



Republic of the Philippines
Province of Ilocos Norte
MUNICIPALITY OF NUEVA ERA

OFFICE OF THE SANGGUNIANG BAYAN

EXCERPT FROM THE MINUTES OF THE REGULAR SESSION OF THE SANGGUNIANG BAYAN OF NUEVA ERA, ILOCOS NORTE, HELD AT THE SESSION HALL JULY 17, 2006 IN THE MORNING, MONDAY.

PRESENT:

HON. JOSEPH B. ARZADON	Vice Mayor & Presiding Officer
HON. JO-ANNE M. ARZADON	S.B. Member
HON. MARLON P. PAHINAG	"
HON. ARNEL B. FARIÑAS	"
HON. ELMER B. AZURIN	"
HON. FERNANDO B. BALAGSO	"
HON. ROGER O. ARZADON	"
HON. CARLITO M. TAMAYO	"
HON. ORLANDINO G. CASTILLO	ABC President
HON. RUSSEL JEUN A. MANGOAGUI	S.K. Federated President

ABSENT:

NONE

VACANT:

HON. ALEXANDER B. VALERA (Deceased)	SB Member
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MUNICIPAL ORDINANCE NO. 15

MUNICIPAL ORDINANCE ENACTING THE GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF NUEVA ERA, ILOCOS NORTE

SECTION 1. Title. This Ordinance shall be known as the "The Nueva Era, Ilocos Norte Gender and Development".

SECTION 2. Declaration of Policy and Principles of the Local Government Unit of Nueva Era, Ilocos Norte. It shall be the policy of the Local Government Unit of Nueva Era, Ilocos Norte to ensure both women/girls and men/boys benefit equally and participate directly in the development programs and projects of its various offices and ensure the full participation and involvement of both men and women in the development process, pursuant to RA 7192. It shall also uphold the rights of women/girls and the belief in their worth and dignity as human beings in accordance with the fundamental freedoms guaranteed under the Constitutions and Provisions of the Universal Declaration of Human Rights, Convention on the Elimination of all forms of Discrimination Against Women and other international human rights instruments of which the Philippines is a party.

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

The Local Government Unit of Nueva Era, Ilocos Norte shall actively contribute to the establishment of a national and international economic order based on sustained, equitable growth and balance ecology. Any development effort it undertakes should realize the improvement of the equality of lives, their families and communities.

Toward this end, the Local Government Unit of Nueva Era, Ilocos Norte shall pursue and implement vigorously gender responsive development policies, design and integrate specific gender support systems, take into consideration women's and girls right to economic survival, political participation, self determination and personal empowerment; adopt and implement measures to protect and promote their rights; and ensure the widest participation of women in all its Barangays, Non-Government Organizations (NGOs) and the private/business sector in all phases of development program cycle.

TO ATTAIN THE FOREGOING POLICY:

1. All Departments, Agencies, Offices and Instrumentalities in the Town shall ensure that women and girls benefit equally and participate directly in the development programs and projects of said departments and agencies, specifically those funded participation and involvement of women in the development process, pursuant to RA 7192 of the Women in Development and Nation Building Act.
2. All government project proposals shall ascertain the inclusion of gender responsive indicators and guideline while not be remiss in locating the root of women's oppression, pursuant to the United Nations Declarations and Conventions of Women of which the Philippine Government is a signatory.
3. All Agencies, Offices and Instrumentalities upon affectivity of this Code shall review all their regulations, Circulars, issuances and shall complete the same within two years.

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RELATED PRINCIPLES

SECTION 3. *Rights of Women Defined.* Women's rights are the rights of women that are defined and declared by the United Nations under the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) which are hereby adopted as follows:

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

SECTION 4. *Gender, Development, Discrimination, Commodification*
Defined:

Gender – is a socially constructed difference between men and women, for all sexual orientation and gender identities, created artificially, partly through socialization and partly through positive and negative discrimination in the various institutions and structures of society.

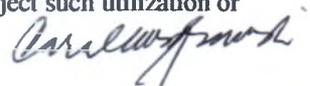
Development – is the improvement of the equality of life regardless of age, sex, gender, tribe, race, creed and religion. It is characterized by an enrichment of Filipino indigenous resources, sustainable utilization of the natural resources of the country and freedom from dependency. It is therefore, sustainable, equitable and gender – responsive.

Discrimination Against Women – any distinction, exclusion or restriction made on the basis of sex has purpose or effect or impairing or nullifying the recognition, enjoyment or exercise by women of their rights irrespective of their marital status.

Commodification of Women - is a practice that puts women in subordinate that results in the treatment of women as both consumers and objects. As consumers, women are enticed to buy beauty products to enhance their physical attractiveness. As objects of consumption, women are reduce to a sexual desire or interest usually in

exchange of money or goods so that women have no control or power to reject such utilization or manipulation.

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CHAPTER II – DEVELOPMENT CONCERNS ARTICLE I
Violence Against Women

SECTION 1. Violence Against Women. Any act gender – based violence that results in, or likely to result, in physical, sexual or psychological harm or suffering to women, including threats of such act, coercion or arbitrary deprivation of liberty, whether occurring in public or private life as defined in the UN Declaration on the Elimination of Violence Against Women.

SECTION 2. Violence Against Women shall include but is not limited to:

- a. Physical, sexual and psychological violence occurring in the family regardless of relationships, including battering, sexual abuse of female children in the households, dowry – related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non – spousal violence related to exploitation.
- b. Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse harassment and intimidation at work, in educational institutions and elsewhere trafficking in women and forced prostitution.
- c. Violations of the human rights of women in situations of armed – conflict, in particular, murder, physical and psychological torture, systematic rape, sexual slavery and forced pregnancy.
- d. Forced sterilization and forced abortion, social stigmatization, coercive/forced use of contraceptives, pre-natal sex selection, female infanticide, forced medical or psychological examinations without expressed approval of the concerned person.
- e. To buy or sell a woman or any of her body parts for profit.
- f. Sexual harassment and assault of women in detention.

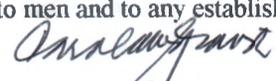
SECTION 3. Sexual Abuse. Sexual abuse shall include but is not limited to the following.

- a. When a man inserts or attempts to insert his penis into the mouth, genital of a woman under any of the following:
 1. through force, threat or intimidation;
 2. by means of abuse of authority or relationship;
 3. when the offended party is deprived of reason or is otherwise unconscious;
 4. when the offended party is below twelve years old, even though none of the above circumstances is present.
- b. When a person who inserts part of his/her body of other than sexual organ, or who introduces any object or instrument into the genital or anus of a woman under any of the situation stated in paragraph 1.
- c. When a person subjects another to have sexual intercourse with an animal under any circumstances stated in paragraph 1 or through any abnormal, unusual or ignominious sexual act.
- d. Sexual abuse intimate relations consisting of any form of force sexual act by a partner to the other within relations as defined in the Anti Rape Law of 2001, such as those between women relations, married or unmarried, legally separated in fact.
- e. Incestuous abuse committed by any person who has authority over a person by virtue consanguinity and/or affinity such as those perpetrated by father, mother grandparent, brother, sister, whether whole or half blood, an uncle, aunt, nephew or niece, or cousin to the 4th degree.

SECTION 4. Partner/Wife Abuse and Battering. Battering is any single or sporadic act of violence that shall include the repeated and habitual cyclic pattern as means of intimidations and imposition of the batterer's will and control over the survivor's life. It constitutes the following kinds of behavior but is not limited to:

- a. Physical abuse and battering – this includes any form of inflicting wounds, pain, etc. an any part of the woman's body or the threat of physical violence.
- b. Sexual Abuse and Assault – this includes physical attacks on the women's breast/genitals or force sexual activity, accompanied by either physical violence or the threat of physical violence.
- c. Psychological Abuse - this includes threats of suicide, violence against the women or her family, punching, breaking or defacing or otherwise destroying the house or any part thereof; or her family, or of personal belongings of a woman, threatening to take the children away, threatening the deportation of wives with foreign citizenship, threatening to kidnap children or to take them to foreign country and forcing the victim to do degrading things; controlling the victim's lawful or usual activities, the used of foul and insulting words or statements and threats and abandonment and expulsion such as forcing the wives to leave the conjugal dwelling. This provision shall apply to any form of intimate relations such as common –law relation, those between and among members of the same household; and include men's control over resources (e.g. income property, etc.)
- d. Economic Abuse – this includes deprivation of women on economic resources, their generation and mobilization so as to create dependency and submissiveness to men and to any established

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structures of domination such as controlling over women's hard earned money and use them for his vices, etc.

SECTION 5. Trafficking in Women. A covert or overt recruitment of women into the sex trade industry. It includes new forms of sexual exploitation such as sex tourism, the illegal recruitment for domestic labor to work in developed countries and foreign nationals, promoting or initiating a system in which women become movable properties and objects of exchange.

Trafficking in women shall include the following but is not limited to any person or association, cult, religion or organization or similar entities to commit the following acts:

- a. Establish or carry on a business for the purpose of matching women for marriage to foreigners either on a mail – order basis or through personal introduction or cyberspace;
- b. Advertise, published, 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;
- c. Solicit, enlist or attach/ induce any woman to join club, association or organization whose objectives is to match women for marriage to foreigners either on a mail-order basis or through personal introduction or cyberspace or any which facilitate the act of solicitation;
- d. Use the postal service, cyberspace or satellite TV to promote the above mentioned prohibited acts;
- e. To buy or sell a woman or any of her body parts for profit; or to use her body by any pretexts; to be used for experiments; research or the like without her consent;
- f. Act as procurer of a prostitutes woman;
- g. Threaten or use violence and force a woman to become a mail – order bride;
- h. Lease of sublease, use or allow to be used any house building or establishment for the purpose of trafficking in persons; and
- i. Organize, produce or distribute pornographic materials that promote traffic in persons.

SECTION 6. Mail – Order Bride. It is a practice where a woman establishes personal relation with male - foreign national via mail, electronic or similar means upon recruitment by an individual or agency for the purpose of exploiting women in guise of marriage.

SECTION 7. Sexual Harassment. It is a form of misconduct involving an act or a series of unwelcome sexual advances, request for sexual favors, or other verbal or physical behaviors of a sexual nature, made directly or indirectly.

Sexual harassment shall be unlawful in the employment, education or training environment as prescribed in R.A. 7877.

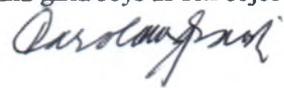
SECTION 8. Other Forms of Sexual Harassment. Other than the definition provided by R.A. 7877, the following constitute sexual harassment some of which covered by the Revised Penal Code under Acts of Lasciviousness:

- a. persistent telling of offensive jokes such as green jokes or other analogous statements to someone who finds them offensive of humiliating;
- b. taunting a person with constant talk about sex and sexual innuendoes; displaying offensive or lewd pictures and publications in the workplace;
- c. interrogating someone about sexual activities or private life during interviews for employment , scholarship grant or any lawful activity applied for;
- d. making offensive hand or body gestures at someone;
- e. repeatedly asking for dates despite verbal rejection;
- f. touching, pinching or brushing up against someone's body unnecessarily or deliberately;
- g. kissing or embracing someone against her will;
- h. requesting sexual favors and exchange a good grade, obtaining of a good job or promotion, etc.;
- i. cursing, whistling or calling a woman in public with words having dirty connotation or implications which tend to ridicule, humiliate or embarrass the woman such "puta", "Peste", "pokpok";
- j. any other unnecessary acts during physical examinations;
- k. requiring women to wear suggestive or provocative attire during interviews such as job hiring, promotion, admission; and
- l. any expression of gender bias against a person with the intention to embarrass, humiliate, stigmatize.

SECTION 9. Pedophilia. It is a form sexual perversion where children are the ^{prepared} prepared victims for intercourse.

SECTION 10. Commercial Exploitation of Women/Men and Girls/Boys. It shall be unlawful to any person to sell or market women's and girl's bodies in various forms of packaging. This includes but not limited to the following:

- a. Prostitution which is selling a woman's body mainly for sex;
- b. Printing, publication, display and distribution of pornographic scenes on movies/TV shows, trailers, posters, billboards and other materials and literature that treat women/men and girls/boys as sex objects and commodities;



- c. Pornographic and indecent shows depicting women/men and girls/boys as sexual objects either in nude or provocative gestures and /or.
- d. Live shows where women or girl – children are influenced or force to dance or do naked shows in public or private places for various purposes.

SECTION 11. Non-Discrimination of Gays, Lesbians, Bisexuals and Transgender. It shall be regarded a violation of human rights to discriminate against any person on the basis of her/his sexual preference or orientation for employment, participation in municipality development programs and projects, and/ or other family or community activities. Every persons right to her or his sexual preference shall be respected and protected

ARTICLE II

Support Mechanism to Empower Women and Promote and Respect Women's Rights

SECTION 12. Comprehensive Support to Women-Survivors of Violence. The Local Government Unit shall provide comprehensive support to women-survivors that consists of but not limited to the following:

- a. Immediately conduct an investigation within 24 hours;
- b. Provide for counseling and medical services for the offended party;
- c. Gather evidence for the arrest and prosecution of the offenders;
- d. Make a report of his or her investigation and on the basis of the offended party's testimony and additional evidence, if any, endorse the same to the proper prosecution office within thirty - six (36) hours from time of filing, regardless of his/her evaluation of the case;
- e. Women victims-survivors of all forms of violence shall be registered in a community-based psychological program that shall assist the women in holistically re-building and empowering themselves;
- f. All investigations/ hearing and involving rape cases and other forms of violence against women conducted in the stations and prosecutions office and trial courts shall recognize the survivors social support group as expressly allowed or requested by the offended party;
- g. A temporary shelter with appropriate support services for women in crises shall be appropriately constructed under the management and supervision of the Local Government Unit; Municipal Social Welfare and Development Office;
- h. Free legal services to women and victim-survivors.

SECTION 13. Psychosocial Program. It is an intervention using integration and holistic approach to conditions of women considering their differentiated needs within a social context.

SECTION 14. Survivors Support Group. It is an organized group of women to whom a woman – survivors of violence voluntarily aggress to go through a collective helping process.

SECTION 15. Support Services for Women in the Entertainment Industry. Women in the entertainment industry are the women employed in establishments identified as a places of amusements and shall include, but not limited to the night clubs or day clubs, supper family clubs, karaoke and videoke bars, beer houses/gardens, fast-food centers and other places of amusement where one seeks admission to entertainment himself.

The Local Government Unit shall provide socio-economic support services for women in the entertainment industry.

SECTION 16. Regular Medical Routine Check-Up. Women in the entertainment industry shall be required to undergo medical – routine check-up and be prescribed medicines if needed.

ARTICLE III

Political and Public Sphere Participation of Women

SECTION 17. Women's Participation and Representation in the Local Government Unit and Barangay Development Councils. The Local Government Unit and Barangay Development Council shall ensure that at least one-third (1/3) of its members are composed of women in recognition of their considerable leaders and involvements in various development efforts and *initiatives*. These women shall come from accredited organizations with considerable accomplishments and programs geared towards people-centered genuine development.

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SECTION 18. Promoting Gender Balance at All Local Government Positions and Barangay Level of ~~Curima~~ Ilocos Norte. The Local Government Unit and Barangay Level shall promote gender balance or equal proportion of qualified women and men for opportunity to assure key positions at local government and barangays level, whether elective or appointive. This should from a part of the LGU's effort to eliminate barriers to women's participation in the public sphere. This shall include their presentation ~~in~~ the structures of the Municipal Development

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Council (MDC) and the barangay development Council (BDC). Implementing guidelines shall detailed in the Code's Implementing Rules and regulations (IRR).

SECTION 19. Municipal Gender and Development Committees. Local government Unit shall establish respective Municipal Gender and Development Committees that shall ensure gender issues and concerns are incorporated and addressed at the barangay level and reflected in their respective development plans. All credited Women's Organization with mass membership at the community level shall be represented in the committee as a cluster. Details of the Committee shall appropriate at least five percent Gender and Development (GAD) Budget as institutionalized and mandated by law.

SECTION 20. Marking significant Days for Women's Action. Every year, a day shall be declared as a special day for all women in Nueva Era, Ilocos Norte through an Executive Order by the Local Chief Executive. There shall be a Municipal and barangay activities for women to be highlighted with the State of the Women Address by the Local Chief Executive reporting all accomplishments and initiatives to promote the status of women in their respective areas of responsibility. A committee for this activity shall be convened and spearheaded by the Municipal Social Welfare Development Office and Municipal Health Office.

A half-day leave with pay maybe availed of by any women employee on that special day. In recognition on women's contribution to the society, commercial and establishments shall be encouraged to give a twenty percent (20%) discount for women on that special day. Implementing guidelines shall be provided in this Code's IRR.

SECTION 21. Day of Action for Breast Cancer-Awareness. The Local Government Unit shall set a day, through an Executive Order by the Local Chief Executive to organize information campaign activities on breast cancer, one of the top causes of maternal mortality. Municipal barangay activities shall be set and spearheaded by the Municipal health Office to promote consciousness on breast cancer.

SECTION 22. Girl Child Week. The Local Government Unit through an Executive order by the local Chief Executive shall set a week to organize activities to celebrate the Girl Child Week, with special recognition of cases of working children. It shall be spearheaded by the Department of Education and the Municipal Social Welfare and Development Offices.

SECTION 23. International Day of Action for Women's Health. The Local Government Unit through an Executive Order by the Local Chief Executive, shall set a day in the month of May to mark the International Day of Action for Women's Health Wellness and Well-Being where issues and concerns relative to the protection and promotion of women's health shall be examined, deliberated, projected, and government action sought. Municipal and Barangay activities shall be set and spearheaded by the Municipal Health Office and Municipal Social Welfare to promote women's health and well-being.

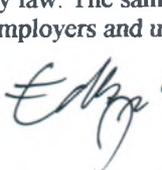
SECTION. 24. International Week of Action Against Gender – Based Violence. The Local Government Unit and All Barangay Levels shall organize various events and activities to educate residents about violence against women and children every November 25 – December 10 as the period marked as the International Week Action Against Gender – Based Violence and culminates on International Human Rights Day. The activities shall be spearheaded jointly by the Municipal Social Welfare Development Office, Municipal Health Office, Association of Barangay Councils (ABC) and the Committee on Women of the Sangguniang Bayan.

SECTION 25. Nueva Era, Ilocos Norte Gender and Development Summit. The LGU through an Executive Order by the Local Chief Executive, shall set aside a day in the month of February to hold a Gender and Development Summit as part of the Municipal Foundation Day Celebration. A committee shall be convened to manage and coordinate the activities and affairs of the Summit focusing on (a) current situation of women in Nueva Era, Ilocos Norte; (b) women's issues and concerns and how these can be addressed. The summit shall come up with priority issues with their specific action points to be disseminated and proposed for adoption at the Municipal and Barangay Councils.

SECTION 26. Peace Based on Social Justice and Human Rights. The Nueva Era, Ilocos Norte network shall promote peace through education at the barangays level by undertaking affirmative action and information campaign activities on peace and development issues based on social justice and human rights to be spearheaded by barangays leaders in coordination with community based Women, and Non-Government Organizations.

ARTICLE IV Labor and Employment

SECTION 27. Wage and Benefits for Women. Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or as stipulated by pertinent legislation passed by the Congress and shall grant all benefits to all women employee such as maternity leave, sick and vacation leave, retirement and other benefits provided by law. The same provisions shall apply to benefits covered by the Collective Bargaining Agreements between employers and unions.



SECTION 28. Increase Maternity Leave Benefits as Incentives for Breast-Feeding Mothers in the Private Sector. Additional Maternity Leave Benefits up to sixty (60) days from forty five (45) days mandated by law under RA 8283, shall be extended to women employees in private offices and commercial/industrial establishments located in the Municipality who have rendered at least one (1) year continuous service provided that this benefit shall be mutually agreed in the Collective Bargaining Agreement (CBA) between the concerned employees union and management. Provided, further, that any additional leave period shall be used for breast-feeding for the new-born baby by the concerned employee.

SECTION 29. Increase Paternity Leave Benefits as Incentives for Fathers for Meaningful Participation in the Care of the New Born Child in the Private Sector. Additional paternity Leave Benefits up to fourteen (14) days from the seven (7) days mandated by law under RA 8187, shall be extended to male employees in private sector offices and commercial/industrial establishments located in the Municipality. Who have rendered at least one(1) year continuous service; provided, that this benefit shall be mutually agreed upon in the Collective Bargaining Agreement (CBA) between the concerned Employees union and management, provided further, that any additional leave period shall be used for caring of the new-born baby by the concerned employee.

SECTION 30. Increase Reproductive Health for Women. A yearly twelve (12) day menstrual / menopausal leave for women employees of private offices and commercial / industrial establishments, located in the municipality who have rendered at least one year continuous service provided that this benefit shall be mutually agreed upon in the Collective Bargaining Agreement (CBA) between the concerned employees union and management; provided further, that this benefit shall be taken one-day each month for menstrual or menopausal leave.

SECTION 31. Orientation on Sexual Harassment. All government agencies and private offices, commercial / industrial establishment located in the Municipality of Nueva Era, Ilocos Norte shall conduct

regular orientation on sexual harassment for their respective employees. Certificate of Compliance shall be submitted to the Office of the Municipal Administrator.

The Local Government shall set-up/create their own Committee on Decorum and Investigation (COD) including the promulgation of the implementing Rules and Regulations (IRR) or policy on sexual harassment cases an administrative sanctions covering all municipal officers and employees in accordance with the provision of RA 7877 and the Civil Service Rules and Regulations on Sexual Harassment.

The LGU shall campaign to set-up/create the same CODI in all Barangay, private offices and commercial/industrial establishments.

SECTION 32. Grievance Machinery. A Grievance Committee shall set-up in all barangay and private offices, commercial/industrial establishments located in the Municipality, to act on complaints/cases related to various forms of discrimination against women in the work place such as hiring, job training, promotion, and the like.

SECTION 33. Equal access to Job Training and Promotion. No woman shall be deprived of job training and promotion on account of her gender, age ethnicity, creed, religion and civil status.

SECTION 34. Facilities and Support Systems for Women. The LGU shall ensure occupational safety and health of women employees in both government and private office and commercial/industrial establishments. In appropriate cases, it shall require employees to:

- a. provide ergonomic system of sets equipment in the performance of their duties without detriment to efficiency;
- b. Establishment separate toilet rooms, lavatories and lounge for men and women and provide at least a dressing room for women;
- c. Provide breast corner for women in the workplace.

SECTION 35. Households Based Workers or Women in the Informal Sector. The LGU Nueva Era shall ensure that social protection shall be accordance to women working in the informal economy. These are women vendors, sewers, laundry workers, and relates occupations. Organized home-base workers may avail of Social Security Employees compensation Benefits and Philhealth benefits upon proper documentation and registration with the Social Security System and Philhealth, respectively.

The LGU of Nueva Era through the Office of the Municipal Administrator, Municipal Social Welfare and Municipal Health shall conduct an inventory of all women involved in the informal sector for consultation and provision of appropriate support services for the sector.

SECTION 36. Barangay-Based House Help Support. The Local Government Unit of Nueva Era, Ilocos Norte shall conduct compulsory education in both house helpers and house helpers on gender-sensitivity in their respective barangays units. Administrative sanctions shall be imposed to Barangay level that fails to comply with this provision.

SECTION 37. **Women in the Entertainment Industry.** Women engaged in legitimate occupations in the entertainment industry such as singers, stage performers/actresses, bar girls and receptionists, shall be recognized as wage earners and they shall receive minimum wage and benefits afforded to women workers and shall render services as set in the job contract and only in the place of work as specified in the business permit of the establishment concerned.

It must be emphasized that employing minors in the entertainment industry is prohibited in accordance with RA 7658.

SECTION 38. **Police Operation in Entertainment Establishments.** All Police Operations or raids conducted in any entertainment establishment must be undertaken with utmost care and respect for human rights. Police Officers shall not take this opportunity for sexual exploitation of or extortion from entertainers and other concerned parties. Violation of this provision is punishable under the Revised Penal Code and other related laws.

SECTION 39. **Monitoring System for Labor Standards.** A mechanism shall be installed by the Sangguniang Bayan to monitor all offices, agencies and establishments or companies violating Labor Code provisions of this Ordinance; prepare regular reports to concerned departments and recommend appropriate action.

Article V
Human Rights

SECTION 40. **Right to Health.** Article 12 of the UN International Covenant on Economic, Social and Cultural Rights provides that women's right to health, which includes women's reproductive rights is a basic fundamental human right. The recognition of the fact that women's reproductive roles and social expectations have health policies, programs and services to focus more on pregnancy and birth-related cases rather than on more holistic approach. The LGU shall respect and promote a rights-based approach to women's and men's health by considering their respective specific realities and health needs at every stage in their lives. It shall also promote couple's shared responsibilities for childbirth and child-care.

SECTION 41. **Reproductive Health.** As defined in the International Conference on Population and Development and World Health Organizational Conference and affirmed in the International Women's conference in Beijing, 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 so its function and processes. It constitutes 10 elements, namely:

- . Maternal and Child Health Nutrition
- . Family Planning
- . Prevention and treatment of Reproductive Tract Infection (RTI's) including STD's, HIV and AIDS
- . Education and Counseling on Sexuality of Abortion Complications
- . Breast and Reproductive Tract Cancers and other Gynecological Conditions
- . Prevention and treatment of Infertility and Sexual Disorders
- . Men's Reproductive Health
- . Violence Against Women

SECTION 42. **Health Care Delivery.** Quality health care and services shall be accessible to all women and men regardless of age, sex, creed, religion and ethnicity in the Municipality.

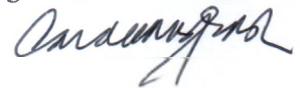
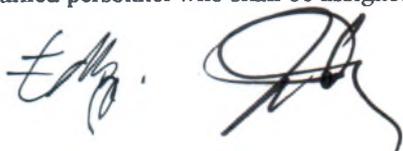
No clinic/health centers/health stations in the Municipality shall deny women and men living below poverty line reproductive health services. A certificate of indigence shall be issued by the Punong Barangay for the purpose of verification.

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

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

SECTION 43. **Women's Control Over Their Bodies.** Women's decision to attain healthy sexual development and achieve their reproductive intention shall be given appropriate support and guidance by all health professional, private and public at very minimal cost.

SECTION 44. **Gender-Sensitive Women and children Protection Unit (WCPU).** LGU shall establish a Gender-Sensitive Crisis Intervention Unit at all levels of health care shall provide service training to all health and other allied personnel who shall be assigned in this unit.



SECTION 45. Gender – Fair Approach to Pre-Marital Counseling Program. The Municipal Health Officer and Municipal Population Section, Municipal Social Welfare Officer, Department of Education and Non – Government Organization shall ensure gender-sensitive conduct required in the application for marriage with the Local Civil Registry.

SECTION 46. Mainstreaming Reproductive Health Framework through Primary Health Care Strategy. In consonance with the Municipal Health Office Policies, Child and Youth and Welfare Code, and in pursuance of agreements made at the International Conference on Population Development (ICPD), the Municipality of Nueva Era, Ilocos Norte shall mainstream the Reproductive Health Strategy.

SECTION 47. Access to Safe and Potable Water Supply. All barangays in Nueva Era, Ilocos Norte shall have access to safe water supply through the installation of an appropriate water system to ease women and children workload.

Article VI
Education Rights

SECTION 48. Conduct of Regular – Sensitivity Training for all Teachers at all School levels. The Department of Education in coordination with the LGU shall conduct and incorporate Gender – Sensitivity Orientations in Teacher’s Orientation Seminars, and Parents- Teachers Community (PTCAs) meetings conducted before classes start in the beginning of the school year.

SECTION 49. Developing Gender- Fair Education Materials. The DepEd shall ensure that all educational materials develop by the School Officials and the private sector are gender – fair and do not portray stereotyping of roles for men and women or boys and girls. It shall conduct a regular monitoring and review of exiting educational materials to ensure that these are gender sensitive and gentle fair.

SECTION 50. Promotion of Gender – Sensitive Curriculum. All public and private schools in Pinili, Ilocos Norte shall actively promote gender sensitivity in their subject/ course curriculum and gender fair socialization for school pupils. The DepEd shall also ensure that School Officials and the private sector professional school counseling and career education programs are gender responsive.

SECTION 51. Promoting Gender Sensitive Education Programs And Services .All Schools, offices and Establishments, Departments and Agencies including Municipal Barangay Officials of the Local Government Unit shall initiate gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender justice.

SECTION 52. Gender-Responsive Non-Normal Education for Youth and Adults. The DepEd in coordination with the Technical Education Skills Development Authority (TESDA) shall conduct non-formal classes for women and men desiring to engage themselves in functional and practical education, to be held in Barangay Elementary Schools or Barangay Hall.

Article VII
Culture and Mass Media

SECTION 53. Regulating of Internet Cafes and Computer Centers. The LGU [REDACTED] shall regulate the operation of internet services –providing establishments, entertainment computer centers in order to curb and prevent proliferation of access of cyber sex pornography for minors.

SECTION 54. Regulation of Media Coverage During Police Raids on Entertainment Establishment. The Municipal Government shall regulate the media coverage of entertainment establishment raid operations for the prevention of exploitation of men and women entertainers and their unnecessary body public exposure and humiliation.

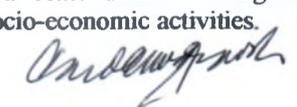
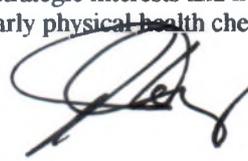
Article VIII
Socio-Economic Rights

SECTION 55. Gender-Responsive and Comprehensive Livelihood Program. The Local Government Unit shall allocate funds for Socio-Economic Programs for poor women and men that include gender responsive livelihood skills and values trainings seminars. The Comprehensive Livelihood Program shall include feasibility study, financing ,monitoring, sustainable paying scheme incentives.

The LGU shall implement RA 7277 or the Magna Carta for Disabled Persons that receives five (5%) percent of contractual or emergency positions for persons with disabilities

SECTION 56. Organization of Differently- Abled Women and Mobilizing Support for Elderly Women in the Community. It shall be the duty of the Barangay Council to organize elderly women within the barangay to advance their practical and strategic interests and needs. The Municipal and Barangay governments shall allocate funds for emergency assistance, yearly physical health check-ups, social group work program and appropriate socio-economic activities.

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SECTION 57. Support to Women in Detention. The rights of all women detainees shall be protected by ensuring them of:

- a. speedy trial of their respective cases.
- b. appropriate programs to respond to their specific needs and problems as detainees;
- c. separate physical structure and space provisions for detention and rehabilitation; and
- d. provision of legal service.

Article IX
Women and Children Support System

SECTION 58. The LGU shall implement systems and programs that are anchored on the United Nations Convention on the Rights of the Child (UN CRC) stipulating the promotion and protection of children's rights to survival, development and protection in national and local laws which now includes the New Family Code and the Child Youth Welfare Code.

SECTION 59. Gender Responsive and Child-Friendly Child Minding Center in Every Barangay. All Barangay shall ensure that child – friendly and gender responsive child day care/minding centers are set – up in every barangays to provide parents support facilities for the care of their children when they go to work or school. The centers shall ensure that the basic early child education curriculum in the centers promote gender fair socialization; encourage both fathers and mothers participate in the development, care and nurturing of their children; and boys and girls in the centers are able to learn to respect the rights of all children to full enjoyment of their childhood and their rights.

SECTION 60. Shared Parenting and Responsibilities. The LGU shall advocate that all fathers and mothers have both the moral obligation and responsibility in assuring the rights and well-being of their children, such as caring and nurturing, regardless of sex, and physiology and psychological conditions.

Article X
Gender and Development

SECTION 61. Gender and Development. Conscious efforts at improving the quality of lives women and men of all sexual orientations and identities based on sustained, equitable growth and balanced ecology. It sees society as a gender in all its aspects-economic, political and social. It views oppression in both private and public sphere recognizing women as agents of change through the orientation of male-centered culture.

SECTION 62. Gender Sensitivity and Training, Gender Sensitization. It is a 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

All schools, offices, establishment or companies, departments and agencies of the Local Government Unit shall provided with gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender issues and concerns. Likewise, all establishment, schools, college shall develop assessment tools for gender biases.

SECTION 63. Active Support to Gender Studies. A sufficient amount shall be allotted to gender-related documentation and researchers which shall form part of the LGU data-based program development.

SECTION 64. Production, Popularization of and Campaign Gender Fair Materials. The LGU shall actively promote, publish popular forms of gender-fair materials through all concerned departments and local agencies.

SECTION 65. Community-Based Environmental Plans and Programs Both men and women shall participate in pollution control, zero- waste technology development and management preservation of municipal's remaining tree parks aquatic resources.

SECTION 66. Gender- Sensitive Natural Resource Based Management Programs. The LGU shall engage itself in the development of gender sensitive natural resource-based management programs.

SECTION 67. Role of Women and Men in Environment Impact Assessment of Projects. The LGU shall promote the active role of women vis-à-vis men in environmental impact assessment of project instruments.

SECTION 68. Promotion of Appropriate Technology. The LGU shall actively promote alternative technologies that are appropriate and safe for women.

SECTION 69. Sufficient Budget for Basic Social Services. A sufficient amount shall be allocated from all sources of funds for the basic social services for women and children in extremely difficult circumstances.

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SECTION 70. Investment and Loans. The LGU shall hold consultative assemblies with women NGO establishing contracts for loans and investments to clarify implications on women's welfare and development at the barangays level.

SECTION 71. Overseas Contract Worker's (OCW) Wives and Children Support. The LGU shall conduct a survey of overseas contract workers at the barangay level, out of which shall serve as basis for special support to OCW families especially wives and children.

SECTION 72. Special Course on OCW. A special course on overseas contract work primarily to orient women on the issues and concerns relative to migration shall be conducted in all barangays to be organized by Local Government Unit.

SECTION 73. Education and National Policies. Women and Men shall undertake education on national policies and their implications on women.

SECTION 74. Special Training for Lupong Tagapamayapa. All training courses for Barangay Lupong Tagapamayapa shall include gender and development basic orientation.

SECTION 75. Gender and Population. The Municipal Health Office through the Municipal Population Section, shall review and design the population program based on the reproductive health framework.

SECTION 76. Training on Non- Traditional Occupation. Women shall be given opportunity to acquire training on non- traditional occupation especially in the field of science and technology.

BOOK II-FINAL PROVISIONS
CHAPTER I-PENAL PROVISIONS
Article I
Violence Against Women and Children

SECTION 1. Soliciting Sexual Services. It is unlawful for a person to solicit a women's service for sexual purposes as a gift, representation, public relations, or as an act of goodwill regardless of whether the solicitor profits or not form such act without prejudice to the provisions of the Revised Penal Code and RA 9208 or the Anti Trafficking in Person Act.

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

SECTION 2. Trafficking in Women in Children. Any person or agency, who with use of force or deceit, lures a women or boy/girl child to work abroad or in other provinces or cities in the Philippines for a particular job or work on a promise of high fees, but instead landed on prostitution, domestic help or other odd jobs. Violators of this provision shall be penalized in accordance with the penal provisions under RA 9208 or the Anti- Trafficking in Person Acts, RA 7160 or the law on Protection Against Child Abuse, RA 7877 or the Anti-Sexual Harassment Law, RA 8353 or the Anti Rape Law, and the revised Penal Code.

SECTION 3. Prostitution, Sex Trade. An 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.

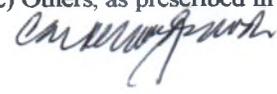
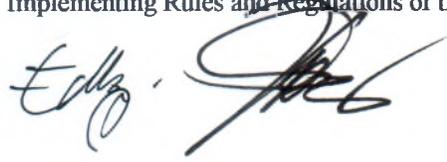
Entertainment establishments that promote prostitution as defined in this Code shall suffer the penalty in accordance with RA 7610, RA 9208, RA 7877, Ra 8353 and RA 7658.

SECTION 4. Beauty Contest. Beauty Contest which tends to commodity, abuse, humiliate and treat other persons, especially women and homosexuals as sex objects shall strictly be prohibited in school, communities, barangays and by the Local Government in its special celebrations, but in their stead the protection of women's strengths and potentials, especially with regard to indigenous and culturally relevant forms shall be encouraged.

Those who initiated the conceptualization and implementation of the beauty contest shall be subjected to a penalty consisting of the following:

For business entities: a) Cancellation of Business Permit; b) Fine of TWO THOUSAND FIVE HUNDRED PESOS (Php 2,500.00), c) Others, as prescribed in the Implementing Rules and Regulations of this Code.

For representatives of agencies, departments or units of the local government: a) Suspension for one month without pay; b) Fine TWO THOUSAND FIVE HUNDRED PESOS (Php 2,500.00), c) Others, as prescribed in the Implementing Rules and Regulations of this Code.



For educational institutions, charity or welfare organizations: a) Cancellation of license to operate; b) Fine TWO THOUSAND FIVE HUNDRED PESOS (Php 2,500.00), c) Others, as prescribed in the Implementing Rules and Regulations of this Code.

SECTION 5. Fund Raising Initiative. It refers to any activity, whether in whole or in part, integrated in any draw, benefit or disco dance, premiere showing of movies, or any similar fund – raising undertakings where women are used as donor prize, substitute for prizes won, a companion package for an award, prize or recognition, or any manner, activity, come-on display, or exhibition which depicts women as central, partial, or special focus in order to raise funds.

All fund raising initiatives as defined in this Code shall be strictly prohibited in the Municipality of Nueva Era, Ilocos Norte. Violators of this provision shall pay a fine of TWO THOUSAND FIVE HUNDRED PESOS (Php 2,500.00), or imprisonment of one (1) month or both at the discretion of the court.

SECTION 6. Women and Girls in Detention. No women or girl child shall be kept by any PNP/Military Personnel in Police/Military Detachment/Checkpoint or any analogous quarter for purposes for comfort and may not be deprived of basic social service in detention. Violation shall be penalized through summary dismissal proceedings of the Local AFP/PNP and/or at the discretion of the Police Law Enforcer Board.

SECTION 7. Forced Marriage. No women shall be forced to marry the basis of vitiated consent. Any person or representative committing fraudulent or coercive act to cause and effect a force marriage shall be liable under this code by affine of TWO THOUSAND FIVE HUNDRED PESOS (Php 2,500.00), or imprisonment of one (1) month, or both, at the discretion of the court.

SECTION 8. Regular Surveillance of Entertainment Establishments. A Municipal Task Force shall be created to conduct regular surveillance of business establishments involved in trading women's bodies such as: a) prostitution; b) printing, publications, display and distribution of pornographic scenes on Movies/TV shows, trailers, posters, billboards and other materials and literature that treat women as sex objects and commodities; organizing production of pornographic and incident shows depicting women and girls as sexual objects either in nude or provocative gestures; and mounting live shows where women or girl – child are influenced or forced to dance or do naked shows in public or private places.

Any person or agency that engages in organizing or production of these activities that exploit women and girl children violate human rights and shall be dealt with under the law. Failure of the Task Force to submit weekly report shall be subjected to administrative sanction.

SECTION 9. Violence Against Women. Any violator of this Code as stipulated in Section 1, Art. 1, shall be penalized in accordance with the provisions of the revised Penal Code.

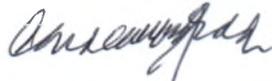
SECTION 10. Pedophilia. Any act falling under the definition of pedophilia shall constitute a violation of this code as stipulated in Section 9 Art. 1. any violator of this provisions shall be penalized in accordance with the Revised Penal Code.

SECTION 11. Equal Access to Job Training and Job Promotion. No woman shall be deprived of job training on account of her, age, ethnicity, creed, religion and civil status. Violations by private employees shall constitute a fine of TWO THOUSAND FIVE HUNDRED PESOS (2,500.00), and temporary cancellation of business permit for the first offense and TWO THOUSAND FIVE HUNDRED PESOS (2,500.00), fine and permanent cancellation of business permit for the second offense as prescribed by the Court in accordance with penal provisions under the labor Code. Government unit or agency head of office is liable with the penalty of three months suspension and a fine of One Thousand Pesos (P1,000.00).

SECTION 12. Wage and Benefits for Women. Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or Passed by the Congress and shall grant all benefits to all women employees, sick and vacation leave, retirement, termination and other benefits provided by the law. Violation by private employers shall constitute a fine of TWO THOUSAND FIVE HUNDRED PESOS (P 2,500.00), and a cancellation of business permit or as a prescribed by the Court in accordance with the penal provisions under the Labor Code. The local government unit or agency head office that violates this code shall liable with the penalty of three (3) months suspension and a fine of One thousand Pesos (P1,000.00).

SECTION 13. Facilities and Support System for Women. The LGU shall ensure the safety and health of women employees. In appropriate cases, it shall require employers:

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



Violation by private employers shall constitute a fine of TWO THOUSAND FIVE HUNDRED PESOS (P 2,500.00), and the cancellation of business permit or as prescribed by the Court Government Unit or agency head of office is liable with the penalty of three (3) months suspension and a fine of One Thousand Pesos (P1,000.00).

SECTION 14. Barangay Education on Gender – Sensitivity. LGU shall conduct compulsory training and education for Barangay Officials, House helpers and House Employers on gender-sensitivity. An administrative sanction shall be imposed to any LGU which fails to comply with this provision.

SECTION 16. *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 set in the job contract and only in the place of work as specified in the business permit of the establishment concerned. Violations of this provision shall be subjected to a fine of TWO THOUSAND FIVE HUNDRED PESOS (P 2,500.00), or cancellation of business permit, or both the discretion of the Court.

SECTION 17. Police Operations in Entertainment Establishment. All police operations/raids conducted in any entertainment establishment must be undertaken with utmost respect for human rights. Police officers shall not take this opportunity for sexual exploitation or of extortion from entertainers and other concerned parties. The LGU shall also regulate the media coverage of raiding activities. Violations of this provision shall be subjected to an administrative sanction/action.

SECTION 18. *Orientation on Sexual Harassment.* LGU, commercial and private offices, agencies, establishments or companies located in the Municipality shall conduct regular orientation seminars on sexual harassment for their respective employees.

Certificate of compliance shall be issued by the Municipal Administrator or Municipal Mayor. Establishment which fail to comply with this provision shall pay a fine of not less than TWO THOUSAND FIVE HUNDRED PESOS (P 2,500.00), immediately at the discretion of the court.

Article III Health Rights

SECTION 19. Socialized Reproductive Health Service for all Hospitals. No Health Center or clinic shall deny a woman living below the poverty line of productive health service. A certificate of indigence shall be issued by the Punong Barangay.

In cases of emergency, a social worker or any authorized personnel shall be designated to conduct rapid appraisal of the socio-economic status of the patient for admission purposes. Non-compliance of the administrator of this provision shall be penalized in accordance with penal provision under RA 8344.

Article III Socio-Economic Benefits

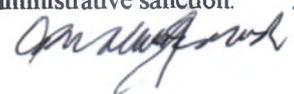
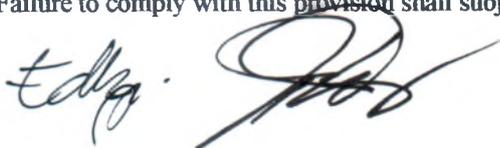
SECTION 20. Socialized Lending Program. All lending institutions and cooperative shall open special windows for lending to women engaged in small to medium scale enterprise, including young women who lack access to traditional sources of collateral.

Money lending institutions shall establish a “socialized lending scheme friendly to women” subject to the following conditions:

- a. Based on cooperative interest rates;
 - b. No post-dated checks for payment;
 - c. Submission of a certificate of Income Generating activity of potential beneficiary from her barangays.
- Failure to comply with this provision shall subject the concerned establishment to administrative sanctions.

ARTICLE V Special Sectoral Concerns

SECTION 21. Barangay – Level Sanction on Cases of Harassment Committed Against Differently and Elderly Women. All Barangays level sanction on cases of harassment committed against differently-abled and elderly women. Failure to comply with this provision shall subject the Sangguniang Barangay to an administrative sanction.



ARTICLE VI
Gender and Development

SECTION 22. Gender Sensitivity Orientation and Training. All schools, offices, establishment, departments and agencies including barangay officials of the local government unit shall initiate gender sensitivity orientation and training that shall equip them with theoretical and practical knowledge on gender justice. Non compliance of this provision shall require the concerned party to pay a fine of Five Thousand Pesos (P5,000.00) and issuance of warning by the Local Chief Executive.

[Voting Profile:

In favor: Members J. Arzadon, M. Pahinag, A. Farinas, E. Azurin, F. Balagso, R. Arzadon, C. Tamayo , O. Castillo & RJ Mangoagui.

Against : N o n e

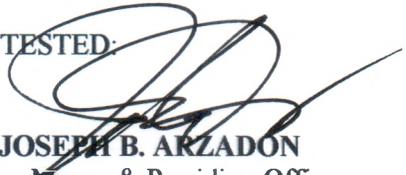
Abstained : N o n e]

CERTIFIED CORRECT:



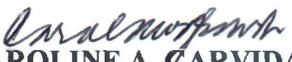
EDGARD G. BRINGAS
Secretary to the Sangguniang Bayan

ATTESTED:



JOSEPH B. ARZADON
Vice Mayor & Presiding Officer

APPROVED:


CAROLINE A. GARVIDA
Municipal Mayor