



REPUBLIC OF THE PHILIPPINES
REGION VI-WESTERN VISAYAS
PROVINCE OF ILOILO
MUNICIPALITY OF TIGBAUAN

EXCERPT FROM THE MINUTES OF THE CY 2026 – 2ND REGULAR SESSION OF THE HONORABLE SANGGUNIANG BAYAN, TIGBAUAN, ILOILO HELD AT THE S.B. SESSION HALL, TIGBAUAN MUNICIPAL BUILDING ON JANUARY 14, 2026 AT 9:50 IN THE MORNING

PRESENT:

HON. LUGEN T. ORTILANO,	-	Vice Mayor & Presiding Officer
HON. MARLON R. TERUÑEZ	-	SB Member & Temp. Presiding Officer
HON. PINKY A. JARINA	-	SB Member
HON. GENE ROSE C. CANAYA	-	SB Member
HON. ADRIAN S. CAMPOSAGRADO	-	SB Member
HON. JOEL L. SAYSON	-	SB Member
HON. NORA ROSE T. TUBIANO	-	SB Member
HON. REYNALDO E. TUMABOTABO	-	SB Member
HON. NORBERTO T. TURALBA	-	SB Member
HON. LORNA T. DOMINGO	-	Liga President
HON. JULIANA MARIE T. JULATON	-	SKMF President

ABSENT: NONE

Municipal Ordinance No. 2026-002

AN ORDINANCE PROVIDING FOR THE MUNICIPAL GENDER AND DEVELOPMENT CODE AND PROVIDING PENALTIES AND FUNDS THEREOF IN THE MUNICIPALITY OF TIGBAUAN, PROVINCE OF ILOILO

Authored & Moved by:
Sponsored by:

HON. GENE ROSE C. CANAYA
Committee on Women & LGBTQ+
Chairperson: Hon. Pinky A. Jarina
Vice Chairperson: Hon. Gene Rose C. Canaya
Members: Hon. Nora Rose T. Tubiano, Hon. Reynaldo E. Tumabotabo and
Hon. Norberto T. Turalba

Seconded by: Hon. Pinky A. Jarina, Hon. Adrian S. Camposagrado, Hon. Joel S. Sayson, Hon. Nora Rose T. Tubiano,
Hon. Reynaldo E. Tumabotabo, Hon. Norberto T. Turalba, Hon. Lorna T. Domingo and
Hon. Juliana Marie T. Julaton

**BE IT ORDAINED BY THE SANGGUNIANG BAYAN OF THE MUNICIPALITY OF TIGBAUAN IN
SESSION ASSEMBLED:**

CHAPTER I

GENERAL PROVISIONS

TITLE

SECTION 1. Short Title. This Ordinance shall be known and cited as the “2026 Municipality of Tigbauan Gender and Development Code”, herein referred to as “2026 GAD CODE OF TIGBAUAN”.

DECLARATION OF POLICIES AND PRINCIPLES

SECTION 2. Declaration of Principles and Policies. It is hereby declared the policy of the Municipality of Tigbauan that, in pursuit of development that is empowering, people-centered, just, and sustainable, the principles of Gender and Development (GAD) shall be consistently embodied and applied. Accordingly, women’s empowerment and gender equality shall be integral and indispensable goals of all municipal development programs, projects, and activities.

In accordance with the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (UN-CEDAW), other international human rights instruments to which the Philippines is a State Party, and the Philippine Constitution, the Municipality of Tigbauan commits to actively promote, protect, and fulfill the fundamental rights and freedoms of all women.

SECTION 3. Attainment of the Foregoing Principles. To attain the foregoing policy, all agencies, offices, departments, institutions, and other organizations in the municipality and barangay levels shall:

a. Gender-Responsive Development.

The Municipality shall continuously develop and implement gender- and SOGIE-responsive systems that promote women's empowerment, LGBTQIA+ inclusion, self-determination, and the full realization of individual capabilities, ensuring that local development strengthens the socio-economic role of women and other marginalized groups.

b. Human Rights and Accountability.

The Municipality shall adopt transparent and accountable mechanisms to protect and uphold human rights by strengthening participatory governance, public reporting, and regular consultations with women, LGBTQIA+ persons, and other vulnerable sectors.

c. GAD Mainstreaming in Local Governance.

The Municipality shall mainstream gender and development, including SOGIE concerns, into all municipal plans, programs, projects, and services, ensuring integration in sectoral plans, annual investment programs, and the local development agenda.

d. Gender and SOGIE Analysis.

The Municipality shall apply gender and SOGIE analysis using sex-disaggregated and gender-related data, ensuring that gender perspectives are embedded in project design, budgeting, implementation, monitoring, and evaluation. Women, LGBTQIA+ individuals, and marginalized sectors shall participate meaningfully in these processes.

e. Inclusive Participation.

The Municipality shall ensure the active participation of children, youth, women, men, senior citizens, solo parents, persons with disabilities, LGBTQIA+, Indigenous Cultural Communities/Indigenous Peoples, Overseas Filipinos, and all vulnerable or marginalized groups in local policy- and decision-making.

f. Equitable Benefits.

The Municipality shall guarantee that all individuals, regardless of sex, gender identity, or social status, equally contribute to and benefit from municipal programs through gender-responsive and inclusive practices across all stages of the development cycle.

g. GAD Budget Allocation and Utilization.

The Municipality shall strictly comply with the Magna Carta of Women (RA 9710) and related national issuances by allocating at least five percent (5%) of its total budget for GAD efforts and ensuring effective, transparent, and results-oriented utilization of GAD funds.

h. Capacity Development and Institutional Strengthening.

The Municipality shall use its GAD budget to strengthen gender mainstreaming, including capacity-building, development of data systems, institutional mechanisms, and support for the GAD Focal Point System (GFPS).

i. Affirmative Action.

The Municipality shall institute temporary special measures to enhance the participation of women, LGBTQIA+ persons, and marginalized groups in governance and local decision-making, consistent with RA 9710 and national GAD policies.

j. Monitoring, Reporting, and GAD Audit.

The Municipality shall regularly monitor and evaluate gender- and SOGIE-responsiveness of policies and programs through GAD audits, accomplishment reports, and performance indicators consistent with national standards.

k. Elimination of Discrimination.

The Municipality shall review and reform internal policies, processes, and systems to eliminate sexist, discriminatory, or SOGIE-based biases; and ensure the use of gender-fair,

inclusive, and non-discriminatory language in all municipal communications and documents.

l. Institutional Mechanisms (GFPS and Oversight).

The Municipality shall establish, strengthen, and capacitate the GAD Focal Point System and a GAD Monitoring and Evaluation Team to provide technical leadership, ensure coordination, and periodically review GAD performance.

m. Safe Spaces Act Compliance.

The Municipality shall implement measures under the Safe Spaces Act (RA 11313) to prevent and respond to all forms of gender-based sexual harassment in public spaces, transportation, educational institutions, workplaces, and online platforms.

n. GBV Response and DRRM Integration.

The Municipality shall implement gender-based violence (GBV) prevention, response, and referral mechanisms, and ensure that DRRM plans and services are gender- and SOGIE-responsive in all phases, prevention, preparedness, relief, recovery, and rehabilitation.

o. Gender-Balanced Representation in the Workforce.

The Municipality shall promote equitable recruitment, hiring, capacity development, and advancement of women, LGBTQIA+ persons, and marginalized groups across all levels, aiming for balanced representation in leadership and technical positions.

p. Gender and SOGIE Data Systems.

The Municipality shall develop and maintain a local gender statistics and database system, including sex-disaggregated and SOGIE-inclusive data, for evidence-based planning, decision-making, and evaluation.

q. Gender-Sensitive and SOGIE-Inclusive Training.

The Municipality shall institutionalize regular training for municipal officials, employees, barangay personnel, and GAD focal persons on gender equality, SOGIE awareness, anti-discrimination, sexual harassment prevention, and inclusive governance.

r. Responsible Use of Media.

The Municipality shall promote gender sensitivity and SOGIE inclusivity in local media, public communications, and social media platforms, ensuring messaging that fosters equality and prevents stereotyping or discrimination.

s. Partnerships and Collaboration.

The Municipality shall work closely with civil society organizations, women's groups, LGBTQIA+ groups, youth organizations, indigenous communities, and other marginalized sectors to design, implement, monitor, and evaluate GAD programs using an intersectional approach.

MANDATED AND LEGAL BASIS

SECTION 4. In line with the Municipality of Tigbauan's commitment to promote women's economic empowerment, advance gender equality, strengthen gender-responsive development and governance, and uphold the human rights of all women, as mandated by national and local laws and reinforced by international obligations, the 2025 GAD CODE OF TIGBAUAN is hereby adopted. This Code is anchored on the principles and policies set forth under these mandates and serves as the guiding framework for all GAD initiatives of the Municipality.

1.1 INTERNATIONAL POLICIES:

This 2025 GAD CODE OF TIGBAUAN is anchored on, and gives effect to, the following international human rights instruments and commitments to which the Philippines is a State Party:

- a. **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)** — ratified by the Philippines.
- b. **Optional Protocol to CEDAW** — establishing communications and inquiry procedures.
- c. **Beijing Declaration and Platform for Action (BPFA)** — the 12 critical areas for action on women's rights and gender equality.

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- d. **Sustainable Development Goals (SDGs)**, including **SDG 5: Gender Equality** — recognizing that gender equality is essential for sustainable development
 - e. **International Covenant on Civil and Political Rights (ICCPR)** — for the protection of civil and political rights of women.
 - f. **International Covenant on Economic, Social and Cultural Rights (ICESCR)** — for women's social, economic, and cultural rights.
 - g. **Convention on the Rights of the Child (CRC)** — ensuring protection, development, and equal rights for girls.
 - h. **International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW)** — recognizing the rights of migrant women.
 - i. **Convention on the Rights of Persons with Disabilities (CRPD)** — ensuring inclusive development and non-discrimination of women with disabilities.
 - j. **Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT)** — relevant for protection of human dignity, including of women.
 - k. **Universal Declaration of Human Rights (UDHR)** — establishing equality, dignity, and rights as fundamental to all persons; its principles inform national and local human rights policy.
 - l. **International Labour Organization (ILO) Conventions**, specifically those addressing discrimination in employment, remuneration, and occupation.
 - m. **International Conference on Population and Development (ICPD) Programme of Action** — recognizing women's reproductive rights, rights to health, and the integration of gender in population policies
 - n. **Declaration on the Elimination of Violence Against Women (DEVAW)** — affirming the rights of women to live free from violence, as a guiding normative standard.
 - o. All other relevant and universally accepted human rights instruments and other international conventions to which the Philippines is a signatory (e.g. social development, environment, population and development)

1.2 NATIONAL LAWS AND POLICIES

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- a. 1987 Constitution of the Republic of the Philippines
 - i. Article II, Section 14 - "The State recognizes the role of women in nation building and shall ensure the fundamental equality before the law of women and men";
 - ii. Article XIII, Section 11 - "The State shall adopt an integrated and comprehensive approach to health development which shall endeavor to make essential goods, health and other social services available to all the people at affordable cost. There shall be priority for the needs of the underprivileged sick, elderly, disabled, women, and children"; and,
 - iii. Article XIII, Section 14 - "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 full potential in the service of the nation."
 - b. Other National Laws
 - i. **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."
 - ii. **RA 6955**: "An Act to Declare Unlawful the Practice of Matching Filipino for Marriage to Foreign Nationals on a Mail Order Basis and Other Similar Practices Including the Advertisement, Publication, Printing or Distribution of Brochures, Flyers and Other Propaganda Materials in Furtherance Thereof and Providing Penalty thereof."
 - iii. **RA 7192**: "An Act Promoting the Integration of Women as Full and Equal Partners of Men in Development and Nation Building and for Other Purposes."
 - iv. **RA 7322**: "An Act Increasing Maternity Benefits Favor of Women Workers in Private Sector, Amending for the Purpose Section 14-A of RA1161, as Amended and for Other Purposes."
 - v. **RA 7688**: "An Act Giving Representation to Women in the Social Security Commission, Amending for the Purpose Section 3 (A) of RA No. 1161, as Amended."
 - vi. **RA 7877**: "An Act Declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment, and for Other Purposes."
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- vii. **RA 7882:** "An Act Providing Assistance to Women Engaging in Micro and Cottage Business Enterprises, and for Other Purposes."
- viii. **RA 8042:** "Migrant Workers and Overseas Filipino Act of 1995."
- ix. **RA 8171:** "An Act Providing for the Repatriation of Filipino Women Who Have Lost Their Philippine Citizenship by Marriage to Aliens and of Natural-Born Filipinos."
- x. **RA 8353:** "An Act Expanding the Definition of the Crime of Rape, Reclassifying the Same as a Crime Against Persons, Amending for the Purpose RA Act No. 3815, as Amended, Otherwise Known as the Revised Penal Code and for Other Purposes."
- xi. **RA 8505:** "An Act Providing Assistance and Protection for Rape Victims, Establishing for the Purpose a Rape Crises Center in Every Province and City, Authorizing the Appropriation of Funds Therefor, and for Other Purposes."
- xii. **RA 9208:** "An Act to Institute Policies to Eliminate Trafficking in Persons Especially Women and Children, Establishing the Necessary Institutional Mechanism for the Protection, and Support of Trafficked Persons, Providing Penalties for its Violations, and for Other Purposes."
- xiii. **RA 9262:** "An Act Defining Violence Against Women and Their Children, Providing for Protective Measures for Victims, Prescribing Penalties Therefor, and for Other Purposes."
- xiv. **RA 9710:** "Otherwise known as the "Magna Carta of Women" which is comprehensive women's human rights law that seeks to eliminate discrimination against women by recognizing, protecting, fulfilling and promoting the rights of Filipino women, especially those in the marginalized sectors."
- xv. **RA 11313:** "An Act Defining Gender-Based Sexual Harassment in Streets, Public Spaces, Online, Workplaces, and Educational or Training Institutions, Providing Protective Measures and Prescribing Penalties Therefor," or otherwise known as the "Safe Spaces Act."
- xvi. **RA 11861:** "An Act Granting Additional Benefits to Solo Parents, Amending for the Purpose Republic Act. No. 8972, Entitled 'An Act Providing for Benefits and Privileges to Solo Parents and Their Children, Appropriating Funds Therefor and for Other Purposes.'"
- xvii. **RA 11210:** "An Act Increasing the Maternity Leave Period to One Hundred Five (105) Days for Female Workers With an Option to Extend for an Additional Thirty (30) Days Without Pay, and Granting an Additional Fifteen (15) Days for Solo Mothers, and for Other Purposes."
- xviii. **RA 10754:** "An Act Expanding the Benefits and Privileges of Persons With Disability (PWD)."
- xix. **RA 11862:** "Expanded Anti-Trafficking in Persons Act of 2022, An Act Strengthening the Policies on Anti-Trafficking in Persons, Providing Penalties for its Violations, and Appropriating Funds Therefor, Amending for the Purpose Republic Act No. 9208, as Amended, Otherwise Known as the "Anti-Trafficking in Persons Act of 2003", and Other Special Laws."
- xx. **RA 11930:** "Anti-Online Sexual Abuse or Exploitation of Children (OSAEC) and Anti-Child Sexual Abuse of Exploitation Materials (CSAEM) Act, An Act Punishing Online Sexual Abuse of Exploitation of Children, Penalizing the Production, Distribution, Possession and Access of Child Sexual Abuse or Exploitation Materials, Amending Republic Act No. 9160, Otherwise Known as the "Anti-Money Laundering Act of 2001", as Amended and Repealing Republic Act No. 9775, Otherwise Known as the "Anti-Child Pornography Act Of 2009".

c. National Plans

- i. **Philippine Plan for Gender Responsive Development 1995-2025** Adopted through Executive Order No. 273 Framework Plan for Women, 2002-2004

1.3 LOCAL MANDATES

a. Municipal Laws:

- i. **Municipal Ordinance No. 2008-001** "AN ORDINANCE CREATING A GENDER AND DEVELOPMENT (GAD) FOCAL POINT IN THE MUNICIPALITY OF TIGBAUAN, PROVINCE OF ILOILO"

- ii. **Municipal Ordinance No. 2010-009** “AN ORDINANCE PROVIDING FOR A MUNICIPAL GENDER AND DEVELOPMENT CODE AND FOR OTHER PURPOSES”

CHAPTER II

DEFINITION OF TERMS

DEFINITION OF TERMS AND ACRONYMS

SECTION 5. **Definition of Terms.** The following terms shall mean:

- a. **Camp Management-** refers to ensuring the coordination and provision of assistance and protection to IDPs living in camps according to the legal protection framework and minimum humanitarian standards, encouraging IDP participation, managing IDP data and information, and maintaining camp facilities.
- b. **Employee-** refers to a person, who exchange for remuneration, agrees to perform specified services for another person, whether natural or juridical, and whether private or public, who exercises fundamental control over the work, regardless of the term or duration of agreement or a person who is detailed to an entity under a subcontracting or second agreement.
- c. **Employer** - refers to a person who exercises control over an employee regardless of the status or conditions of the latter’s employment or engagement.
- d. **Empowerment** - active participation in decision-making, equal opportunity, economic freedom, and the right to give opinion, access to the productive resources that can make enable to increase the earnings. It is giving the strength to fight against any inequalities and getting self-respect and confidence.
- e. **Ethnicity** – the household member’s identity, by blood and not by choice nor by adoption/confirmation for any ethnic group, primarily the Indigenous Peoples.
- f. **GAD Focal Point System** – an interacting and interdependent group of people tasked to catalyze and accelerate gender mainstreaming in Iloilo Province.
- g. **Gender** – a set of socially ascribed characteristics, norms, roles, attitudes, values and expectations identifying the social behavior of men and women, and the relations between them.
- h. **Gender and Development** – the development perspective and process that is participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices and contends that women are active agents of development, not just passive recipients of development; and stresses the need of women to organize themselves and participate in political processes to strengthen their legal rights.
- i. **Gender Analysis** – a framework to compare the relative advantages and disadvantages faced by women and men in various spheres of life, including the family, workplace, school, community, and political system.
- j. **Gender-Based Sexual Harassment** - unwelcome conduct based on an individual's actual or perceived orientation.
- k. **Gender-Based Violence** - is violence committed against a person because of his or her sex or gender. It is forcing another person to do something against his or her will through violence, coercion, threats, deception, cultural expectations, or economic means.

- l. **Gender Discrimination**- any distinction, exclusion or restriction made on the basis of socially constructed gender roles and norms that prevent a person, female or male, from enjoying full human rights.
- m. **Gender Equity** - 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 right.
- n. **Gender Equality** - refers to the fairness and justice in the distribution of benefits and responsibilities between women and men. Gender equity recognizes that men and women have different needs and power and that these should be identified and addressed in a manner that rectifies the imbalance between them. Thus, women-specific programs and policies may be needed to reach equality.
- o. **Gender Expression** - is a person's external appearance, such as behavior, clothing, haircut or voice.
- p. **Gender Identity** - is a person's innermost concept of self as a woman, man, or another identity.
- q. **Gender Mainstreaming** - is a strategy to improve the quality of public policies, programs, and projects, ensuring more efficient allocation of resources.
- r. **Gynecological Disorder** - is a disorder that would require surgical procedures such as, but not limited to, dilation and curettage and those involving female reproductive organs such as the vagina, cervix, uterus, fallopian tubes, ovaries, breast, adnexa and pelvic floor.
- s. **Safe Spaces** - any public or privately-owned spaces open to the public that adopt a zero-tolerance policy against gender-based harassment.
- t. **Senior Citizen** - refers to any female or male resident citizen of the Philippines who is at least sixty (60) years old.
- u. **Sex** - refers to male and female biological and physiological characteristics of an individual, natural and universal, constant across time, societies and culture.
- v. **Sex Characteristics** - are a person's physical traits such as hormones, genitalia, gonads, chromosomes, and reproductive organs.
- w. **Sex, Age, and Disability Disaggregated Data** - measure social and economic differences between women and men. These data help assess if an initiative is successful at targeting and benefiting women, men, girls, and boys and unpack the differentiated impacts of disasters.
- x. **Sexual Abuse**- shall include but is not limited to the following.
1. When a man inserts or attempts to insert his penis into the mouth, genital or anus of a woman under any of the following:
 - a. Through force, threat or intimidation
 - b. By means of abuse of authority or relationship
 - c. When the offended party is deprived of reason or is otherwise unconscious
 - d. When the offended party is below twelve years old, even though none of the above circumstances is present

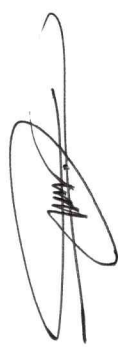
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2. When a person who inserts part of his or her body other than the sexual organ, or who introduces any object or instrument into the genital or anus of a woman under any of the situation stated in paragraph 1
 3. When a person subjects another to have sexual intercourse with an animal under any of the circumstances stated in paragraph 1 or through any abdominal, unusual or ignominious sexual act.
 4. Sexual abuse in intimate relationships consisting of any form of forced sexual act by a partner to the other within intimate relations as defined in the Anti-Rape Law of 2001, such as those between women relations, married or unmarried, legally separated or separates in fact.
 5. Incestuous abuse committed by any person who has authority over a person by virtue of consanguinity and/or affinity such as those perpetrated by father, mother, grandparent, brother, sister, whether whole of half-blood, an uncle, aunt, nephew or niece, or cousin to the fourth degree.

y. Sexual Harassment

1. **Gender-Based Streets and Public Spaces Sexual Harassment**

- a. The crimes of gender-based streets and public spaces sexual harassment are committed through any unwanted and uninvited sexual actions or remarks against any person regardless of the motive for committing such action or remarks.

2. **Gender-Based Online Sexual Harassment**

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- a. Includes acts that use information and communications technology in terrorizing and intimidating victims through physical, psychological, and emotional threats, unwanted sexual misogynistic, transphobic, homophobic and sexist remarks and comments online whether publicly or through direct and private messages, invasion of victim's privacy through cyberstalking and incessant messaging, uploading and sharing without the consent of the victim, any form of media that contains photos, voice, or video with sexual content, any unauthorized recording and sharing of any of the victim's photos, videos, or any information online, impersonating identities of victims online or posting lies about victims to harm their reputation, or filing false abuse reports to online platforms to silence victims.

3. **Gender-Based Sexual Harassment in the Workplace**

The crime of gender-based sexual harassment in the workplace includes the following:

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- a. An act or series of acts involving any unwelcome sexual advances, requests or demand for sexual favors or any act of sexual nature, whether done verbally, physically or through the use of technology such as text messaging or electronic mail or through any other forms of information and communication systems, that has or could have a detrimental effect on the conditions of an individual's employment or education, job performance or opportunities;
 - b. A conduct of sexual nature and other conduct-based on sex affecting the dignity of a person, which is unwelcome, unreasonable, and offensive to the recipient, whether done verbally, physically or through the use of technology such as

text messaging or electronic mail or through any other forms of information and communication systems;

- c. A conduct that is unwelcome and pervasive and creates an intimidating, hostile or humiliating environment for the recipient: Provided, That the crime of gender-based sexual harassment may also be committed between peers and those committed to a superior officer by a subordinate, or to a teacher by a student, or to a trainer by a trainee; and,
- d. Information and communication system refers to a system for generating, sending, receiving, storing or otherwise processing electronic data messages or electronic documents and includes the computer system or other similar devices by or in which data are recorded or stored and any procedure related to the recording or storage of electronic data messages or electronic documents.

4. Gender-Based Sexual Harassment in Educational and Training Institutions

- a. Any form of gender-based sexual harassment that happened in educational and training institutions.

z. **Sexual Orientation** - a person's inherent or immutable enduring emotional, romantic or sexual attraction to other people.

aa. **Social Protection** - constitutes policies and programs that seek to reduce poverty and vulnerability and to enhance the social status and rights of the marginalized that can be achieved through promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income and improving people's capacity to manage or handle risks.

bb. **Solo Parent** - refers to any individual who falls under any of the following category:

- a. a parent who provides sole parental care and support of the child or children due to: birth as a consequence of rape, even without final conviction: Provided, that the mother has the sole parental care and support of the child or children;
- b. death of the spouse;
- c. detention of the spouse for at least three (3) months or service of sentence for a criminal conviction;
- d. physical or mental incapacity of the spouse as certified by a public or private medical practitioner;
- e. legal separation or de facto separation for at least six (6) months, and the solo parent is entrusted with the sole parental care and support of the child or children; and,
- f. declaration of nullity or annulment of marriage, as decreed by a court recognized by law, or due to divorce, subject to existing laws, and the solo parent is entrusted with the sole parental care and support of the child or children;
- g. spouse or any family member of an Overseas Filipino Worker (OFW), or the guardian of the child or children of an OFW: Provided, that the said OFW belongs to the low/semi-skilled worker category and is away from the Philippines for an uninterrupted period of twelve (12) months;
- h. unmarried mother or father who keeps and rears the child or children;
- i. any legal guardian, adoptive or foster parent who solely provides parental care and support to a child or children;
- j. any relative within the fourth (4th) civil degree of consanguinity or affinity of the parent or legal guardian who assumes parental

care and support of the child or children as a result of the death, abandonment, disappearance or absence of the parents or solo parent for at least six (6) months: Provided, that in cases of solo grandparents who are senior citizens but who have the sole parental care and support over their grandchildren who are unmarried, or unemployed and twenty-two years old or below, or those twenty-two (22) years old or over but who are unable to fully take care or protect themselves from abuse, neglect, cruelty, exploitation or discrimination because of a physical or mental disability or condition; and,

- k. a pregnant woman who provides sole parental care and support to her unborn child or children.

cc. Sustainable Development - development that meets the needs of the present, without compromising the ability of future generations to meet their own needs.

dd. Violence Against Children - refers to all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse.

ee. Violence Against Women - any act or series of acts committed by any person against a woman who is one's wife, former wife, or against a women with whom the person has or had a sexual or dating relationship, or with whom a person has a common child, or against her child whether marital or non-marital, within or without the family abode, which result in or is likely to result in physical, sexual, psychological harm or suffering, or economic abuse including threats of such acts, battery, assault, coercion, harassment, or arbitrary deprivation of liberty. It includes, but is not limited to, the following acts:

1. **Physical Violence** - refers to acts that include bodily or physical harm.
2. **Sexual Violence** - refers to an act which is sexual in nature, committed against a woman or her child. It includes, but is not limited to, the following:
 - i. Rape, sexual harassment, acts of lasciviousness, treating a woman or her child as a sex object, making demeaning and sexually suggestive remarks, physically attacking the sexual parts of the victim's body, forcing him/her to watch obscene publications and indecent shows or forcing the woman or her child to do indecent acts and/or make films thereof, forcing the wife and mistress/lover to live in the conjugal home or sleep together in the same room with the abuser; and,
 - ii. Acts causing or attempting to cause the victim to engage in any sexual activity by force, threat of force, physical or other harm, threat of physical or other harm or coercion.
3. **Psychological Violence** - refers to acts or omissions causing or likely to cause mental or emotional suffering of the victim such as, but not limited to intimidations, harassment, stalking, damage to property, public ridicule or humiliation, repeated verbal abuse and mental infidelity. It includes causing or allowing the victim to witness the physical, sexual, or psychological abuse of a member of the family to which the victim belongs, or to witness pornography in any form or to witness abusive injury to pets or to unlawful or unwanted deprivation of the right to custody and/or visitation of common children.
4. **Economic Abuse** - refers to acts that make or attempt to make a woman financially dependent which includes, but is not limited to, the following:

- a. withdrawal of financial support or preventing the victim from engaging in any legitimate profession, occupation, business or activity, except in cases wherein the other spouse/partner objects on valid, serious, and moral grounds as defined in Article 73 of the Family Code;
- b. deprivation or threat of deprivation of financial resources and the right to the use and enjoyment of the conjugal, community or property owned in common;
- c. destroying household property; and,
- d. controlling the victim's own money or properties or solely controlling the conjugal money or properties.

ff. Women's Economic Empowerment - the transformative process that helps women and girls move from limited power, voice, and choice at home and in the economy to having the skills, resources, and opportunities needed to compete equitably in markets as well as the agency to control and benefit from the economic gains.

gg. Women Empowerment - refers to the provision, availability, and accessibility of opportunities, services, and observance of human rights which enable women to actively participate and contribute to the political, economic, social, and cultural development of the nation as well as those which shall provide them equal access to ownership, management, and control of production, and of material and informational resources and benefits in the family, community, and society.

hh. Cyber pornography - is the prohibited or unlawful representation of the human body or human sexual behavior with the goal of sexual arousal over a new medium called the Internet. It may also refer to obscene and indecent live shows or interactive methods through the computer, the Internet and other electronic devices.

ii. Marginalize - refers to the act of treating a person or group as though they are insignificant by isolating and/or disempowering them. The term marginalized describes the person or group that is being treated insignificantly, pushed to the margins of society and rendered powerless.

SECTION 6. Acronyms.

6.1	4H Club	-	Head, Heart, Hands, and Health Organization of OSY and ISY involved in agriculture programs and livelihood projects
6.2	ACDV	-	Accredited Community Disaster Volunteers
6.3	AHYDP	-	Adolescent Health and Youth Development Program
6.4	AICS	-	Assistance to Individuals in Crisis Situation
6.5	AIDS	-	Acquired Immune Deficiency Syndrome
6.6	CHED	-	Commission on Higher Education
6.7	CICL	-	Children In-Conflict with the Law
6.8	CODI	-	Committee on Decorum and Investigation
6.9	CPR	-	Code of Parental Responsibilities

6.10	CSO	-	Civil Society Organization
6.11	DepEd	-	Department of Education
6.12	DOH	-	Department of Health
6.13	DRRM	-	Disaster Risk Reduction and Management
6.14	MSWDO	-	Municipal Social Welfare and Development Office
6.15	E-CLIP FR	-	Enhanced Comprehensive Local Integration Program for Former Rebels
6.16	ECCD	-	Early Childhood Care and Development
6.17	ERPAT	-	Empowerment and Re-affirmation of Paternal Abilities
6.18	FIDR	-	Fetal and Infant Death Review
6.19	GBV	-	Gender-Based Violence
6.20	GFPS	-	Gender and Development Focal Point System
6.21	GST	-	Gender Sensitivity Training
6.22	HGDG	-	Harmonized Gender and Development Guidelines
6.23	HIV	-	Human Immunodeficiency Virus
6.24	ICC/IP	-	Indigenous Cultural Communities/Indigenous People
6.25	KALIPi	-	Kalipunan ng Liping Pilipina Inc.
6.26	LGBTQIA+	-	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and all of the other identities encompassed in the short acronym
6.27	MAP	-	Medical Assistance Program
6.28	MAIP	-	Medical Assistance to Indigent Program
6.29	MCW	-	Magna Carta of Women
6.30	MDR	-	Maternal Death Reviews
6.31	MISP for SRH	-	Minimum Initial Service Package for Sexual and Reproductive Health
6.32	MSME	-	Micro, Small, and Medium Enterprises
6.33	PCW	-	Philippine Commission on Women
6.34	OSHS	-	Occupational Safety and Health Standards
6.35	PDAO	-	Provincial Disability Affairs Office



6.36	MDRRMO	-	Municipal Disaster Risk Reduction and Management Office
6.37	PDRRMP	-	Provincial Disaster Risk Reduction and Management Plan
6.38	PMOC	-	Pre-Marriage Orientation and Counseling
6.39	PMOC TWG	-	Pre-Marriage Orientation and Counseling Technical Working Group
6.40	MPO	-	Municipal Population Office
6.41	LSB	-	Local School Board
6.42	PSS	-	Psychosocial Support
6.43	PWD	-	Persons with Disabilities
6.44	PWUD	-	Persons Who Used Drugs
6.45	PYAP	-	Pag-asa Youth Association of the Philippines
6.46	RIC	-	Rural Improvement Club
6.47	RTI	-	Reproductive Tract Infection
6.64	SADDD	-	Sex, Age, and Disability Disaggregated Data
6.48	SEF	-	Special Education Fund
6.49	SOGIESC	-	Sexual Orientation, Gender Identity and Expression, and Sex Characteristics
6.50	STI	-	Sexually Transmitted Infections
6.51	TIP	-	Trafficking in Persons
6.52	WCPU	-	Women and Children Protection Unit



CHAPTER III

DEVELOPMENT AREAS AND GAD-RELATED INTERVENTIONS

GENDER-BASED VIOLENCE



SECTION 7. Statement of Policy. The Municipality of Tigbauan shall ensure that all persons regardless of sex and gender are valued, respected, and protected from all forms of gender-based violence and that they shall be accorded the necessary and appropriate programs, services, and interventions.

SECTION 8. Programs, Services and Interventions for Gender-Based Violence. The Municipality through its GAD Focal Point System shall ensure and monitor availability and accessibility of immediate services and support programs that address and respond to gender-based violence such as, but not limited to, VAWC, TIP, Child Prostitution, Cyber pornography and Sexual Harassment.

8.1 Establishment of Desks and Other Facilities

- a. Establishment and Operationalization of Municipal Women and Children's Desk and Barangay Women's and Children's Desk
- b. Establishment and Operationalization of Intervention Center for VAWC victim, child abuse, CICL/CAR and other related cases
- c. Creation of Medico Legal Desk
- d. Labor Assistance Desk
- e. Establishment of referral mechanism for VAW under PCF
- f. Establishment of LGBTQA+ desk

8.2 Technical Assistance and Monitoring

- a. Assist/Monitor of VAW Desk Functionality in Every Barangay
- b. Institutionalization of Trained Persons Handling Various Barangay Desks

8.3 Financial Assistance

- a. AICS
- b. MAP
- c. MAIP

8.4 Other Support Programs and Services

- a. Enactment of RA 11313, otherwise known as "Safe Spaces Act"
- b. Medico – Legal Services
- c. Medical Services
- d. Legal Assistance
- e. Productivity skills capability building
- f. Livelihood assistance
- g. Mental Health/ Mental Fitness
- h. Psychiatric Evaluation
- i. Psychosocial and Psychological First Aid Support
- j. Transportation Assistance
- k. Referral of Clients to Appropriate Institutions or Facilities
- l. Other Support Services

SECTION 9. Comprehensive Training for Service Providers

9.1 Medico-Legal Officers. All Medico-Legal practitioners assigned to the Primary Care Facility shall undergo trainings and other capability-building activities that will ensure accurate and efficient Medico-Legal evaluations and certifications including but not limited to:

- a. determining qualification and eligibility of requesting party;
- b. proper documentation and use of Terminologies; and,
- c. standard procedure in issuing Medico-Legal Certificates.

9.2 Registered Social Workers. All Registered Social Workers in the MSWDO shall undergo various trainings such as, but not limited to, proper concepts and procedures of case management, forensics, psychosocial support, psychological first aid, and crisis intervention.

HEALTH AND NUTRITION

SECTION 10. Statement of Policy. The Municipality of Tigbauan shall ensure that all women and men, regardless of their SOGIESC, have access to comprehensive, gender- responsive, culture-sensitive, and youth-friendly health services covering all stages of a life cycle that will help in the attainment of the full potential of a person, including those relating to maternal and child health care, paternal health, and sexual and reproductive health: Provided, due respect shall be accorded to the individuals' religious convictions in the provision of the comprehensive health care services, administering drugs, interventions, and other

substances, implementing responsible parenthood programs, and planning for a family.

SECTION 11. Right to Reproductive Health. All men and women, regardless of sex and gender, and all couples shall be able to exercise their right to reproductive health. They shall be able to decide freely for themselves on matters related to the following, provided that the rights do not include abortion and access to abortifacients:

- a. having a child or not;
- b. number, spacing, and timing of their children;
- c. making other decisions concerning reproduction free of discrimination, coercion, and violence;
- d. accessing information and means to do so; and,
- e. attaining the highest standard of sexual health and reproductive health.

SECTION 12. Comprehensive, Gender-Responsive, Culture-Sensitive and Youth-Friendly and Inclusive Reproductive Health Care Services. All women and men, regardless of their sex and gender, shall be able to access comprehensive, gender-responsive, culture-sensitive, and youth-friendly health care services that contribute to the reproductive health and well-being by addressing reproductive health-related problems, including sexual health, towards enhancement of one's life and personal relations. These reproductive health care services include:

12.1 Family planning information and services which shall include as a first priority making women of reproductive age fully aware of their respective cycles to make them aware of when fertilization is highly probable, as well as highly improbable;

12.2 Maternal, Newborn, and Child Health and Nutrition

- a. Antenatal Care
- b. Promotion of Breastfeeding
- c. Delivery
- d. Postpartum Care
- e. Newborn health services
- f. Immunization
- g. micronutrient supplementation and food fortification
- h. management of common childhood diseases

12.3 Prevention and proscription of abortion and management of pregnancy-related complications. In cases of violence against women and children, victim survivors shall be provided with comprehensive health services that include psychosocial, therapeutic, medical, and legal interventions and assistance towards healing, recovery, and empowerment;

12.4 Responsible, ethical, legal, safe, and effective integrated family planning;

12.5 Family and State collaboration in youth sexuality education, youth reproductive health guidance and counseling, and adolescent health services without prejudice to the primary right and duty of parents to educate their children;

12.6 Prevention and management of RTIs, including HIV, AIDS, and other STIs;

12.7 Prevention and management of reproductive tract cancers among women and men, like breast, cervical, and prostate cancers, and other gynecological conditions and disorders;

12.8 Provision of sexual and reproductive health care services for women and men with disabilities;

12.9 Care of the elderly women and men; and,

12.10 Management, treatment, and intervention of mental health problems of male and female children, youth, and other vulnerable individuals.

SECTION 13. Access of Children to Family Planning Services. The Municipality shall ensure that any child or minor who consults at Primary Care Facility is given age-appropriate counseling on responsible parenthood and reproductive health. It shall require the following conditions in dispensing health products and performing procedures for family planning:

13.1 The minor presents written consent from a parent or guardian; or

13.2 The minor has had a previous pregnancy or is already a parent as proven by any one of the following circumstances, among others:

- a. Written documentation from a skilled health professional;
- b. Documentation through ancillary examinations such as ultrasound;
- c. Written manifestation from a guardian, local social welfare and development officer, local government official or local health volunteer; or
- d. Accompanied personally by a parent, grandparent, or guardian.

The consent shall not be required in the case of abused or exploited minors, where the parent or the person exercising parental authority is the respondent, accused, or convicted perpetrator as certified by the proper prosecutorial office or the court.

In the absence of any parent or legal guardian, written consent shall be obtained only for elective surgical procedures from the grandparents, and in their default, the oldest brother or sister who is at least 18 years of age or the relative who has the actual custody of the child, or authorized representatives of children's homes, orphanages, and similar institutions duly accredited by the proper government agency, among others. In no case shall consent be required in emergency or serious cases as defined in RA 8344.

In case a child satisfies any of the above conditions but is still refused access to information and/or services, complaints shall be directed to the Primary Care Facility and shall be acted upon immediately.

SECTION 14. Men in Reproductive Health. All men, regardless of sexual orientation and gender identity, shall be provided by the Municipality with venues to increase their level of awareness on their involvement, accountability, and responsibility in all areas of sexual health and reproductive health. They shall also have access to reproductive health services that will address concerns specific to males.

SECTION 15. Gender Sensitive Health Care Programs and Services. The Municipality shall provide gender sensitive health care programs and services throughout the life cycle of women and men particularly those who belong to marginalized and vulnerable basic sectors:

- 15.1 women and men;
- 15.2 female and male farmer-peasant;
- 15.3 fisher folks;
- 15.4 workers both in the formal/informal sector and migrant workers including undocumented one;
- 15.5 PWUD;
- 15.6 victims of calamities and disaster;
- 15.7 youth and students;
- 15.8 boys and girls below 18 years old;
- 15.9 male and female beneficiaries of ECLIP-FR;
- 15.10 CICL under protective custody of MSWDO;
- 15.11 PWD;
- 15.12 senior citizens, prioritizing centenarians and those who are totally bedridden;
- 15.13 members of the ICC/IPs;
- 15.14 female and male solo parents and their children;
- 15.15 members of the LGBTQIA community; and
- 15.16 indigent women and men, regardless of age.

SECTION 16. Access to Safe and Potable Water. The Municipality shall ensure that families are able to access safe and potable water, prioritizing those barangays who have no access to source of water during summer, the solo parent, as head of the family, and those who are PWD and senior citizen.

SECTION 17. Access to Basic Sanitation Facilities. The Municipality, through its ZOD TWG, shall ensure that each household has the access to basic sanitation facilities. The ZOD TWG shall also ensure that all public facilities in the municipality have functional gender sensitive sanitary toilets accessible to LGBTQ, PWD and Senior Citizens.

SECTION 18. Healthy Lifestyle. The Municipality, as a strategy to improve health conditions of women, men, boys, girls, and youth, shall encourage and promote healthy lifestyle by implementing programs that foster physical activities, proper nutrition, and injury prevention.

SECTION 19. Information, Education and Campaign. The Municipality, through the MSWDO, PPO, and PCF, shall sustain a heightened multi-media campaign to raise the level of public awareness on the protection and promotion of responsible parenthood and reproductive health and rights including, but not limited to, maternal health and nutrition, family planning and responsible parenthood information and services, adolescent and youth reproductive health, guidance and counseling and other elements of reproductive health care.

SECTION 20. Gender-Responsive Nutrition Program. The Municipality shall implement a comprehensive and gender-responsive nutrition program that will address prevailing food security and nutrition concerns faced by girls, boys, women, and men such as wasting, stunting, overweight and obesity, micronutrient deficiency, chronic energy deficiency and food insecurity. In developing the program, the Municipality, through the Municipal Nutrition Council, shall consider targeting as a strategy for gender differentiation in identifying needs and interventions.

SECTION 21. Support to Health Care Service Providers. The Municipality shall endeavor to conduct various activities in support to the development of health care service providers:

- 21.1 Mandatory Gender Sensitivity Training for all Health Care Service Providers of the Municipality
- 21.2 Training of Trainers on RPRH
- 21.3 Annual Financial Assistance for Barangay Health Workers (BHWs) and Barangay Nutrition Scholars (BNS)

LABOR, EMPLOYMENT, AND ECONOMIC OPPORTUNITIES

SECTION 22. Statement of Policy. Recognizing that women and men, regardless of their SOGIESC, are major contributors to the local economic development, the Municipality shall engage in socio-economic programs and projects that are inclusive and non- discriminatory to include youth, women, solo parents, persons with disabilities, members of the indigenous cultural communities or indigenous people, former rebels, persons who used drugs, persons who were previously deprived of liberty, LGBTQIA+, and other marginalized and vulnerable sectors as beneficiaries and partners. It shall also facilitate improvement of their access to micro, small, medium, and large-scale socio-economic opportunities.

The Municipality shall also ensure that all fifty-two (52) barangays provide inclusive and gender-responsive local economic and employment opportunities.

SECTION 23. Equal Access to Job Trainings and Promotions. No one shall be deprived nor denied the opportunity to access job trainings and promotion on account of sex, age, ethnicity, disability, civil status, creed, religious affiliation, income, sexual orientation, gender identity and expression as guaranteed by the Labor Code of the Philippines, as amended, and other national laws protecting women and other marginalized sectors.

SECTION 24. Establishment of a Municipal Workforce Database Comprising SADDD. The Municipality shall promote transparency, inclusivity, and evidence-based decision-making

in matters related to labor, employment, and economic opportunities through the creation of a comprehensive Municipal Workforce Database, which includes disaggregated data concerning sex, age, and disability status.

SECTION 25. Employment Assistance Program. The Municipality shall establish employment assistance programs as a key initiative aimed at supporting individuals, particularly women, in accessing meaningful employment opportunities. These programs include, but are not limited to, the following components:

- 25.1 Job Training and Skills Development: Providing training programs and workshops that enhance the employability of program participants, with a focus on sectors with underrepresented groups;
- 25.2 Career Counseling and Guidance: Offering guidance on career planning, job search strategies, and skill assessments;
- 25.3 Job Placement Services: Facilitating connections between job seekers and potential employers, including assistance with resume preparation and interview skills; and,
- 25.4 Entrepreneurship Support: Assisting individuals interested in entrepreneurship with business planning, access to capital, and relevant resources.

SECTION 26. Employment and Economic Opportunities for Male and Female Out-of-School Youth. The Municipal recognizes the importance of addressing the unique needs and challenges faced by out-of-school youth within its jurisdiction. It shall ensure that employment and economic opportunities are accessible and available for male and female out-of-school youth. It shall also:

- 26.1 Promote and facilitate gender-responsive skills development and vocational training programs that address the needs and interests of male and female out-of-school youth.
- 26.2 Facilitate access to job placement services and employment opportunities through partnerships with public and private entities.
- 26.3 Encourage and provide support for entrepreneurship initiatives and training programs that enable out-of-school youth to establish and manage their own businesses or microenterprises.
- 26.4 Allocate funds to provide financial assistance or grants to eligible out-of-school youth to support their education, training, or entrepreneurial endeavors.

SECTION 27. Women's Economic Empowerment. The Municipal, through MSWDO, PESO and Tourism Office, shall develop and implement gender-responsive economic policies and programs to promote women's economic empowerment:

- 27.1 The Municipal shall facilitate women's access to microfinance and credit facilities to support entrepreneurial endeavors and small businesses.
- 27.2 The Municipal shall provide training, mentorship, and resources to encourage women's entrepreneurship and participation in the local economy.
- 27.3 The Municipal shall create opportunities for women to access markets and trade their products or services.
- 27.4 The Municipal shall promote gender equality in the workplace, including addressing workplace discrimination and gender-based harassment.

SECTION 28. Employment and Economic Opportunities for Solo Parents. The Municipal shall recognize the unique challenges faced by solo parents and establish measures to promote their employment and economic well-being. It shall create a supportive environment that facilitates their economic independence and stability. It shall also:

- 28.1 Provide job matching and referral services to connect solo parents with suitable employment opportunities.
- 28.2 Offer skills development and training programs to enhance the employability of solo parents, with a focus on industries with high demand.
- 28.3 Allocate funds to provide financial assistance or grants to eligible solo parents to support their education, skills training, or entrepreneurial endeavors.
- 28.4 Encourage and provide support for entrepreneurship initiatives and training programs that enable solo parents to establish and manage their own businesses or microenterprises.

SECTION 29. Employment and Economic Opportunities for Persons with Disabilities.

The Municipality shall promote equal employment and inclusive economic opportunities for PWDs within the municipality. It seeks to eliminate discrimination and barriers to their participation in the workforce and enhance their economic independence and well-being by:

- 
- 29.1 Ensuring that male and female PWDs have access to job placement services to assist them in securing and maintaining employment. These services shall be designed to match skills and preferences of the PWD with suitable job opportunities.
 - 29.2 Encouraging compliance of business owners and employers to RA 10524 which mandates that government agencies and private companies employing more than 100 employees should have at least 1% of their workforce composed of persons with disabilities (PWDs).
 - 29.3 Encouraging employers to provide reasonable accommodations, such as workplace modifications, assistive technologies, or flexible work arrangements, to enable PWDs to perform their job duties effectively.
 - 29.4 Providing skills development and vocational training programs, in partnership with relevant agencies and organizations, tailored to the specific needs and interests of PWDs, enhancing their employability and competitiveness in the job market.
 - 29.5 Supporting and encouraging entrepreneurship among PWDs by providing training, mentorship, and financial resources to help them establish and manage their businesses or microenterprises.



SECTION 30. Employment and Economic Opportunities for LGBTQIA+. The Municipality shall uphold and promote equal employment opportunities regardless of the person's sexual orientation, gender identity and expression, and sex characteristics by ensuring that:

- 
- 30.1 LGBTQIA+ have access to non-discriminatory job placement services and inclusive employment support programs designed to assist them in securing and maintaining employment.
 - 30.2 Efforts are made to support and promote entrepreneurship among LGBTQIA individuals by providing trainings, mentorship, and financial resources to help them establish and manage their businesses or microenterprises.
 - 30.3 In partnership with relevant agencies and LGBTQIA organizations, skills development and vocational training programs are responsive to the specific needs and interests of LGBTQIA individuals to enhance their employability and competitiveness in the job market.

SECTION 31. Other Employment and Economic Opportunities for the Members of ERPAT, Former Rebels, Persons Who Used Drugs, Persons Who Were Previously

Deprived of Liberty. The Municipality shall facilitate the reintegration of former rebels, persons who used drugs, and persons who were previously deprived of liberty into the workforce through support programs, job placement, and various skills training.

SECTION 32. Women in Micro, Small, and Medium Enterprises (MSMEs). The Municipality shall ensure that Women in Micro, Small, and Medium Enterprises (MSMEs) are provided with improved access to various resources and opportunities such as but not limited to loan and capital assistance, packaging and labelling of products, capacity-building on entrepreneurship, trade fairs, and sector development activities. It shall also aid women who express interest to establish micro enterprise in the form of but not limited to the conduct of market feasibility studies, financial consultancy, and product development and patent application guides.

SECTION 33. Right to Decent Work, Environment, Facilities, and Support System. The Municipality shall ensure that all women and men in the workforce shall enjoy decent work standards in all establishments or facilities where they are employed and assigned to. To attain the foregoing, the Municipality shall include the following requirements prior to the release and/or renewal of business permits:

- 
- 33.1 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 of any part of their bodies;
 - 33.2 Conduct of orientations and trainings on OSHS, medical surveillance and research, and screening tests for reproductive tract diseases;
 - 33.3 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, establish separate toilet rooms, lavatories, and lounge for men and women and provide at least a dressing room for women among others; and,
 - 33.4 Presence of a gender-sensitive physical plan that includes, but is not limited to, the provision of separate facilities for women and men such as lavatories, dressing rooms, and other similar facilities, the purpose of which is to ensure a safe space for all the male and female workers.



SECTION 34. Wage and Benefits. Every employer shall comply with the Minimum Wage Law as stipulated by the Regional Wage Board or passed by the Congress and shall grant all benefits to all male and female employees such as sick and vacation leave, retirement, termination, maternity leave, and other benefits mandated by law including the Magna Carta of Women, Expanded Maternity Leave Law, and Expanded Solo Parents Welfare Act, provided that the employees shall have met the qualifications required. Special leave benefits shall include:

- 
- 34.1 **Special Leave Benefits for Women Workers with Surgery due to Gynecological Disorder.** In compliance to the Magna Carta of Women, the Municipality shall ensure that any female employee in the public, regardless of age and civil status who undergoes surgery due to gynecological disorders shall be entitled to a special leave of two (2) months with full pay based on her gross monthly compensation subject to existing laws, rules, and regulations.
 - 34.2 **Special Leave Benefits for Women in Postpartum Period.** Women workers in Municipality with children 0-6 months old shall be entitled to a 30-day leave without pay to be availed of within the first six (6) months from child delivery; provided that if the employer is already granting similar benefits over and above what the existing laws require, such benefits shall be credited as compliance therewith. The Special Leave Benefits for Women in Postpartum Period may be availed for the following, but not limited to

these, purposes:

- a. breastfeeding;
- b. management of changing family dynamics;
- c. obtain postpartum physical health and well-being;
- d. provide appropriate and necessary child care; and
- e. treatment of postpartum conditions.



34.3 **Increase Maternity Leave Benefits as incentives for Breastfeeding 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 establishment 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 any additional leave period shall be used for breastfeeding for the new born baby by the concerned employee.

34.4 **Special Leave Benefits for Solo Parent Workers.** All privileges under existing laws shall be granted to any solo parent employee in the Municipality. The parental leave benefit may be availed of by the solo parent employees in the government and the private sector.

34.5 **Increase Paternity Leave Benefits as Incentives for Fathers for meaningful Participation in care of Newborn Child in Private Sectors.** Additional paternity leave benefits up to fourteen (14) days from the seven (7) mandated by law under RA 8187, shall be extended to male 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 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.



34.6 **Orientation on Sexual Harassment.** All government agencies and private offices, commercial/industrial establishments located in the municipality shall conduct regular orientation on sexual harassment of their respective employees, Certificate of Compliance shall be submitted to the Municipal Gender and Development Resource and Coordinating Office. The municipal government shall set up/create its own Committee on decorum and Investigation (CODI) including the promulgation of the implementing Rules and Regulations or policy on sexual harassment that will provide/prescribe procedure for the investigation of sexual harassment cases and administrative sanctions covering all municipal officers and employees in accordance with the provision of RA 7877and the Civil Services Rules and Regulations on Sexual Harassment.

The municipal government shall campaign to set up/create the same CODI in all private offices and commercial/industrial establishments.



SECTION 35. Social Security for Female and Male Workers and Employees. The Municipality shall monitor compliance of business owners and other entrepreneurs to RA 11199, otherwise known as the "Social Security Act of 2018".

SECTION 36. Orientation on Safe Spaces Act and Ordinance. Male and female employees of the Municipality, including those assigned in communities, primary care facility

and other facilities shall be oriented on Safe Spaces Act and Safe Spaces Ordinance of the Municipality.

It shall also cover privately-owned establishments operating within its territorial jurisdiction. This shall form part of the Municipal 3-Year GAD Monitoring and Evaluation Report.

SECTION 37. Protection and Welfare of Male and Female Domestic Workers. The Municipality shall encourage employers to register all domestic workers under their employment in the Local Registry of Domestic Workers in the barangay where the employer's residence is located. These are vendors, sewers, laundry workers and related occupation. Organized home-based worker may avail of social security and employees' compensation benefits and PhilHealth benefits upon proper documentation and registration with the Social Security system and PhilHealth, respectively. It shall likewise assist in the monitoring of compliance to RA 10361, otherwise known as the "Batas Kasambahay."

All barangays in Municipality of Tigbauan shall conduct compulsory education for both house helpers and house helper employers on gender sensitivity. An administrative sanction shall be imposed to any Barangay Council which fails to comply with this provision.

SECTION 38. Spousal Support. Spousal support is required by law to provide the needs of women and children and all agreements or settlements relative thereto shall be final and executory. Any modification of the agreement or settlement shall be allowed only if they are advantageous to the children.

SECTION 39. Setting up Grievance Machinery. A grievance committee shall set up in all government 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 workplace as hiring, job training, promotion and the like.

GENDER AND MIGRATION

SECTION 40. Statement of Policy. The Municipality recognizes that migration significantly impacts individuals, families, and communities, and that migration and gender are interconnected phenomena. The Municipality shall commit to promoting the rights, safety, and well-being of migrant women and men, regardless of SOGIE-SC, as well as addressing the specific gender-related challenges and opportunities associated with migration.

SECTION 41. Protection and Welfare of Migrant Workers and Their Families. The welfare of male and female migrant workers, their families, and Overseas Filipinos in distress shall be protected and promoted by the Municipality by ensuring that:

- 41.1 Male and female migrant workers receive a comprehensive pre-departure orientation that includes information about their rights, duties, protections, gender-specific risks, and available resources and services under domestic and international laws and regulations;
- 41.2 Male and female migrant workers are protected from illegal or unethical recruitment practices by providing legal assistance on contracts, disputes, trafficking, illegal recruitment, and other legal concerns.
- 41.3 The Municipality establishes programs that provide support to the families left behind by the deceased, repatriated, and displaced migrant workers, including psychosocial services, access to education and healthcare, and economic opportunities;
- 41.4 Families of migrant workers shall receive financial literacy trainings to properly and sustainably manage remittances;

- 41.5 Migrant workers shall receive emergency assistance during crisis, disasters, medical emergencies, and urgent repatriation;
- 41.6 Migrant workers shall also receive healthcare support through the Primary Health Care Facility for check-ups, referrals, and health missions;
- 41.7 Returning migrant workers have access to reintegration services, including skills development, livelihood assistance, and psychosocial support to facilitate their reintegration into the local community and workforce;
- 41.8 Returning distressed male and female migrant workers have access to financial aid and credit assistance; and,
- 41.9 The National Migrant Workers' Day is annually celebrated every June 7, the National Seafarer's Day every last Sunday of September, the World Migrants Day every December 18, and the Municipal Migrants Day is celebrated every December 16.

SECTION 42. Women and Migration. The Municipality shall promote gender equality, protect the rights of migrant women, and enhance their well-being throughout the migration process. It shall ensure that:

- 42.1 Migrant women have access to reproductive health services, including family planning, maternal health care, and information about sexually transmitted infections, irrespective of their migration status;
- 42.2 Specialized mental health support and counseling services are available to address the psychosocial needs of migrant women, particularly those facing separation from their families.
- 42.3 Migrant women have access to skills development and vocational training programs tailored to enhance their employability and income-generating capabilities; and,
- 42.4 Support is provided to migrant women who wish to establish and manage their own businesses or microenterprises upon their return.

SECTION 43. Maintenance of Sex, Age, and Disability Disaggregated Data on Migrant Workers. The Migrant Workers Data shall be integrated in the Municipal Workforce Database, which includes disaggregated data concerning sex, age, and disability.

SECTION 44. Creation of Tigbauan Migrant Workers Desk. There is hereby created a Tigbauan Migrant Workers Desk shall be under the Public Employment Service Office (PESO) with dedicated personnel designated by the Municipal Mayor. The desk shall serve as the coordinating and service-delivery unit for OFWs and their families.

SECTION 45. Functions of the Migrant Workers Desk.

- a. Coordinate with DFA, DOLE, DMW, OWWA, TESDA, POEA, and other agencies;
- b. Maintain a comprehensive electronic database of OFWs
- c. Provide legal, welfare, and referral assistance
- d. Conduct anti-illegal recruitment and anti-human trafficking activities
- e. Facilitate pre-employment, pre-departure, and reintegration programs
- f. Coordinate with MSWDO and Primary Health Care Facility for social and health services
- g. Oversee Migrant Day Activities
- h. Recommend policy reforms and municipal programs for OFW protection

SECTION 46. Tracking System of Legitimacy of Recruitment Agency or Employment. The Municipality, through Tigbauan Migrant Workers desk under the PESO, shall coordinate closely with the Department of Migrant Workers to allow individuals, jobseekers, and

concerned parties to verify the legitimacy of recruitment agencies and the authenticity of job offers.

SECTION 47. Programs and Services for Male and Female Migrant Workers. The Municipality, through the MSWDO and PESO, shall ensure the accessibility of the following programs and services to male and female migrant workers:

47.1 Pre-employment Orientation Seminar. Male and female migrant workers shall be oriented on their rights, responsibilities, and potential challenges that they may face during their employment abroad. It shall cover topics such as legal protections, cultural sensitivity, financial management, and safety precautions, to ensure preparedness among migrant workers for their overseas employment experience and prevention of potential risks and exploitation.

47.2 Financial Literacy Program. This program shall increase awareness and literacy of male and female migrant workers on budgeting, saving, investment basics, remittance management, and protection against financial exploitation. It shall empower migrant workers with the financial knowledge needed to make informed decisions, achieve financial stability, and secure a brighter future for themselves and their families back home.

47.3 Reintegration Program. Services such as skills training, job placement assistance, psychosocial support, and access to healthcare to facilitate a smooth reintegration process shall be made available for and accessible by returning OFWs. It shall help them successfully reintegrate into their local communities, find meaningful employment, and rebuild their lives after their overseas work experience.

47.4 Organization of OFWs. The forming of OFW Organization is a collective effort that shall bring together migrant workers and their families. It shall serve as a platform for migrant workers, their families, and community to connect, share experiences, and advocate for their rights and interests. It shall offer valuable resources, including information, guidance, and solidarity, to help migrant workers navigate the challenges of working abroad while fostering a sense of unity among those living away from home.

47.5 Financial Assistance to Repatriated OFWs. Repatriated and distressed male and female OFWs, through the MSWDO, shall be able to access financial assistance to facilitate their social protection and financial recovery.

47.6 Repatriation Request Referral. Male and female OFWs who express intention to return to the Philippines during crisis or emergency situations, through PESO, shall be referred to appropriate agencies and organizations that provide services related to repatriation to ensure their well-being.

47.7 Annual Awards and Recognition for Exemplary OFWs. A municipal "Exemplary Tigbauanon OFW Awards" program is hereby established.

Criteria may include:

- a. Exceptional professional achievements abroad
- b. Community or humanitarian service
- c. Reintegration success stories
- d. Leadership among OFW communities
- e. Bringing pride and honor to Tigbauan

Awards shall be conferred every December 16.

EDUCATION AND TRAINING

SECTION 48. Statement of Policy. The Municipality, through the LSB, shall endeavor to improve availability and access of girls, boys, women and men to inclusive, affordable, non-discriminatory, and gender-responsive education. It shall also endeavor to improve women's and men's access to non-traditional and technology-based education and training programs. It shall also provide support for Alternative Learning System implemented by DepEd when necessary.

SECTION 49. Gender-Responsive Education. The Municipality shall assist the Department of Education in implementing and monitoring Gender-Responsive Basic Education as provided in DepEd Order No. 32, series of 2017. Likewise, it shall also coordinate with the CHED in ensuring provision of gender-responsive education at the tertiary level.

The Municipality shall foster respect for gender differences as part of the learner's identity, promote gender parity as one of the strategies to advance gender equity, evolve to close gaps and eradicate gender-based discrimination, enable gender-sensitive education structure, systems, and methodologies, and address gender-based barriers.

SECTION 50. Gender-Responsive Educational Materials. In partnership with the Department of Education, the Municipality shall ensure that educational and other learning materials distributed to learners and those available in schools do not portray gender stereotype images nor contain gender-discriminatory language.

SECTION 51. Gender-Responsive Curricula. The Municipality, through the Local School Board, shall ensure that the curricula in all schools at all levels operating in the municipality shall promote complementary roles between women and men and provide gender sensitivity orientation. It shall also encourage private schools and other educational institutions to do the same.

SECTION 52. Gender-Responsive Education and Facilities for Learners With Special Needs. The right to quality education at all levels is one of the basic rights of every Filipino including persons with disabilities. Any interested person with disabilities shall not be deprived of this basic right. The Municipality shall ensure that gender-responsive education for male and female learners with special needs is available and accessible.

Through the LSB and PDAO, the Municipality shall also monitor the gender-responsiveness and compliance of education facilities to the standards for learners with disability and special needs provided in the Accessibility Law and RA 7277 or the "Magna Carta for Persons with Disabilities," as amended by RA 9442.

SECTION 53. Scholarships and Educational Assistance. The Municipality shall sustain the implementation and facilitate the institutionalization of scholarships programs that will benefit the marginalized and vulnerable male and female learners such as but not limited to:

- 53.1 Scholarship Program;
- 53.2 Educational Assistance Program for PWD;
- 53.3 Educational Assistance for Members of PYAP;
- 53.4 Top Ten (10) Highest Places in the Board Examination, Bar Examination, and Other National Licensure Examinations.

It shall also ensure that scholarships and educational assistance program guidelines are not discriminatory and shall not disqualify scholars who are married, those with children, nor pregnant learners. Disqualification or termination of the scholarship or educational assistance shall be based on merits, school performance, and compliance to guidelines, not on the basis of SOGIESC, age, disability, religion or intersectionality.

SECTION 54. Establishment of Teen Centers. The Municipality shall continue to establish Teen Centers that will serve as venue for the implementation of the AHYDP and the PRIME. It shall also monitor the conduct of career guidance and counseling among the youth and adolescent learners.

SECTION 55. Child Protection Policy in Schools. Public and private elementary and secondary schools operating in Municipality are enjoined to comply with their mandate as stipulated in DepEd Order No. 40, series of 2012, prioritizing the following:

- 55.1 Organizing their respective Child Protection Committee;
- 55.2 Crafting the School's Child Protection Policy taking into consideration children with special needs, victim-survivors of abuse, and marginalized; and,
- 55.3 Capacity-building of school officials, personnel, parents, and students on Anti-Bullying, Positive Discipline, Special Protection of Children Against Abuse, Exploitation, and Discrimination, Anti-Rape, and other GBV.

The LCPC shall monitor GBV cases reported to school authorities and shall provide needed interventions and assistance

SECTION 56. Gender Responsive Utilization of Special Education Fund. Ensuring gender-responsiveness in the utilization of the SEF by the Local School Board, the following can be funded provided that the HGDG is observed:

- 56.1 Operation and maintenance of public schools;
- 56.2 Construction and repair of school buildings;
- 56.3 Facilities and equipment;
- 56.4 Educational research;
- 56.5 Purchase of books and periodicals;
- 56.6 Sports development; and,
- 56.7 Funding for the ECCD program, particularly for the following purposes:
 - 56.7.1 Direct services related to the implementation of the ECCD program, such as salaries/allowances of locally-hired Child Development Teachers and/or Day Care Workers, etc.;
 - 56.7.2 Organization and support of parent cooperatives to establish community- based ECCD programs;
 - 56.7.3 Provision of counterpart funds for the continuing professional development of ECCD public service providers;
 - 56.7.4 Provision of facilities for the conduct of the ECCD Program; and,
 - 56.7.5 Payment of expenses pertaining to the operations of National Child Development Centers, including, but not limited to, utilities (i.e. electricity and water expenses) and communication (i.e. telephone expenses).

SECTION 57. Capacity-Building Program on GAD for the Human Resources of Educational Institutions. Private and public elementary and secondary schools shall be encouraged to regularly and continuously conduct capacity-building activities for school officials, teachers, non-teaching personnel, and other human resources.

MARRIAGE AND FAMILY RELATIONS

SECTION 58. Statement of Policy. The Municipality recognizes that marriage is a special contract of permanent union between a man and a woman entered into in accordance with law for the establishment of conjugal and family life. It further recognizes that parents have parental responsibilities and the duty to protect their children's rights. As such, it shall protect and strengthen marriage and family relations in the Municipality. It shall also protect the interest of children and to shield them from dangerous or predatory situations arising from unhealthy family relations.

SECTION 59. Gender Sensitive Pre-Marriage Orientation and Counselling. The Municipality shall adopt the PMOC Program of the Commission on Population and Development. The pre-marriage and counselling sessions in the Municipality shall be made gender-sensitive through integration of gender perspective in modules and materials. The Municipality shall ensure the use of gender-fair language in the localized manual and in the actual conduct of the pre-marriage and counselling sessions.

Pursuant to the adoption of the PMOC Program, the Municipality shall strengthen the existing PMOC-TWG for effective implementation of the program.

SECTION 60. Parental Responsibilities. The father and the mother shall jointly exercise parental authority and responsibility over the persons of their unemancipated children.

The Pantawid Pamilyang Pilipino Program beneficiaries, particularly the parents, shall be enjoined to participate in the Family Development Sessions conducted by the MSWDO through the Municipal Links to become more responsive to the health and education need of the family and their children and to enable them in becoming socially aware and involved in community development activities.

GENDER IN AGRICULTURE AND FISHERIES

SECTION 61. Statement of Policy. The Municipality recognizes that both men and women farmers and fisher folks shall enjoy equal treatment in the agriculture and fishery sector. It shall encourage participation of women in agriculture and fishery sector and shall be involved in all stages of the project. It shall ensure that women farmers have improved access to basic services and facilities relative to agriculture and fishery services such as, but not limited to, demonstration farms, aquaculture, and marine products.

SECTION 62. Provision of Support to the Vulnerable Industry Practitioners in Agriculture and Fisheries. The Municipality shall provide resources for agriculture-based and fishery-based interventions and programs that are intentionally designed for men and women, persons with disabilities, and other vulnerable practitioners in the industry. It shall improve access of marginalized individuals in this sector to capability-building programs that introduce latest agricultural and fisheries technologies for production, post-harvest, processing, promotion, marketing, among others. These capability-programs shall help them establish their local climate change adaptation strategies, and minimize risks and losses brought about by various natural or human-induced phenomena or occurrences. It shall also ensure that equipment, facilities, and technologies introduced are gender-sensitive.

SECTION 63. Organizing and Provision of Assistance to Groups and Cooperatives for Women in These Sectors. Women in agriculture and fishery shall be encouraged to and assisted in organizing their respective groups and cooperatives. The Municipality, through the Municipal Agriculture Office, shall assist organizing the RIC, 4H-Club, Farmer's and the Fisherfolks Association. It shall also encourage women farmers and women in fisheries to organize their cooperatives or organization in order for them to maintain or increase market access, reduce risk, improve production or yield, and generate more sales and to improve their access to pricing and marketing opportunities

SECTION 64. Credit Programs or Facilities for Men and Women in Agriculture and Fisheries. Rural men and women, including male and female with disabilities shall have access to government and private sector programs that grant agricultural credit, loans, and non-material resources and shall enjoy equal treatment in agrarian reform and resettlement programs.

GENDER IN INFRASTRUCTURE DEVELOPMENT

SECTION 65. Statement of Policy. The Municipality shall require infrastructure projects that cater to the needs of children, women, senior citizens, persons with disabilities and with special needs, and other marginalized and vulnerable sectors.

SECTION 66. Gender-Responsive Infrastructure Development. The Municipality, through Local GFPS, shall require assessment of the infrastructure projects in the different stages of its project cycle using the HGDG to measure its gender-responsiveness.

 The infrastructure projects shall foster gender-responsive development that will result to the following:

- 66.1 Improved access of women and children to sources of water;
- 66.2 Improved women's participation and decision-making in planning, project design, implementation, monitoring, evaluation, and maintenance of public services and facilities;
- 66.3 Improved access of women to employment opportunities in infrastructure and other non-traditional occupations;
- 66.4 Improved access of women, children, and all vulnerable and marginalized individuals to public transport services and other infrastructure development; and,
- 66.5 Basic services and facilities due to the construction or concreting of farm to market roads.

 **SECTION 67. Basic Physical Planning Requirements.** In compliance to the Batas Pambansa Bilang 344, otherwise known as the "Accessibility Law," the Municipality shall ensure that all the buildings and facilities that it owns and manages, all its road and other infrastructure projects promote the enhancement of mobility of male and female PWDs. It shall also advocate for, encourage, and monitor private buildings and related structure to comply with the said Act.

 **SECTION 68. Monitoring of Infrastructure and Other Related Facilities.** The Municipality, through the Municipal Engineering Office, shall monitor compliance to the Accessibility Law and gender-responsiveness of Municipal infrastructure and other related facilities as required by the MCW.

GENDER, MEDIA AND ENTERTAINMENT

 **SECTION 69. Statement of Policy.** The Municipality recognizes the dignity, roles, and contributions of women, men, girls, boys, and other vulnerable sectors in the family and community through the strategic use of media. It shall ensure and promote inclusive advancement and development through other various famous platforms by strictly adhering to the Code of Ethics for Media Practitioners and to PCW MC No. 48, series of 2013, "Adopting to the Gender Equality Guidelines in the Development of Media Policies and Implementing Programs to Promote Gender Mainstreaming." It shall also ensure that portrayal of women, men, girls, boys and other vulnerable sectors are non-derogatory and non-discriminatory.

SECTION 70. Gender-Sensitive Production of Media Content. It shall be the responsibility and accountability of every media practitioner to ensure that media contents being produced are gender-sensitive.

The Municipality shall encourage and influence academic institutions to inculcate responsibility, gender fairness and sensitivity among students who are into journalism, information technology, and other fields that are engaged in any content production.

SECTION 71. Pornography. It shall be unlawful for any person to print, publish, display or distribute copies of shows or motion pictures, posters, billboards, literary and other visual materials that treat any individual, including women and children, as sex objects or commodities. Violators shall be dealt with in accordance with the law.

SECTION 72. Indecent shows. It shall be considered a violation of human rights to force or deceive a woman or to induce, persuade, deceive or force a girl or boy child to dance, sing, act, or perform in public or private places for commercial or entertainment purposes. Persons, entities, establishments, or organizations engaging in such shows, public or private, shall be penalized in accordance with the law.

SECTION 73. Local Monitoring Board of Violence in Media. A local monitoring board for movie, print, broadcast and multimedia shall be set up classify, censure prohibit or regulate the exhibition of materials in the municipality degrading women. The Board's function shall also extend to video shops, electronic communication, cable television, books and other forms of audio visual channels of instruments.

SECTION 74. Police Operations in Entertainment establishments. All police operations or raids conducted in any entertainment establishment shall be undertaken with utmost care and respected 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.

GENDER AND CULTURE

SECTION 75. Statement of Policy. The Municipality realizes that sociocultural realities in the communities affect both women and men. It shall therefore, respect and protect women and men, regardless of their SOGIESC, in enjoying their cultural rights.

SECTION 76. Preservation and Promotion of Culture, Ethnicity and Gender-Sensitive Local Practices. The Municipality, through Tourism Office, shall implement programs and projects that preserve and promote local culture, arts, crafts, and artisans. It shall likewise preserve, develop, and promote the positive local cultural practices, traditions, ethnicity, and arts, inclusive of those practiced by the Indigenous People and other existing ethnic and cultural groups in the Municipality.

GENDER AND SPORTS

SECTION 77. Statement of Policy. The Municipality, through the Sports Development Council, shall endeavor to improve access of women and men of all ages to gender-sensitive and non-discriminatory competitive and non-competitive sports and physical development programs as means to achieve excellence, promote physical and social well-being, eliminate gender stereotyping, and provide equal access to the full benefits of development. It shall also foster interest in traditional and indigenous sports in male and female youth and children.

SECTION 78. Sports Development Program for Persons with Disabilities. The Municipality, through its PDAO, shall develop and implement a sports development program for male and female persons with disabilities and shall endeavor to:

78.1 Train more male and female coaches in handling athletes with disabilities;

- 78.2 Conduct PWD-friendly and appropriate sports activities;
- 78.3 Provide equal opportunities for male and female athletes with disabilities for scholarships and travel grants with adequate support mechanism;
- 78.4 Ensure equal footing of male and female athletes with disabilities in terms of incentives and awards for competitions;
- 78.5 Allocate sufficient funds to support male and female athletes with disabilities; and,
- 78.6 Establish support group by organizing athletes with disabilities.

**GENDER MAINSTREAMING IN DISASTER RISK REDUCTION AND
EMERGENCY MANAGEMENT**



SECTION 79. Statement of Policy. Women, children, youth, senior citizens, persons with disabilities and with special needs, and other vulnerable and marginalized male and female members of the community regardless of their sexual orientation, gender identity and expression, have the right to protection and security in times of disasters in all phases of relief, recovery, rehabilitation and reconstruction efforts. They shall also be involved during the preparatory and prepositioning activities particularly those that include decision-making. They shall also be fully-protected from sexual exploitation, trafficking in persons, sexual harassment, and other gender-based violence committed against them.

SECTION 80. Gender-Responsive Municipal Disaster Risk Reduction and Management Mechanisms. The Municipality shall ensure gender responsiveness of the following mechanisms:

80.1 MDRRMC through the following functions and responsibilities:

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- a. Approve, monitor and evaluate the inclusive implementation of the Municipal Disaster Risk Reduction and Management Plan (MDRRMP) and regularly review and test the plan consistent with other national and local planning programs;
 - b. Ensure integration of gender-responsive disaster risk reduction and climate change adaptation into local development plans, programs and budgets as a strategy in sustainable development and poverty reduction; and,
 - c. Recommend the implementation of forced or preemptive gender-sensitive evacuation of local residents, if necessary, taking into consideration their vulnerabilities.

80.2 MDRRM through the following functions and responsibilities:

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- a. Design, program, and coordinate inclusive disaster risk reduction and management activities consistent with the National Council's standards and guidelines;
 - b. Facilitate and support gender-sensitive risk assessments and contingency planning activities at the local level;
 - c. Consolidate local disaster risk data and information that are sex, age, and disability disaggregated;
 - d. Organize and conduct training, orientation, and knowledge management activities on gender-responsive disaster risk reduction and management at the local level;

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- e. Formulate and implement a comprehensive, integrated and gender-responsive MDRRMP in accordance with the national, regional and provincial framework, and policies on disaster risk reduction in close coordination with the Municipal Development Council (MDC);
 - f. Conduct continuous disaster monitoring and mobilize instrumentalities and CSOs, private groups and organized volunteers, to utilize their facilities and resources for the protection and preservation of life and properties during emergencies in accordance with existing policies and procedures;
 - g. Identify, assess and manage the hazards, vulnerabilities, risks including gender-based violence in emergency situations that may occur in their locality;
 - h. Disseminate information and raise public awareness about those hazards, vulnerabilities and risks, their nature, effects, early warning signs and counter-measures;
 - i. Identify and implement cost-effective and risk reduction measures/strategies that are accessible by women and other vulnerable sectors;
 - j. Maintain a database of human resource, equipment, directories, and location of critical infrastructures and their capacities such as primary care facility and evacuation centers, including those that shall cater to any gender-based violence that may occur during emergencies;
 - k. Develop, strengthen and operationalize mechanisms for partnership or networking with the private sector, CSOs, and volunteer groups including women's organizations;
 - l. Take all necessary steps on a continuing basis to maintain, provide, or arrange the provision of, or to otherwise make available, suitably-trained and competent personnel for effective civil defense and gender-responsive disaster risk reduction and management in its area;
 - m. Organize, train, equip and supervise the provincial emergency response teams and the Accredited Community Disaster Volunteers (ACDVs), ensuring that humanitarian aid workers are equipped with basic skills to assist mothers to breastfeed;
 - n. Respond to and manage the adverse effects of emergencies and carry out recovery activities in the affected area, ensuring that there is an efficient mechanism for immediate delivery of food, shelter and medical supplies for women and children, endeavor to create a special place where internally-displaced mothers can find help with breastfeeding, feed and care for their babies and give support to each other;
 - o. Within its area, promote and raise public awareness of and compliance with this Act and legislative provisions relevant to the purpose of this Act, and other laws such as, but not limited to, RA 7160, RA 9262, RA11313, and RA 10364;
 - p. Recommend through the MDRRMC the enactment of gender-sensitive local ordinances consistent with the requirements of this Act;

SECTION 81. Capacity-Building of Emergency Responders. The Municipality shall build

the capacity of community emergency response managers and first responders to be able to prevent and respond to Gender-Based Violence in all aspects of DRRM.

SECTION 82. Provision of Relief Assistance. The Municipality shall ensure timely, adequate and culturally-appropriate relief assistance and services such as food, water, sanitary packs, PFA and PSS. Other assistance such as livelihood and education shall also be provided when necessary. It shall also ensure accessibility of comprehensive health services including the implementation of the MISP for SRH at the early stage of crisis.

SECTION 83. Women and Child-Friendly and Safe Evacuation Centers and Relocation Sites. The Municipality shall provide technical support and resource augmentation to ensure adoption of measures by camp managers to prevent gender-based violence in evacuation centers and relocation sites. It shall also monitor the designs of the evacuation centers to be safe for women and children experiencing violence and are comfortable spaces for babies and mothers. Referral services for mental health, family violence, and any gender-based violence. Emergency birth shall also be considered in determining resources and support that shall be made available in case of an unexpected labor.

SECTION 84. Women's Involvement in Camp Management. Camp managers shall ensure that women have active participation in various camp committees responsible for food and water distribution, nutrition, sanitation, and hygiene, shelter, education, protection, security and safety especially in the decision-making process.

GENDER AND LIBERTY

SECTION 85 Aftercare Assistance to Male and Female Persons Deprived of Liberty. The Municipality, through MSWDO, shall provide aftercare assistance for the male and female persons deprived of liberty.

GENDER AND TRANSPORTATION

SECTION 86. Statement of Policy. The Municipality recognizes the following rights of male and female commuters:

86.1 Right to Safety. Commuters have the right to expect safe and reliable transportation services;

86.2 Right to Information. Commuters have the right to be informed of the fare rates, routes, and schedules of transportation services; and,

86.3 Right to be Treated Fairly. Commuters have the right to be treated with respect and fairness by drivers and operators.

SECTION 87. Inclusive Formulation of Local Public Transport Route Plan. The Municipality shall ensure participation and consider the needs of women, senior citizens, persons with disabilities, children, and other vulnerable commuters and stakeholders in planning, designing, and implementing the Municipal Public Transport Route Plan.

Further, the Municipality shall provide technical assistance to the barangay in developing route- oriented and gender-sensitive transport plans.

SECTION 88. Public Transport Vehicles as Safe Spaces for All. The Municipality shall endeavor to increase people's awareness on their right to safe spaces in public transport vehicles. It shall develop IEC materials that can be accessed by the commuters while on the vehicle or while queueing or waiting in a transportation hub. Discrimination and harassment in any form shall not be permitted.

It shall further endeavor to also increase awareness of drivers and operators on their

obligations in ensuring that the transport vehicles foster positive and gender-sensitive transportation experience among commuters and promote a culture of inclusivity and equality.

GENDER IN POLITICAL AND PUBLIC SPHERE

SECTION 89. Statement of Policy. The Municipality shall ensure the fundamental equality of every person and afford them their rights, privileges and opportunities as enshrined in the Constitution and other applicable laws.

SECTION 90. Human Resources in Local Government Units. Discrimination against and denying of entry to government service, participation in trainings and promotion, remuneration, and availing any benefits and privileges on the basis of one's SOGIE-SC shall be deemed unlawful. The Municipality shall not deny the male and female employees of favorable opportunities which afford one's career or professional advancement.

SECTION 91. Inclusive and Participatory Development Planning and Implementation. The Municipality shall ensure that the municipal plans and programs are inclusive and are developed and formulated in a participatory manner that involve women, men, persons with disabilities, senior citizens, and other CSOs, POs, and NGOs that cater to the needs of the marginalized and vulnerable sectors.

It shall endeavor to organize, strengthen, accredit, and include as members of the Municipal Development Council, at least, the following organizations:

- a. KALIPi
- b. RIC
- c. PYAP
- d. 4H Club
- e. ERPAT
- f. Tigbaw Pride
- g. PWD
- h. Solo Parents
- i. Senior Citizens
- j. Teen Center Peer Helpers
- k. Women's Association
- l. TOWBA
- m. Farmer's and Fisherfolks Association
- n. Tigbauan Employees' Multipurpose Cooperative (TEMPC)
- o. Kooperatiba Naton MPC
- p. All other accredited CSOs

SECTION 92. Equal Treatment Before the Law. Women and men have equal right to take an active part in the affairs of the Municipality. Both have the right to participate in the formulation and implementation of local policies, thereof, to hold public office and perform mandated functions. Autonomy and improvement of political status of women, men, and other marginalized and vulnerable sectors are essential to the achievement of a participatory, just, transparent, and accountable local governance, administration and sustainable development.

92.1 Families in the Municipality. The Municipality recognizes that Tigbauanon families are the foundations of the Municipality. It also recognizes that Tigbauanon families are not just limited to nuclear families but also include those families with a solo parent, and extended families having a relative or relatives take on the responsibility as parents of the child or children. The Municipality shall endeavor to strengthen Tigbauanon family solidarity and actively promote its total development by holding at least the following observances or celebrations and conduct activities relevant to:

- a. Family Week every last week of September

b. International Day of Families every 15th of May

92.2 Solo Parents. The Municipality recognizes that solo parents have the natural and primary rights and duty in rearing their children by providing for their basic needs. Towards this end, the Municipality shall ensure protection of the rights of solo parents and shall provide them with access to social services and welfare benefits to uplift their status and circumstances. To realize these, the Municipality shall:

- 92.2.1** Organize the Municipal Solo Parents Association
- 92.2.2** Establish the Municipal Solo Parents Registration System
- 92.2.3** Ensure participation of Solo Parents in Local Governance
- 92.2.4** Celebrate the Solo Parents' Week every 3rd week of April of each year

92.3 Senior Citizens. The Municipality shall endeavor to make essential goods, health and other social services available and accessible to all the people at affordable cost giving priority to the underprivileged, sick, senior citizens, persons with disability, women and children. Further, the Municipality declares that it is the duty of the family to take care of its elderly members while the former continues to provide services and implement programs for their social protection.

Senior citizens, who actively contribute to productive and reproductive work, shall have continuous access to support service. The rights and privileges of senior citizens shall also be recognized by observing these activities:

- 92.3.1** Elderly Filipino Week every 1st week of October;
- 92.3.2** Search for the Most Senior Citizen-Friendly Barangay to influence the LGU and barangay in adhering to laws pertinent to the protection of the senior citizens; and,
- 92.3.3** the provision of cash incentives for centenarians, nonagenarians, and the octogenarians to augment for their basic needs, maintenance medicines and check up, and recreational activities.

92.4 Women and Children. The Municipality shall adopt declarations of the United Nations and other international organizations wherein the Philippines is a member nation. There shall be various activities that leads to gender equality and equity among all individuals in the Municipality, including women and children:

- 92.4.1** Women's Month every March;
- 92.4.2** International Women's Day every March 8;
- 92.4.3** Women with Disabilities Day every last Monday of March of every year;
- 92.4.4** Women-Led Province-Wide Limpyo Iloilo;
- 92.4.5** Search for Huwarang Ilongga sang Probinsya;
- 92.4.6** Observance of 18-Day Campaign to End VAW annually from November 25 to December 12;
- 92.4.7** Breastfeeding Awareness Month every August of each year;
- 92.4.8** Breast Cancer Awareness Month every October of each year;
- 92.4.9** Ovarian Cancer Awareness Month every September of each year;
- 92.4.10** National Rural Women's Day every 15th of October of each year;
- 92.4.11** Mothers' Day every 2nd Friday of May;
- 92.4.12** Municipal Self-Organization of Women
- 92.4.13** Kalipunan ng Liping Pilipina (KALIPI) Nasyonal through the MSWDO;
- 92.4.14** Rural Improvement Club (RIC) through the MAO; and
- 92.4.15** Women MSMEs through LEDIPO;
- 92.4.16** Development of Public-Private Partnership with NGOs/CSOs focused on Women;
- 92.4.17** "Buwan ng mga Bata" every November of each year pursuant to RA 10661; and,

92.5 Men. Regardless of sex, and primary dimensions of diversity, every individual, including men, has the right to equality, life, liberty, personal security, and freedom from discrimination hence, the following activities shall be conducted to empower men towards becoming better allies for gender equality:

- 92.5.1** Fathers' Day every 3rd Sunday of June of each year; and,
- 92.5.2** Provincial Self-Organization of Men
- 92.5.3** Effective Re-affirmation of Paternal Abilities (ERPAT) through MSWDO; and,

92.6 Youth. Recognizing the vital role of the male and female youth in local development, the Municipality shall improve their access to meaningful and purposive participation and further enhance their involvement in local public and civic affairs such as, but not limited to the following:

- 92.6.1** National Youth Day every 12th of August of every year;
- 92.6.2** Linggo ng Kabataan on the week where the 12th of August falls; and,
- 92.6.3** Pag-Asa Youth Association of the Philippines (PYAP) Week.



92.7 Persons with Disabilities. The Municipality shall inclusively grant the rights and privileges for Persons with Disabilities including the right to peaceful assembly and association. Pursuant to Republic Act 7277, the Municipality shall improve the access of PWDs to public gatherings such as, but not limited to:

- 92.7.1** NDPR Week celebration every 3rd week of July of each year;
- 92.7.2** International Day of Persons with Disabilities every 3rd of December of each year; and,
- 92.7.3** Cerebral Palsy Awareness and Protection (CPAP) Week from September 16 to 22 of every year.

92.8 LGBTQIA+. The Municipality shall respect and grant the rights of each of its constituent regardless of one's sexual orientation, gender identity and expression, and sex characteristics. It shall enjoin all individuals and stakeholders to participate in the following undertakings:

- 92.8.1** Institutionalizing Municipality of Tigbauan as a Safe Space for LGBTQIA+;
- 92.8.2** Incorporating diverse and other gender-based concerns with the Cases Handled by VAW Desk Officers;
- 92.8.3** Programs for Anti-Discrimination of Persons based on SOGIESC; and,
- 92.8.4** Pride Week celebration every 2nd week of June of each year.



92.9 Other Gender-Based Celebrations and Observances. To further foster gender equality and equity and to raise people's awareness in the province, the following UN and local declarations shall be adopted by the Municipality and encourage participation of all stakeholders and sectors including women, LGBTQIA+ community, senior citizens, children, youth, persons with disabilities, OFWs and their families and other vulnerable sectors:

- 92.9.1** International Day of Non-Violence on the 2nd of October of every year;
 - 92.9.2** World Day Against Trafficking in Persons on the 30th of July of every year;
 - 92.9.3** World AIDS Day on the 1st of December of every year;
 - 92.9.4** Philippine National HIV Prevention Month every July of each year;
 - 92.9.5** National Infection Prevention and Control Week every 2nd week of July of each year; and,
 - 92.9.6** Migrant Workers Day every June 10 of each year.
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**GENDER IN ENVIRONMENT AND NATURAL RESOURCE MANAGEMENT
AND CONSERVATION**

SECTION 93. Statement of Policy. The Municipality recognizes the vital role of women in environment and natural resource management and conservation hence; it shall endeavor to address gender gaps in these areas towards achieving a sustainable and balanced ecosystem.

SECTION 94. Adoption of the Dublin-Rio Principles on Water and Sustainable Development. The Municipality shall adopt the following four (4) Dublin-Rio principles which was also adapted and elaborated by the Global Water Partnerships towards gender-responsive and sustainable management and use of water:

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- 94.1 Water is a finite and vulnerable resource.** Fresh water is a finite and vulnerable resource, essential to sustain life, development and the environment of both women and men;
 - 94.2 Participatory approach.** Water development and management should be based on a participatory approach, involving both female and male users, planners, and policy-makers at all levels and that overall framework shall consider gender;
 - 94.3 Role of women.** Women play a central part in the provision, management and safeguarding of water; and,
 - 94.4 Social and economic value of water.** Having access to clean water is a basic right of every human being. The Municipality, therefore, shall endeavor to recognize the social and economic value of water to achieve equitable use and encourage conservation and protection of water resources.

SECTION 95. Adoption of Gender-Responsive Environment Protection and Enhancement Measures. This Code hereby adopts all relevant and existing provisions of the local environmental ordinances, national environment laws, issuances and promulgations on air quality, traffic situation, industrial pollution control, water quality, waste water disposal, special liquid waste disposal, solid waste management, noise pollution, the protection and enhancement of water quality in rivers and other bodies of water and other environmental concerns.



SECTION 96. Addressing Gender Gap in Sustainable Energy. Recognizing that women play vital role in household energy consumption, management, and decision, the Municipality shall improve women's access to participation in planning, financing, execution, implementation, and evaluation of projects related to sustainable energy. It shall also promote and encourage women's improved access to the power sector, other than being household energy consumers and managers, as producers, technicians, and entrepreneurs in sustainable energy.

GENDER AND DISABILITIES



SECTION 97. Statement of Policy. Person with disability, regardless of sex characteristics, diversity in SOGIE, and gender variability, are part of the Municipality and have the same rights as others that shall not be perceived by the Local Government Unit of Tigbauan and its constituents as welfare services. They shall be given full support for the improvement of their total well-being and for their integration to the mainstream of society.

Towards this end, the Municipality shall exert all efforts to remove all social, cultural, economic, environmental and attitudinal barriers that are prejudicial to persons with disabilities. It shall adopt gender-responsive and inclusive policies, create non-handicapping environment, and implement programs, projects, and deliver services ensuring rehabilitation, self-development and self-reliance of persons with disabilities.

SECTION 98. Protection of Persons with Disabilities. The Municipality shall ensure that all rights, benefits, and privileges for persons with disabilities are protected, as guaranteed in the Magna Carta for Persons with Disabilities.

SECTION 99. Establishing Institutional Mechanism to Implement PPAs for Persons with Disabilities. Pursuant to RA 11070 and other relative issuances, the Municipality shall ensure the following:

- 99.1 Establishment of PDAO shall have at least two (2) human resource on a permanent status:
 - a. One to serve as Head of PDAO; and,
 - b. One (1) to serve as technical/administrative staff;
- 99.2 General Assembly's nomination of at least three (3) qualified applicants for Head of PDAO positions; and
- 99.3 Appointment of Head of PDAO;

SECTION 100. Representation of Persons with Disabilities in Local Special Bodies and Other Committees. To facilitate gender mainstreaming relative to the needs of male and female Persons with Disabilities, the Municipality shall encourage organization and accreditation of existing PWD organizations that are required prior to membership in various local specials bodies and committees such as, but not limited to, the following:

- 100.1 Municipal Development Council (MDC);
- 100.2 Local Health Board (LHB);
- 100.3 Local Council for Anti-Trafficking in Persons and Violence Against Women and their Children (LCAT-VAWC);
- 100.4 Local Council for the Protection of Children (LCPC);
- 100.5 Municipal Convergence Committee;

CHAPTER IV

INSTITUTIONAL MECHANISMS AND OTHER SUPPORT SERVICES AND STRATEGIES

ESTABLISHMENT OF ILOILO MUNICIPAL GENDER AND DEVELOPMENT FOCAL POINT SYSTEM (GFPS)

SECTION 101. Gender and Development Focal Point System (GFPS) of Iloilo Province. The Municipality shall establish and strengthen its Gender and Development Focal Point System (GFPS) to accelerate gender mainstreaming in the programs, projects, activities, and processes of the Municipality. The GFPS shall ensure and sustain the Municipality's critical consciousness in supporting GAD and women's empowerment and shall respond to gender issues. It shall also take a lead role in direction setting, advocacy, planning, monitoring and evaluation.

The LCE shall sign appropriate issuances to institutionalize the establishment, reconstitution, and/or strengthening of its GFPS. Comprising the Municipal GFPS are the Executive Committee to be known as the Gender and Development Technical Working Group (GAD-TWG), Municipal Gender and Development Monitoring and Evaluation (MGAD-M&E) Team.

- 101.1 **Gender and Development Focal Point.** The Gender and Development Council which has been created under Municipal Ordinance No. 2008-001, shall be designed as the main GAD Focal Point of the municipal government. It shall be the major body that will facilitate GAD programs, project and activities for the municipal's constituents through the various

municipal departments and instrumentalities. It shall work with close coordination with the Gender and Development Resources and Coordinating Office, the GAD Focal Points formed in every departments/offices and the Barangay GAD focal points created in each barangay.

101.2 Powers and Functions of the Municipal Gender and Development (GAD) Council. As the municipal government's GAD Focal Point the Municipal GAD Council shall ensure the promotion of women's empowerment and equality/equity between women and men in the municipality and is primarily responsible for ensuring the sustained implementation of this Municipal GAD Code. To achieve these, it shall perform the following powers and duties:

1. Formulate and submit comprehensive medium term (three years) and annual integrated GAD plans responsive to the needs and situation of women constituents that incorporate policies, programs and activities (PPA's) that will uplift their conditions;
2. Monitor and evaluate the implementation of local gender and development policies, programs and activities through the conduct of regular review evaluation of existing legislation, policies and programs measuring the extent to which women's concerns are integrated in all aspects of life on the basis of equal opportunities with men;
3. Recommend the adoption of appropriate policies, enactment of ordinances or passage of resolutions that enhance the potentials and capabilities of women and men to implement GAD mainstreaming;
4. Promote and support the establishment of a consultative mechanism to provide continuing dialogue between the municipal government and women sector;
5. Maintain and update a sex-disaggregated data bank through the conduct of the primary and secondary data gathering activities;
6. Work in collaboration with national and regional government agencies, NGO's, Pos, the private sector and institutions to ensure that women's concerns are brought into the mainstream of all development efforts;
7. Ensure that all municipal government program planning and implementation activities are gender sensitive/responsive;
8. Review and approve all GAD PPA's from the barangay to city level prior to implementation to monitor if activities to be undertaken are in accordance with guidelines set forth;
9. Create functional committees in the performance of its functions, as the need arises.
10. Assist the Finance Committee, the Committee on Appropriations in the allocation of the GAD Budget
11. Avail of educational and training seminars offered by NGO's/PO', educational and research institutions, and other private sector initiatives that may be helpful in the achievement of its goals;
12. Represent the municipality in local and international women's conferences and for others which are pertinent to its other duties and functions.
13. Gather and disseminate information on current developments and studies on GAD and related issues (i.e. gender and government); and
14. All other duties and functions that may be mandated by its council members deemed necessary to achieve its goals.

101.3 Composition and Functions of Gender and Development Technical Working Group). The Gender and Development Technical Working Group

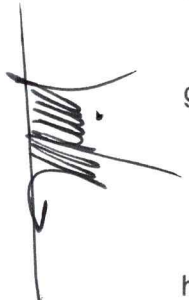
(GAD-TWG) shall be composed of LCE as the Chair and shall have the LGU Department Heads, Chairs of the Sanggunian Committees on Women, Children and Family, and Appropriations; and representatives from the PNP's Women's Desk, Indigenous Peoples (IPs), Persons with Disabilities (PWDs), private sector, academe and recognized and/or accredited nongovernment organizations (NGOs) as well as women associations as members.

The Sanggunian Kabataan (SK) Federation President may be invited as member of the GAD-TWG. The LCE may also designate an alternate Chair and Vice-Chair for the GAD-TWG.

The LCE, being the Chairperson of the GAD-TWG, shall:

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- a. Issue policies, and/or directives that support gender mainstreaming in the policies, plans, programs, projects, activities, services, budget, systems, processes and procedures of the Municipality including the creation, strengthening, modification, and/or reconstitution of the GFPS; and,
 - b. Ensure the implementation of the GAD Plan and Budget, and approve the GAD Accomplishment Report and other GAD-related reports of the LGU as may be required by Implementing Rules and Regulations of RA 9710, also known as the "Magna Carta of Women," and PCW-DILG-DBM- NEDA Joint Memorandum Circular No. 2013-01, duly endorsed by the PGADC and with assistance from the PGAD-TWG.

The GAD-TWG shall:

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- a. Facilitate the gender mainstreaming efforts of the Municipality through the GAD planning and budgeting process;
 - b. Formulate the Municipality GAD Plan and Budget (GPB) in response to the gender gaps and issues faced by its constituents including the employees;
 - c. Assist on the capacity and competency development of and provide technical assistance to the offices or units of the Municipality. In this regard, the GAD-TWG shall work with the Human Resource Management Office (HRMO) on the development and implementation of a capacity development program on GAD for its employees, as necessary;
 - d. Coordinate with the various units/offices of the Municipality and ensure its meaningful participation in strategic and annual planning exercise on GAD including the preparation, consolidation and submission of GPB;
 - e. Lead the conduct of advocacy activities and the development of information, education and communication (IEC) materials to ensure critical support of local elective officials, department heads and staff, and relevant stakeholders to the GFPS and to gender mainstreaming;
 - f. Prepare and consolidate Municipal GAD Accomplishment Report and other GAD- related reports; and,
 - g. Provide regular updates and recommendations to the LCE regarding GFPS activities and the progress of the Municipality in gender mainstreaming based on the feedback and reports of concerned offices/units, stakeholders and constituents.
 - h. Direct the identification of GAD strategies, PPAs, and targets based on the results of gender analysis and gender assessment, taking into account the identified priorities of the LGU and the gender issues and concerns faced by the LGU's constituents and employees;

- i. Build and strengthen the partnership of the LGU with concerned stakeholders such as women's groups or CSOs, national government agencies, GAD experts and advocates, among others in pursuit of gender mainstreaming; and,
- j. Recommend awards and/or incentives to recognize outstanding GAD PPAs or individuals who have made exemplary contributions to GAD.

101.4 Function of the Gender and Development Resources and Coordinating Office (GADRCO). The Gender and development resources and coordinating office is responsible for providing technical and administrative support to the GAD Council in implementing this Ordinance the GADRO shall have the following functions to ensure effective and consistent implementation of the provisions of this Ordinance:

- 101.4.1** Act as a Secretariat for the Municipal GAD Council and will provide administrative, operational, and coordinative support to the body, including the documentation of GAD Council meeting proceedings;
- 101.4.2** Assist the Council and the Executive Committee in the monitoring of GAD plans and PPA's from the barangay to the municipal department office level;
- 101.4.3** Assist the Council in capacity building activities for GAD mainstreaming such as GAD/gender sensitivity orientation, gender-responsive planning and budgeting, gender diagnosis or programs and gender-based information systems;
- 101.4.4** Assist the Council in information dissemination and awareness building and in the production of information-education-communication tools such as regular publications, research and monitoring reports, city gender profiling, advocacy materials, audiovisuals; as well as in the identification and maintenance of resource persons and trainers for a GAD speakers bureau for the municipality;
- 101.4.5** Assist the GAD Council in establishing and maintaining a gender- responsive knowledge center/databank;
- 101.4.6** Assist in establishing a GAD Focal Point mechanism in each department within the municipal government and in barangays for better coordination and monitoring;
- 101.4.7** Facilitate the holding of women's assemblies for consultation of issues; and for the registration and election of women NGO/PO representatives to the GAD Council; and
- 101.4.8** Undertake all other work required for the effective and efficient discharge of the Council's functions.

101.5 Municipal Gender and Development Monitoring and Evaluation (MGAD-M&E) Team. The Municipal Gender and Development Monitoring and Evaluation (MGAD-M&E) Team shall be composed of the GAD-TWG Chair, Heads of the Municipal Planning and Development Office (MPDO), Human Resource Management Office (HRMO), Budget Office, and DILG MLGOO. Representatives from these offices may also be designated by the Heads to serve as members of the MGAD-M&E Team.

Other members that shall also be included are the representatives of the LCE, Civil Society Organizations (CSOs) specifically from women's organization and the academe. The MGAD-M&E team shall invite the concerned implementing office of the GAD PPAs during the monitoring and evaluation period. The MGAD-M&E Team shall perform the following functions:

- a. Evaluate the outcomes of the LGU GAD policies, programs and projects;

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- b. Monitor the implementation of GAD-related PPAs and suggest corrective measures to improve their implementation;
 - c. Coordinate with the different offices and committees of the GAD programs, projects and activities (PPAs) during the monitoring and evaluation period;
 - d. Facilitate the participation of the stakeholders such as women and men constituents and program/project beneficiaries by consulting them and documenting their feedback, lessons learned and insights in the evaluation reports;
 - e. Prepare the end-of-term GAD Evaluation Report to serve as inputs to local policy-making and planning including GAD planning, programming, budgeting and implementation of the next local administration; and,
 - f. Prepare Municipality Annual Status Report on the Institutional Mechanisms for Gender Mainstreaming.

RECONSTITUTION OF THE LOCAL COMMITTEE AGAINST TRAFFICKING AND VIOLENCE AGAINST WOMEN AND THEIR CHILDREN (LCAT-VAWC)

SECTION 102. Composition of the LCAT-VAWC. The Municipality shall reconstitute and ensure functionality of the Local Committee against Trafficking and Violence Against Women and their Children (LCAT-VAWC) to oversee implementation of RA 9262 and RA 9208 as amended by RA 10364 in the Municipality of Tigbauan. It shall be composed of the following:

Chairperson : The Local Chief Executive
Co-Chairperson: SB Chairperson of the Committee on Women and LGBTQ+

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- a. Department Heads of the following Municipality offices:
 - Municipal Social Welfare and Development Office
 - Municipal Planning and Development Office
 - Primary Care Facility
 - Provincial Population Office
 - Municipal Information Unit
 - Public Employment Services Office
 - b. Heads of Local or field offices of the following National Government Agencies:
 - DILG
 - TESDA
 - DOLE
 - DepEd
 - Civil Service Commission
 - Iloilo Police Provincial Office
 - c. President of Liga ng mga Barangay – Municipal Chapter
 - d. Non-Government Organization Representatives of the following sectors:
 - Women
 - Children
 - Senior Citizen
- 

SECTION 103. Powers, Functions and Responsibilities of the LCAT-VAWC. The LCAT-VAWC shall have powers, functions and responsibilities similar to its national and regional counterparts and those prescribed by existing laws pertinent to trafficking in persons and VAWC.

SECTION 104. Secretariat. The Municipal Social Welfare and Development Office shall serve as the Secretariat of the LCAT-VAWC. It shall perform the following functions:

- 104.1 Oversee the technical and administrative preparation for convening regular committee meetings and special meetings, and technical working group meetings, as necessary;
- 104.2 Prepare minutes of the meetings and other proceedings;
- 104.3 Prepare timely reports about progress in the implementation of VAW-related programs, projects, and activities and other reportorial requirements; and,
- 104.4 Guide the preparation and finalization of reports/documents/resolution for review and approval of the Secretariat Head and Committee members.

SECTION 105. Composition of the LCAT-VAWC Technical Working Group. The LCAT-VAWC TWG shall be composed of the following:

- 105.1 Municipal Social Welfare and Development Office;
- 105.2 Primary Care Facility
- 105.3 Women’s and Children’s Protection Desk Police;
- 105.4 Accredited CSO (Municipality of Tigbauan); and,
- 105.5 DILG (Municipality of Tigbauan).

SECTION 106. Functions and Responsibilities of the LCAT-VAWC TWG. The functions and responsibilities of the LCAT-VAWC TWG shall be determined by the Committee.

Establishment And Maintenance of GAD Database

SECTION 107. Establishment and Maintenance of GAD Database. The Municipality shall establish and maintain and update its local GAD database as mandated by the Magna Carta of Women to serve as basis for gender-responsive planning, programming, and policy formulation. It shall contain sex, age, and disability-disaggregated data. Results of the Community-Based Monitoring System (CBMS), the National Household Targeting System for Poverty Reduction (NHTS-PR), and other existing systems may also form part of the GAD database of Municipality.

CHAPTER V
GAD AGENDA

SECTION 108. GAD Agenda. The Municipality shall ensure the formulation of the GAD Agenda every three (3) years.

CHAPTER VI
APPROPRIATIONS, PENAL AND FINAL PROVISIONS

APPROPRIATIONS

SECTION 109. Appropriation for the GAD Budget. The implementation of this Ordinance and its corresponding PPAs shall be primarily sourced from the mandated Gender and Development (GAD) Fund of the Municipality, which constitutes at least **five percent (5%) of the total appropriations for every fiscal year.**

SECTION 110. Specific Allocation: A dedicated portion of the GAD budget shall be specifically allocated for LGBTQIA+-centric PPAs and operational expenses of the SOGIE Desk/Wellness Center.

SECTION 111. Appropriation for Other Provisions. The amount necessary to carry out provisions other than those to be carried out by the GAD Unit or Office shall be charged to the budget of corresponding offices that leads the program and services. It shall also be included in the subsequent annual or supplemental budget of the Municipality.

PENAL PROVISIONS

SECTION 112. VIOLENCE AGAINST WOMEN AND CHILDREN.

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- a. Sex Tours. No hotels, beach resorts, sauna baths and related establishments shall be allowed to operate as conduit for sex tours. Cancellation of business permit a fine of not exceeding Two Thousand Five Hundred Pesos (P 2,500.00) shall constitute the penalty for violation.
 - b. Beauty Contest. Beauty contest which tend to commodity abuse, humiliate and treat other persons, especially women and homosexuals as sex objects shall strictly be Prohibited in schools, communities, barangays and by the municipal government in its special celebrations, but in their stead the projection of women's strengths and potentials, especially with regard to indigenous and culturally relevant forms shall be encouraged.

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

For business entitles:

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- a) cancellation of business permit;
 - b) fine of not exceeding two thousand five hundred pesos (P2,500.00),

For representatives of agencies, departments or units of the local government of Tigbauan:

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- a) suspension for one month without pay;
 - b) fine of not exceeding two thousand five hundred pesos (P2,500.00);

For educational institutions, charity or welfare organizations:

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- a) cancellation of license to operate;
 - b) fine of not exceeding two thousand five hundred pesos (P2,500.00);

- c. All fund-raising activities as defined in this Code shall be strictly prohibited in municipality of Tigbauan. Violators of this provision shall pay a fine of not exceeding two thousand five hundred pesos (P2, 500.00) or imprisonment of six (6) months or both at the discretion of the court.
- d. Forced Marriage. No person shall be forced to marry on the

basis of vitiated consent. Any person or representative committing a fraudulent or coercive act to cause and effect a forced marriage shall be liable under this Code by a fine of not exceeding two thousand five hundred Pesos (P2, 500.00) or an imprisonment of one year, or both, at the discretion of the Court.

- e. Regular Surveillance of Entertainment Establishments. A Municipal Interdepartmental Task Force shall be created to conduct regular surveillance of business establishment involve in trading women's bodies such as (a) prostitution; (b) printing, publication, display and distribution of pornographic scenes on movies/TV shows, trailers, posters, billboards and other materials and literature that treat women as sex object and commodities; organizing production of pornographic and indecent shows depicting women and girls as sexual objects either in nude or provocative gestures; and mounting live shows women or girl-child are influenced or forced to dance or do nude shows in public or private places.

Any person or agency who engages in organizing or producing 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 113. LABOR AND EMPLOYMENT

- 113.1 Equal Access to Job Training and Program. No women 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 Five Hundred Pesos (P500.00) and temporary cancellation of business permit for the first offense, and not exceeding Two Thousand Five hundred Pesos (P2,500.00) fine and permanent cancellation of business permit for the second offense or as prescribed by the Court. The government unit of agency head of office is liable with the penalty of three days suspension and a fine of One Thousand Pesos (P 1,000.00).

- 113.2 Wage and Benefits for Woman. Every employer shall comply with the minimum wage as stipulated by the regional wage board or passed by the congress and shall grant all benefits to all women employees such as maternity leave, sick and vacation leave, retirement termination and other benefits provided by the law. Violation by private employers shall constitute a fine of not exceeding two thousand five hundred Pesos (P2,500.00) and a cancellation of business permit or as prescribed by the court. A municipal government unit or agency head of office which violates this Code shall be liable with the penalty of three months suspension and a fine of One Thousand Pesos (P1,000.00).

- 113.2.1 Facilities and Support System for Women. The municipal government shall ensure the safety and health of women employees. In appropriate cases, it shall require employers to:
- i. 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;
 - ii. Establish separate toilet rooms, lavatories and lounges for men and women and provide at least a dressing room for women.

- iii. Provide breast feeding corners for women in the work places.

Violation by private employers shall constitute a fine of not exceeding two thousand five hundred Pesos (P2, 500.00) and cancellation of business permit or as prescribed by the Court. The 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).

- 113.2.2 Increase Maternity Leave Benefits as Incentives for Breastfeeding Mothers in the Public and Private Sector. Maternity leave benefits of forty-five (45) days shall be extended according to all women employees (public and private) who have rendered at least one (1) Year continuous service.

Any employer who violates this provision shall pay a fine of not exceeding two thousand five hundred Pesos (P2, 500.00) and a suspension of business permit or license to operate for six (6) months, for local government department or agency, administrative sanctions shall be imposed.

- 113.2.3 Barangay Education and Gender Sensitivity. All barangay in the Municipality of Tigbauan shall conduct compulsory training and education for both BSDOs, barangay officials, house helpers, and house helper employers on gender sensitivity. An administrative sanction shall be imposed on the barangay council which fails to comply with this provision.

- 113.2.4 Women in the Entertainment Industry. Women engage in the entertainment industry shall be recognized as wage earners and they shall receive a minimum wage and the benefits afforded to women workers and shall render services as set in the job contract and only in the place of work is specified in the business permit of the establishment concerned. Violation of this provision shall be subjected to a fine of not exceeding two thousand five hundred Pesos (P2,500.00) or cancellation of business permit, or both, at the discretion of the Court.

- 113.2.5 Police Operation in Entertainment Establishments. All police operations or raids conducted in any entertainment establishment shall be undertaken with utmost respect for human rights. Police officers shall not take this opportunity for sexual exploitation of or extortion from entertainers and other concerned parties. The municipality shall also regulate the media coverage of raiding activities.

- 113.2.6 Orientation on Sexual Harassment. All government 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 Gender and Development Resource and Coordinating Office. Establishments which is to comply with this provision shall pay a fine of not exceeding two thousand five hundred Pesos (P2, 500.00) immediately or at the discretion of the court.

SECTION 114. GENDER AND DEVELOPMENT. Gender Sensitivity and Orientation Training. All schools, offices, establishments or companies, departments and agencies including barangay officials of the local government shall initiate gender sensitivity orientation and training which shall equip them theoretical and practical knowledge on gender justice. Noncompliance of this provision shall require the concerned party to pay a fine of not exceeding two thousand five hundred Pesos (P2,500.00) and issuance of warning by the Integrated Gender and Development office.

SECTION 115. LGBTQA+.

Any person, government official, or entity found guilty of violating any of the prohibited acts shall be penalized as follows:

Violation	Penalty for First Offense	Penalty for Second Offense	Penalty for Third Offense
Government Officials (Committing/Allowing Discrimination)	Reprimand and compulsory SOGIE training.	Suspension of one (1) month without pay and a fine of P1,500.00 .	Dismissal from service (subject to Civil Service Rules) and a fine of P2,500.00 .
Private Persons/Entities	Fine of P1,000.00 and compulsory SOGIE training.	Fine of P1,500.00 and revocation of business permit for 3 months .	Fine of P2,500.00 and permanent revocation of business permit.

Note: Penalties are without prejudice to the filing of appropriate criminal and civil actions under existing national laws

SECTION 116. Applicability of Revised Penal Code and Special Statutes. Any act or omission violative of any provision of this Ordinance which is defined and penalized under the Revised Penal Code or any special statute shall be prosecuted and penalized under the applicable law.

FINAL PROVISIONS

SECTION 117. Repealing Clause. All ordinances, resolutions, circulars, memoranda, or rules and regulations inconsistent with the provisions of this Code are hereby repealed or modified accordingly.

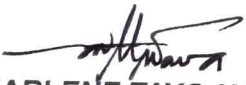
SECTION 118. Separability Clause. If, for any reason, any portion or provision of this Code is declared unconstitutional or invalid, the other sections or provisions hereof which are not affected thereby shall continue to be in full force and effect.

SECTION 119. Supplementary Clause. On matters not provided for in this Code, existing applicable laws and their corresponding Implementing Rules and Regulations, as well as Executive Orders and other relevant issuances issued in "*pari materia*", shall apply in a suppletory manner.

SECTION 120. Implementation of this Code. To properly implement this Code, the PGADC shall formulate such necessary rules and regulations which shall be embodied in an appropriate Executive Order to be issued by the Provincial Governor.

SECTION 121. Effectivity Clause. This Code shall take effect after compliance with the posting requirements.

CERTIFIED CORRECT:


MARLENE TAYO-NAVA
SB Secretary

ATTESTED:


MARLON R. TERUÑEZ
SB Member & Temporary Presiding Officer

APPROVED:


ATTY. VIRGILIO T. TERUEL
Municipal Mayor
IAN 26 2026
(Date signed)