representative from the Sangguniang Bayan Committee on Social Welfare, Women, Children & Family and Appropriations.

The GAD M&E shall invite the concerned implementing office or unit of the GAD program/project being assessed during the monitoring and evaluation. All M&E activities shall be incorporated in the Municipal GAD Plan and budget.

 HON. JESUS C. GENORIO	 HON. EMMANUEL M. CALE, M.D.	 HON. REZIE C. LEONARDO	 HON. RODRIGO T. GARCIA
 HON. DENNIS B. BUNAO	 HON. CARIDAD C. LANSANG	 HON. JOSEPH C. MALAYAO	 HON. CHERRY F. MAGSAYO
 HON. KEN ALLEN B. LAWAS	 HON. MA. ANGEL PRINCESS CANDA	 HON. LUCIANO O. DUMANHOG	 HON. RODRIGO T. GARCIA

**CHAPTER V
BUDGET**

SECTION 143. APPROPRIATION. – For the effective implementation of this Ordinance, the Municipality of Calamba shall appropriate

SECTION 144. COMPLIANCE TO THE PRINCIPLES OF TRANSPARENCY AND ACCOUNTABILITY. – All GAD plans, and budget must abide to the principles of transparency and accountability though participative governance on budget preparation, authorization, execution and accountability.

**CHAPTER VI
FINAL PROVISION**

SECTION 145. REPEALING CLAUSE – All ordinance, resolution, Circulars, memoranda, or rules and regulations inconsistent with the provisions of this Code are hereby repealed and modified accordingly.


SECTION 146. SEPARABILITY CLAUSE – If for any reason, any portion or provision of this Code is hereby repealed and modified accordingly.

SECTION 147. SUPPLETORY CLAUSE – On matters not provided for in this Code, any existing applicable laws and their corresponding Implementing Rules and Regulations, executive orders and other relevant issuances shall apply in a supplemental manner.


SECTION 148. EFFECTIVITY CLAUSE – This Code shall take effect upon compliance of the mandatory posting and publication requirements prescribed under R.A. 7160, “The Local Government Code of 1991.”

ENACTED: This 16th day of November 2020 at Calamba, Misamis Occidental,

I HEREBY CERTIFY to the correctness of the Ordinance No. 23-s.2020 enacted by the 21st Sangguniang Bayan of Calamba, Misamis Occidental during its Regular Session on November 16, 2020 at Sangguniang Bayan Session Hall, Calamba, Misamis Occidental.


BEVERLY B. SAMOSA, Ph.D.
Secretary to the Sanggunian

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


Hon. ANTONIO N. LAWAS, SR.
Municipal Vice Mayor/Presiding

APPROVED: Ordinance No. 23-s.2020 on 12/23/2020


Engr. EZEL T. VILLANUEVA
Municipal Mayor


HON. JESUS C. BENERIO


HON. DENNIS B. BUNAO


HON. KEN ALLEN B. LAWAS


HON. EMMANUEL M. CALE, M.D.


HON. CARIDAD C. LANSANG


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