



Republic of the Philippines
 Province of Cavite
OFFICE OF THE SANGGUNIANG PANLUNGSOD
 Trece Martires City

CITY ORDINANCE NO. 2023-479

Sponsored by Hon. Tracy Anne S. Anacan,
 Co-sponsored by: Hon. Anne Jomille D. Humarang, Hon. Joyce Ann C. Mojica,
 Hon. Kim Paolo C. Lubigan and Hon. Antonio G. Lontoc

AN ORDINANCE ENACTING THE UPDATED GENDER AND DEVELOPMENT (GAD) CODE OF TRECE MARTIRES CITY

WHEREAS, Section 2 of R.A. No.7192 otherwise known as an Act Promoting the Integration of Women as Full and Equal Partners of Men in Development and Nation Building and for other purposes, mandates that the State shall provide women rights and opportunities equal to that of men;

WHEREAS, pursuant to Section 14, Article II of the Philippine Constitution which provides, "The State recognizes the role of the women in nation-building and shall ensure the fundamental equality before the law of women and men". It is the policy of the state to uphold the rights of women and the belief of their worth and dignity as human beings. Women shall be recognized as full and equal partners of men in development and nation building and shall be equal with men in all forms of productive and reproductive activities;

WHEREAS, the City of Trece Martires shall actively support and contribute to the establishment of a national and international economic order based on sustainable and equitable growth and that any development efforts it embarks on, should enhance and improve women's potentials that would lead to the improvement of their lives, their families and that of their communities. The City Government shall strongly pursue and implement gender-responsive development policies, design and integrate gender and development support systems, taking into consideration women's immediate economic survival with support for their efforts of empowerment and self-determination, and to adopt and implement measures to protect and promote their rights.

NOW, THEREFORE, BE IT ORDAINED AS IT IS HEREBY ORDAINED by the Sangguniang Panlungsod of Trece Martires in session duly assembled, that:

**CHAPTER I
 GENERAL PROVISIONS**

**ARTICLE I
 TITLE, SCOPE, DECLARATION OF PRINCIPLES AND POLICIES,
 GAD LEGAL BASIS AND MANDATES**

Section 1. Title and Scope.

- a) **Title.** This Ordinance shall be known and cited as the **Updated GAD Code of Trece Martires City.**
- b) **Scope.** This Code covers all Ordinances and Resolutions concerning Gender and Development in Trece Martires City.

Section 2. Declaration of Principles, Policies and Strategies.

The Code is a concrete manifestation of the City Government's firm adherence to the democratic tenet that men and women in civil society are equal. This significant initiative is aimed at mainstreaming women's concerns to ensure democratic equality before the law of men and women, open a wider arena for their active participatory role in the development process, and provide equal rights and opportunities to men.

ROMEO L. MONTEHERMOSO JR.
 Presiding Officer

GEMMA BUENDIA LUBIGAN
 City Mayor

ANTONIO G. LONTOC
 City Councilor

ANSELMO L. TRINIDAD
 City Councilor

JAY-EIM C. CUNANAN
 City Councilor

ANGELITO E. VIDALLON
 City Councilor

ANNE JOMILLE D. HUMARANG
 City Councilor

GREGOR C. BUENDIA
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 City Councilor

TRACY ANNE S. ANACAN
 City Councilor

JOHN ALLYNSON P. SEPACIO
 SK Fed. President

JOYCE ANN C. MOJICA
 City Councilor

Moreover, it shall be the policy of the City Government to uphold the rights of women/girls and the belief in their worth and dignity as human beings. Women shall be recognized as full and equal partners of men in development and nation-building, and men shall share equally with all productive reproductive and community activities.

The City Government shall actively contribute to establishing a national and international economic order based on sustained, equitable growth and a balanced ecology. Any development effort it undertakes should realize women's rights, enhance women's full potential, uplift their status, and improve the quality of lives, their families, and communities.

Towards this end, the City Government shall pursue and implement vigorously gender-responsive development policies, and design and integrate specific gender support systems. Take into consideration women and girls' right to economic survival, political participation, self-determination, and personal empowerment; adopt and implement measures to protect and promote their rights; and ensure the broadest involvement of women from the local government, non-governmental organizations (NGOs) and people's organizations (PO's) and the private/business sector in all phases of the development program cycle.

In pursuit of development that is empowering, people-centered, inclusive, just, and sustainable, Trece Martires City shall embody the principles of gender and development. As such, women's empowerment, gender equality, and inclusive society shall be the triple goals in all development efforts.

In this respect, the City Government of Trece Martires shall respect, protect, promote, and fulfill the following rights of women.

- The right to good and quality education;
- The right to comprehensive health services;
- The right to access loans and other forms of financial credit;
- The right to join leisure, sports, and cultural activities;
- The right to decide on the number of children and the number of years between pregnancies, following the Constitution;
- The right to share parenting activities;
- The right to have equal access to jobs, benefits, and social security;
- The right to be paid equally based on the job they do;
- The right to be free from all forms of physical, sexual, emotional, mental and economic violence;
- The right to be free from all forms of slavery and prostitution;
- The right to vote, run for election, and hold public office;
- The right to represent the country internationally; and
- The right to acquire, change, or retain nationality and citizenship.

To attain the preceding policy, all agencies, offices, departments, institutions, and other organizations in Trece Martires City, including at the barangay level, shall:

- Mainstream gender and development in respective plans, programs, projects, services, operations, and activities, including sectoral development to address gender issues and realize GAD mandates;
- Integrate gender in planning processes and plans through the conduct of gender analysis using sex-disaggregated data, and gender-related information, including GAD components in project identification, project design, project monitoring, and evaluation - to ensure women's participation in the entire processes;
- Intensify awareness campaign on gender issues and concerns;
- Utilize the GAD budget for gender mainstreaming strategies;
- Ensure that women and men equally contribute to and benefit from all programs, projects, and services by integrating the gender perspective in all the development cycle processes;
- Institute affirmative actions for women as a critical necessary strategy to enhance the participation of women, especially the marginalized and vulnerable;
- Strengthen Government Organizations-People's Organizations-Non-Government Organizations partnership to maximize the effectiveness of programs and services addressing Gender and Development (GAD) concerns;

- Encourage support and expand the participation of grassroots women in the planning, implementation, monitoring, and evaluation of development programs and projects;
- Recommend appropriate memorandum at all academic levels that are gender-responsive;
- Provide gender-responsive relief and rehabilitation programs for both men and women and their children, including the vulnerable and marginalized sectors;
- Eliminate gender biases in all policies, systems, and procedures, and maintain these to be non-discriminatory and non-sexist;
- Involve men in family planning programs, maternal health and child care, and nutrition concerns and engage them in projects that enhance the well-being of the family;
- Set up crisis intervention centers and shelters in Trece Martires City for survivors of violence against women and children;
- Promote gender sensitivity in local media and advertising agencies;
- Increase the members of women in the decision and policy-making process in the city through the implementation of capability and capacity building programs and projects;
- Incorporate the use of various Gender Analysis tools to enable women to participate in development programs and gain access to non-traditional sources of livelihood, credit financing, productive skills, and labor-saving technologies; and
- Develop and strengthen mechanisms for oversight, technical support, consultation, and coordination on GAD.

Section 3. Mandates and Legal Basis.

The adoption of this GAD Code is in line with the city's promotion of women's economic empowerment, gender equality, inclusive society, gender-responsive development and governance, and fulfillment of human rights, as embodied in the following local and national mandates and policies, and international commitments:

A. Local Laws and Policies

1. City Ordinance No. 1998-069: An Ordinance Granting College Scholarship for the Poor but Deserving Students of Trece Martires City
2. City Ordinance No. 2002-099: Creating a PHILHEALTH Capitation Fund from the Proceeds of the Outpatient Consultation and Diagnostic Benefit Package to be provided by the Philippine Health Insurance Corporation (PHILHEALTH) for Qualified Indigent Families of Trece Martires City Under the Indigent Sector Component of the National Health Insurance Program (NHIP)
3. City Ordinance No. 2002-100: An Ordinance Creating a Gender and Development (GAD) Council in the City of Trece Martires and Appropriating Funds from the annual Performance Budget for 2003 and Every Year Thereafter
4. City Ordinance No. 2003-104: Pagbibigay ng Tulong sa Lahat ng Mag-aaral sa Mababa at Mataas na Ppublikong Paaralan sa Lungsod ng Trece Martires na Lehitimong Taga Lungsod
5. City Ordinance No. 2008-141: An Ordinance Providing for the City Gender and Development Code for Trece Martires City
6. City Ordinance No. 2017-262: An Ordinance Creating the Local Youth Development Office in Trece Martires City
7. City Ordinance No. 2010-166: An Ordinance Creating the Local Coordinating and Monitoring Board on the Expanded Senior Citizens Act of 2010
8. City Ordinance No. 2011-178: Granting Monthly Allowance and Burial Assistance to Indigent Senior Citizens of Trece Martires City as Provided for Under Section 1 and Section 4, Article 20 of the Rules and Regulations Implementing R.A. 9994, also Known as the "Expanded Senior Citizens Act of 2010"
9. City Ordinance No. 2011-180: An Ordinance Adopting and Implementing the Provisions of R.A. 8344 Specifically on the Prescribed Local Juvenile Intervention Programs, Providing Funds Therefore, and for Other Purposes
10. City Ordinance No. 2011-183: An Ordinance Granting Financial and/or Burial Assistance to Employees of the City Government of Trece Martires in Cases of Hospitalization and Death
11. City Ordinance No. 2011-186: Creation of Local Committees on Anti-Trafficking and Violence Against Women and Their Children Pursuant to Joint Memorandum Circular No. 2011-91 Dated October 2010 of DILG, DSWD and DOJ
12. City Ordinance No. 2011-197: An Ordinance Creating the Local Council for Women of the City of Trece Martires and for Other Purposes

13. City Ordinance No. 2014-224: An Ordinance Creating the Trece Martires City Multi-Sectoral STI, HIV, and AIDS Council and Its Technical Working Group for the Prevention and Control of Sexually Transmitted Infection, Human Immunodeficiency Virus (HIV), and Acquired Immune Deficiency Syndrome (AIDS), Defining Its Functions, Providing Response, Appropriating Funds and for other Related Purposes
14. City Ordinance No. 2014-231: Granting Monthly Allowance to Indigent Persons with Disabilities (PWDs) of Trece Martires City
15. City Ordinance No. 2015-238: An Ordinance Prescribing the Standard Rules and Procedures in the Availment of Financial Assistance/Donation in the City of Trece Martires
16. City Ordinance No. 2022-439: An Ordinance Implementing the Guidelines of Marketing of Breastmilk Substitutes, Breastmilk Supplements, and other Related Products and Providing Penalties for Violations/Thereof, and for Other Purposes in the City of Trece Martires
17. City Ordinance No. 2015-240: An Ordinance Requiring Owners, Managers, Operators, or Administrators of Two-Storey Buildings and Above, Schools, and Hospitals in the City of Trece Martires to Conduct Fire and Earthquake Drills Among Tenants, Occupants, Students, and Employees Therein Twice a Year
18. City Ordinance No. 2015-241: An Ordinance Revising City Ordinance No. 2008-140 also known as the Children's Code of Trece Martires City
19. City Ordinance No. 2016-245: An Ordinance Providing for the Tourism Code of Trece Martires City
20. City Ordinance No. 2016-246: An Ordinance Granting Honoraria to the Officers of Persons with Disability of Trece Martires City
21. City Ordinance No. 2016-249: An Ordinance Providing for the Disaster Management Code of Trece Martires City
22. City Ordinance No. 2016-254: An Ordinance Amending Section 4 of City Ordinance No. 2015-238, Otherwise Known as An Ordinance Prescribing the Standard Rules and Procedures in the Availment of Financial Assistance/Donation in the City of Trece Martires
23. City Ordinance No. 2016-255: Establishment of the Public Employment Service Office (PESO) in the City of Trece Martires Pursuant to Republic Act 8759, also known as the Public Employment Service Act of 1999
24. City Ordinance No. 2016-258: An Ordinance Amending Item B Paragraph C of City Ordinance No. 2016-254, Otherwise Known as An Ordinance Prescribing the Standard Rules and Procedures in the Availment of Financial Assistance/Donation in the City of Trece Martires
25. City Ordinance No. 2017-265: An Ordinance Prohibiting Home Birth Delivery in the City of Trece Martires Providing Penalties for Violation Thereof and for Other Purposes
26. City Ordinance No. 2018-272: An Ordinance Granting Cash Incentives and Plaque of Appreciation to Resident Senior Citizens who have Reached the Age of 100 Years Old
27. City Ordinance No. 2019-309: An Ordinance Declaring May 7 of Every Year as Health Workers' Day in the City of Trece Martires
28. City Ordinance No. 2019-311: An Ordinance Providing for the Implementing Rules and Regulations for the Educational Assistance Program of the City Government of Trece Martires
29. City Ordinance No. 2019-312: An Ordinance Amending Section 1 of City Ordinance No. 2016-254, Otherwise Known as An Ordinance Prescribing the Standard Rules and Procedures in the Availment of Financial Assistance/Donation in the City of Trece Martires
30. City Ordinance No. 2019-318: Granting Free Medical Examination to all First Time Employed in the City of Trece Martires
31. City Ordinance No. 2019-322: An Ordinance Granting Birthday Cash Gift to All Senior Citizens, Persons with Disability, and Solo Parents of Trece Martires City
32. City Ordinance No. 2019-324: An Ordinance Establishing "Bihis Makisig Program" for Public School Students of Trece Martires City
33. City Ordinance No. 2019-326: Ordinansang Nagsususog sa Pamagat ng Seksyon 1 at Seksyon 3 ng Ordinansa Blg. 2014-226 "Ordinansang Nagtatakda ng 60% ng mga Manggagawa at Empleyado ng mga Pagawaan, Pabrika at Pang Negosyong Establisimyento sa Trece Martires City ay mga Lehitimong Mamamayan ng Lungsod"

34. City Ordinance No. 2019-327: An Ordinance Conducting Mental Health Awareness and Teenage Pregnancy Awareness in Every Secondary School in the City of Trece Martires
35. City Ordinance No. 2020-343: An Ordinance Promoting and Establishing Home-Base Farming and Composting in the City of Trece Martires
36. City Ordinance No. 2020-352: An Ordinance Implementing Guidelines on the Establishment of Formula One Plus for Health Botika ng Bayan (F1 Plus BNB) in the City of Trece Martires in Partnership with the Department of Health
37. City Ordinance No. 2020-373: An Ordinance Promulgating Guidelines for the Granting of Rice Assistance to the Bereaved Families Residing in Trece Martires City
38. City Ordinance No. 021-376: An Ordinance Implementing the Guidelines of Hemodialysis Assistance Program in the City of Trece Martires
39. City Ordinance No. 2021-377: An Ordinance Amending Sections 4, 5, and 6 of City Ordinance No. 1998-069 Also known as "An Ordinance Granting Tertiary Scholarship for the Poor but Deserving Students of Trece Martires City
40. City Ordinance No. 2021-394: An Ordinance Providing for the Implementing Guidelines for HOPE Assistance for Cancer and Hemodialysis Patients in Trece Martires City
41. City Ordinance No. 2021-403: An Ordinance Declaring Every Fifth Day of September as Trece Martires City Retired Teachers' Day and Appropriating Funds for its Celebration Thereof
42. City Ordinance No. 2022-409: Supplemental Provisions to City Ordinance No. 2021-394, also known as "An Ordinance Providing for the Implementing Guidelines for HOPE Assistance for Cancer and Hemodialysis Patients in Trece Martires City"
43. City Ordinance No. 2022-415: An Ordinance for Free Medical Laboratories for Senior Citizens, PWDs, Solo Parents, and Other Needy Adults (FHONA) through Guarantee Letter in Partnership with Multilab Diagnostics Health Services
44. City Ordinance No. 2022-419: An Ordinance Establishing a Gender Development Unit under the Office of the City Mayor in the City Government of Trece Martires
45. City Ordinance No. 2022-426: An Ordinance Providing for Medical Assistance through Medicine Kits for Indigent Hypertensive and Diabetic Patients
46. City Ordinance No. 2022-430: An Ordinance Implementing the Guidelines for the Protection of Children on Board in Any Motorcycle on Major Roads in Trece Martires City
47. City Ordinance No. 2022-433: An Ordinance Declaring the Second Tuesday of February of Every year as Safer Internet Day for Children
48. City Ordinance No. 2022-438: An Ordinance Conducting Awareness Campaign on Suicide Prevention in Elementary, High Schools, Alternative Learning School (ALS), Colleges, and Universities and Out of School Youth in Trece Martires City
49. City Ordinance No. 2022-442: An Ordinance for Free Medical Services through the City Health Office for Persons with Disabilities, Senior Citizens, Solo Parents, Pantawid Pamilyang Pilipino Program (4Ps) Members and Transportation Sectors such as Tricycle Drivers, Multicab, and Jeepney Drivers in Trece Martires City
50. City Ordinance No. 2022-447: An Ordinance Promulgating Guidelines in the Protection of Children Against Online Sexual Abuse and Exploitation of Children (OSAEC) and Providing Penalties Thereof in the City of Trece Martires
51. City Ordinance No. 2022-448: An Ordinance Providing Emergency Relief and Protection for Children, Pregnant and Lactating Mothers Before, During and After Emergency Situations in the City of Trece Martires
52. City Ordinance No. 2023-454: An Ordinance Instituting a Comprehensive Eye Care Program for Senior Citizens in Trece Martires City Providing Funds Therefore and for Other Purposes
53. City Ordinance No. 2023-456: An Ordinance Creating the Mandatory Offices and Various Positions in the City Government of Trece Martires
54. City Ordinance No. 2023-462: An Ordinance Implementing Breast Cancer and Cervical Cancer Awareness and Screening Program through the City Health Office in the City of Trece Martires
55. City Ordinance No. 2023-463: An Ordinance Adopting Executive Order 141 for the Implementation of the Measures Addressing the Root Causes of the Rising Number of Teenage Pregnancies and Mobilizing the Sangguniang Kabataan and Other Local Government Agencies in the City of Trece Martires

56. City Ordinance No. 2023-464: An Ordinance Prohibiting Discrimination on the Basis of Sexual Orientation, Gender Identity and Expression and Sexual Characteristics (SOGIESC), Age, Physical Disability, Ethnicity, Religion, Beliefs and Providing Penalties Therefor in Trece Martires City
57. City Ordinance No. 2023-468: An Ordinance Providing Medical Assistance through Guarantee Letter in Partnership with General Trias Medical Center
58. City Ordinance No. 2023-469: An Ordinance Providing Medical Assistance through Guarantee Letter in Partnership with Tanza Specialist Medical Center
59. City Ordinance No. 2022-407: Granting Benefits and Incentives to Barangay Health Workers, Barangay Nutrition Scholars, Trece Martires City Health Office Employees and Trece Medical Pavilion Employees
60. Tax Ordinance No. 2022-01: An Ordinance Providing for the Revised Revenue Code of Trece Martires City (Section 5D.07 and Section 5D.08)
61. Resolution No. 2019-049 or A Resolution Adopting Provincial Ordinance No. 240 "An Ordinance Revising Provincial Ordinance No. 2009-001 Otherwise Known as the Gender and Development Code of the Province of Cavite
62. Resolution No. 2019- 052: A Resolution Adopting National Laws for Children's Welfare Specifically RA 10410, RA 10666, RA 10821, RA 11036, RA 11037, F1KD, RA 11148, RA 9231 AND RA 11188
63. Executive Order No. 8 s 2022. An Order Reorganizing the Gender and Development Focal Point System of Trece Martires City
64. Executive Order No. 113 s. 2022: An Order Providing the Guidelines on the Implementation of Safe Spaces Act in the City Government of Trece Martires;
65. Executive Order No. 115 s. 2022: An Order Providing the Guidelines on the Implementation of the Anti-Sexual Harassment Act in the City Government of Trece Martires
66. Executive Order No. 120 s. 2022: An Order Establishing the Trece Martires City Migrants Advisory and Information Network (TMC-MAIN) Desk

B. Vision of Trece Martires City:

"The Heart of Cavite, a progressive City for transportation, trade, commerce, and education with God-loving citizens living in a safe and disaster-resilient community under a proactive, just, and righteous leadership where hope and happiness empower the life of every Treceno."

C. National Laws and Policies

1. Article II, Section 14 of the 1987 Constitution states that the "State recognizes the role of women in nation-building and shall ensure the fundamental equality before the law of women and men."
2. Article XIII, Section 14 of the 1987 Constitution which recognizes women's maternal and economic role.
3. Article XIII, Section 11 of the 1987 Constitution which recognizes women's special health needs.
4. RA 7160, or the Local Government Code of 1991, mandates LGUs to promote the general welfare and provide basic services and facilities to constituents.
5. RA 7192, or the Women in Development and Nation-Building Act which promotes the integration of women as full and equal partners of men in development and nation-building.
6. RA 9710, or the Magna Carta of Women, is the comprehensive women's human rights law.
7. Section 28 of the General Appropriations Act (GAA) from 1995 to 2000 directs government entities to formulate a GAD plan, the cost of which shall not be less than five (5%) percent of their yearly budget, otherwise known as the GAD budget.
8. Executive Order (EO) 273 directs all government agencies to institutionalize GAD efforts by incorporating GAD concerns in their planning, programming, and budgeting processes. It also mandates agencies to incorporate and reflect GAD concerns in their agency performance commitment contracts, annual budget proposals, and work and financial plans.
9. Local Budget Memorandum No. 28 directs local government units to mobilize resources to mainstream and implement gender and development programs using the five (5%) percent of development fund.

10. Joint Circular 2012-01 of the PCW-NEDA-DBM or the Guidelines for the Preparation of Annual Gender and Development (GAD) Plans and Budgets and Accomplishment Report to Implement the Magna Carta of Women.
11. PCW-DILG-DBM-NEDA Joint Memorandum Circular No. 2013-01 or the Guidelines on the Localization of the Magna Carta of Women.
12. Civil Service Commission Memorandum Circular No. 12, s. 2005, which encourages all heads of constitutional bodies, departments, bureaus, offices and agencies of the national government, local government units, state universities and colleges, and government-owned and/or -controlled corporations to use non-sexist language in all its official documents, communications and issuances.
13. Philippine Plan for Gender-responsive Development (PPGD), 1995-2025 envisions a society that promotes gender equality and women's empowerment, and upholds human rights, among other development goals.
14. Framework Plan for Women (FPW) encourages agencies to promote gender-responsive governance, protect and fulfill women's human rights, and promote women's economic empowerment.

D. Other Statutes

1. RA 6725, or the Act Strengthening the Prohibition on Discrimination Against Women concerning Terms and Conditions of Employment
2. RA 6955 or an Act to Declare Unlawful the Practice of Matching Filipino Women for Marriage to Foreign Nationals on a Mail Order Basis and other Similar Practices, Including Advertisement, Publication, Printing or Distribution of Brochures, Fliers, and Other Propaganda Materials
3. RA 7438, otherwise known as the Act Defining Certain Rights of Person Arrested, Detained or Under Custodial Investigation as Well as the Duties of the Arresting, Detaining and Investigating Officers, and Providing Penalties for Violations Thereof
4. RA 11199 of the "Social Security Act of 2018"
5. RA 8042, or the Migrant Workers and Overseas Filipinos Act of 1995
6. RA 7877, or the Act Declaring Sexual Harassment Unlawful in the Employment, Education, or Training Environment
7. RA 11313, or the Safe Spaces Act
8. RA 9775 or the Anti-Child Pornography Act of 2009
9. RA 9995, or the Anti-Photo and Video Voyeurism Act of 2009
10. RA 11930 or An Act Punishing Online Sexual Abuse or 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"
11. RA 8353, or the Anti-Rape Law of 1997
12. RA 11648 or An Act Promoting for Stronger Protection Against Rape and Sexual Exploitation and Abuse, Increasing the Age For Determining the Commission of Statutory Rape, Amending for the Purpose Act No. 3815, as Amended, Otherwise Known as "The Revised Penal Code," Republic Act No. 8353, also known as "The Anti-Rape Law of 1997," and Republic Act No. 7610, as Amended, Otherwise Known As The "Special Protection of Children Against Abuse, Exploitation and Discrimination Act"
13. RA 8505, or the Rape Victim Assistance and Protection Act
14. RA 9208 or the Act Which Institutionalize Policies to Eliminate Trafficking in Persons Especially Women and Children, Establishing the Necessary Institutional Mechanisms for the Protection and Support of Trafficked Persons, Providing Penalties for its Violations and, for Other Purposes
15. RA 11862 or 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
16. RA 9262, or the Anti-Violence Against Women and their Children Act
17. RA 10354, or The Responsible Parenthood and Reproductive Health Act of 2012
18. RA 8551, or the New Police Act of 1998
19. RA 6949, which declares March 8 of every year as a working holiday to be known as National Women's Day
20. RA 6972, or the Act Establishing a Day Care Center in Every Barangay

21. RA 8980, Series of 2000 An Act Promulgating a Comprehensive Policy and a National System for Early Childhood Care and Development, Providing Funds Therefor and for Other Purposes or the Early Childhood Care and Development ECCD Act of 2000.
22. RA 10410, or The Early Years Act of 2013
23. RA 11861, the Expanded Solo Parent Act or 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
24. RA 11908 An Act Mandating the Establishment and Implementation of the Parent Effectiveness Service Program to Strengthen Parental Involvement in Their Children's Development and Learning and Appropriating Funds Therefor
25. RA No. 10121 or the Philippine Disaster Risk Reduction and Management Act of 2010 (DRRM Act)
26. RA 7610, or the Special Protection of Children Against Abuse, Exploitation, and Discrimination Act
27. RA 11148 or An Act Scaling Up the National and Local Health and Nutrition Programs through a Strengthened Integrated Strategy for Maternal, Neonatal, Child Health, and Nutrition in the First One Thousand (1,000) Days of Life, Appropriating Funds Therefor and for Other Purposes or the Kalusugan at Nutrisyon ng Mag-Nanay Act of 2019
28. RA 11037 or the Masustansyang Pagkain para sa Batang Pilipino Act
29. Executive Order 51: National Code of Marketing Breastmilk Substitutes, Breastmilk Supplement, and Other Related Products
30. RA 7600 An Act Providing Incentives to All Government and Private Health Institutions with Rooming-In and Breastfeeding Practices and for Other Purposes
31. RA 10028, or the Expanded Breastfeeding Promotion Act of 2009
32. RA 8172 or the Act for Salt Iodization Nationwide (ASIN Law)
33. RA 8976, or the Philippine Food Fortification Act
34. 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.
35. RA 8187, or the Paternity Leave Act of 1996
36. RA 11166. Philippine HIV and AIDS Policy Act
37. Proclamation No. 115, s. 1992 Declaring the Whole Month of December of Every Year as "National AIDS Awareness Month
38. RA 8504 or an Act Promulgating Policies and Prescribing Measures for the Control of HIV/AIDS
39. Proclamation No. 1172, s. 2006 declaring November 25 to December 12 of every year as the 18-Day Campaign to End Violence Against Women (VAW)
40. RA 10398 Declaring November 25 of every year as the National Consciousness Day for the Elimination of Violence Against Women and Children
41. Republic Act No. 7323, Otherwise Known as the Special Program for Employment of Students
42. Republic Act 10917 An Act Amending Certain Provisions of Republic Act No. 9547, Otherwise Known as an Act Strengthening and Expanding the Coverage of the Special Program for Employment of Students, amending for the Purpose Provisions of Republic Act No. 7323, Otherwise Known as the Special Program for Employment of Students
43. RA No. 10173, otherwise known as the Data Privacy Act
44. Republic Act No. 9442 An Act Providing for the Rehabilitation and Self-Reliance of Disabled Persons and Their Integration to the Mainstream of Society and Other Purposes, granting Additional Privileges and Incentives and Prohibitions on Verbal and non-verbal Ridicule and Vilification Against Persons with Disability
45. Republic Act No. 11228 or An Act Providing for the Mandatory PHILHEALTH Coverage for All Persons with Disability (PWDs), Amending for the Purpose Republic Act No. 7277, as amended, Otherwise Known As The "Magna Carta For Persons With Disability"
46. Republic Act 11650 or "Instituting a Policy of Inclusion and Services for Learners with Disabilities in Support of Inclusive Education Act"
47. RA 9994 or Expanded Senior Citizens Act of 2010;

48. Republic Act 10645 or An Act Providing for the Mandatory Philhealth Coverage for All Senior Citizens, Amending for the Purpose Republic Act No. 7432, as amended by Republic Act No. 9994, Otherwise Known as the "Expanded Senior Citizens Act of 2010"
49. RA 9257, or An Act Granting Additional Benefits and Privileges to Senior Citizens, amended RA 7432.
50. RA 7432 or An Act to Maximize the Contribution of Senior Citizens to Nation Building, Grant Benefits, and Special Privileges and For Other Purposes
51. RA 7192 or an Act Promulgating the Integration of Women as Full and Equal Partners of Men in Nation Building and for Other Purposes
52. RA 11510 An Act Institutionalizing the Alternative Learning System in Basic Education for Out-Of-School Children in Special Cases and Adults and Appropriating Funds Therefor
53. RA 11036 Mental Health Act
54. RA 10361 or the Domestic Worker Act or Batas Kasambahay
55. RA 11596 or an Act Prohibiting the Practice of Child Marriage and Imposing Penalties for Violations Thereof
56. RA 8292 or the Magna Carta for Small Enterprises
57. RA 9178 or the Barangay Micro Business Enterprises (BMBEs) Act of 2003
58. RA 9501 or the Magna Carta for Micro, Small, and Medium Entrepreneurs (MSMEs)
59. RA 7882, or the Act Providing Assistance to Women Engaging in Micro and Cottage Business Enterprises
60. RA 6838, or the Cooperative Code of the Philippines
61. RA 7305, or the Magna Carta of Public Health Workers
62. RA 7394, or the Consumer Act of the Philippines
63. RA 9344, or the Juvenile Justice Welfare Act of 2006
64. Republic Act 10630 "An Act Establishing a Comprehensive Juvenile Justice and Welfare System, Creating the Juvenile justice and Welfare Council under the Department of Social Welfare and Development, Appropriating Funds Therefor, and for Other Purposes."
65. RA 9442 or An Act Amending Republic Act 7277, Otherwise Known as the Magna Carta for Disabled Persons and for Other Purposes
66. Republic Act 10754 or Act Expanding the Benefits and Privileges of Persons with Disability
67. Department of the Interior and Local Government Memorandum Circular (DILG MC) No. 2002-167 dated 10 October 2012 and with amendment thru DILG MC No. 2006-125 dated September 21, 2006 re: Guidelines on the Procedures and Structures for the Creation of the Local Council of Women.
68. Civil Service Commission Memorandum Circular No. 25 s 2010 or the "Guidelines on the Availment of Special Leave Benefits under RA 9710 (An Act Providing for the Magna Carta of Women"
69. Executive Order No. 340, "Directing National Government Agencies and Government-Owned and Controlled Corporations to Provide Day Care Services for their Employees Children"
70. DILG-DSWD-DepEd-DOH-PCW Joint Memorandum Circular No, 2010-2: Guidelines in the Establishment of Violence Against Women (VAW) Desk in Every Barangay
71. DILG and PCW Joint Memorandum Circular No. 2020-001 dated December 7, 2020: Guidelines on the Localization of Safe Spaces Act
72. Cooperative Development Authority (CDA) Memorandum Circular 2013-22: Guidelines on Mainstreaming Gender and Development (GAD) in Cooperatives
73. Presidential Decree No. 442, "Labor Code of the Philippines"
74. Republic Act No. 7699, Portability Law
75. Presidential Proclamation No. 1105, "National Rural Women's Day
76. Republic Act No. 8425, "Social Reform and Poverty Alleviation Act"
77. Presidential Proclamation No 731, "National Awareness Week for the Prevention of Child Sexual Abuse and Exploitation"

E. State Obligations and Commitments

1. UN Convention on the Elimination of All Forms of Discrimination Against Women(UN-CEDAW) or the International Bill of Rights for Women, which calls for gender equality in all fields (civil and political spheres, economic, social, cultural and family life), affirmative action for women and protection of women from violence;

2. The Beijing Platform of Action (BPA) calls for action on 12 areas of concern affecting women, namely (1) women and poverty; (2) education and training on women; (3) women and health; (4) violence against women; (5) women and armed conflict; (6) women and the economy; (7) women in power and decision making; (8) institutional mechanisms for the advancement of women; (9) human rights of women; (10) women and the media; (11) women and the environment; and (12) the girl child. It also seeks to remove obstacles to women's full and equal participation in all spheres of life, protects women's human rights and integrates women's concerns in all aspects of sustainable development;
3. Sustainable Development Goals 2016-2030 Goal 5: Achieve Gender Equality -which empowers all - men and women. It provides a clear recognition that gender equality is essential role in achieving all of the development goals;
4. Convention on the Rights of the Child;
5. International Conference on Population and Development Program of Action emphasize that development and population are inextricably linked and that for both balanced development and individual progress, empowering women and meeting people's needs for education and health, including reproductive health, are essential. Adopted by 179 countries in 1995, this ZO-year program of action establishes specific objectives centered on ensuring universal access to reproductive health care, including family planning, assisted childbirth, and prevention of sexually transmitted infections such as HIV/AIDS; providing universal education; and reducing infant, child, and maternal mortality.
6. Additional International Conventions that Advocate for GAD and Women's Concerns Consistent with the rights-based approach and the notion that gender issues are of a universal nature, the responsibility of states to safeguard and advance women's rights is not limited to the CEDAW. Furthermore, in situations where the CEDAW Convention lacks specificity compared to other instruments or fails to explicitly address particular rights, those deficiencies can be addressed by consulting provisions pertinent to women in the seven other human rights conventions to which the Philippines is a signatory. The international agreements in question include the following: (1) the Convention on Economic, Social, and Cultural Rights (ICESCR); (2) the Covenant on Civil and Political Rights (ICCPR); (3) the Convention on the Elimination of All Forms of Racial Discrimination (ICERD); (5) the Convention Against Torture (CAT); (6) the Convention on the Rights of the Child (CRC); and (1) the International Convention on Economic, Social, and Cultural Rights (ICESCR).

ARTICLE II DEFINITION OF TERMS AND ACRONYMS

Section 4. Definition. As used in this Code, the following terms shall mean:

Access - in the development context, the means or suitable to obtain services, products, and commodities;
 - in the context of the Gender Equality and Women Empowerment Framework, access to resources and services is an objective of gender equality, while women's mobilization to achieve equality is an element of women's empowerment; and
 - an opportunity for a person to make use of existing political, economic, and time resources or benefits.

Advocacy - a conscientization strategy concerned with increasing people's sensitivity to the implications of gender inequality and demand that problems of gender discrimination be identified and overcome in policies and programs.

Battering - any single or sporadic act of physical, emotional, psychological, and economic abuse which shall include repeated and habitual cyclic patterns as a means of intimidation and imposition of the batterer's will and control over the victim's life

Development – the improved well-being, or welfare, of people and the process by which this is achieved. The sustained capacity to gain a better life.

Differently-abled – those who experience one or a combination of physical and/or mental impairments with distinct needs and potentials.

Discrimination Against Women – in the terminology of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women, it is any distinction, exclusion, or restriction made based on sex which has the purpose or effect of denying the equal exercise of human rights and fundamental freedoms in all fields of human endeavor.

- **Discrimination** – overt behavior in which people are given different and unfavorable treatment based on their race, class, sex, and cultural status; any practice, policy, or procedure that denies equality of treatment to an individual/group.

Domestic Violence – is physical, psychological, social, or financial violence that takes place within an intimate family-type relationship and forms a pattern of coercive and controlling behavior.

Domestic Worker/Household Help – one employed in the service of a family or private establishment of a person keeping the home; house servant

Empowerment – in the context of development, empowerment is individual or collective action by the disadvantaged to overcome the obstacles brought about by structural inequality. In another sense, empowerment is not only a process but also an outcome of that process.

Gender and Development (GAD) – an approach to or paradigm of development focusing on social, economic, political, and cultural forces that determine how differently women and men participate in, benefit from, and control resources and activities. It shifts the focus from women as a group to the socially determined relationship between women and men.

GAD Advocate – one who supports, defends, pleads, or recommends active espousal of gender and development principles, objectives, and processes.

GAD Budget – a portion of an agency's or local government unit's annual appropriation which is not an additional amount over and above its regular budget; the allocation of a substantial amount for implementing programs, projects, and activities that address gender issues; the cost and sources of financing a GAD Plan.

GAD Focal Point System– a mechanism created in all government offices to ensure the implementation, monitoring, review, and updating of GAD plans; a person or group of persons tasked to facilitate and monitor the performance of gender mainstreaming in each government agency.

GAD Plan – a systematically designed set of programs, activities, and projects with clear objectives for addressing gender issues and appropriate strategies and activities with monitoring and evaluation indicators; a blueprint of how an agency can achieve gender-responsiveness; a set of interventions designed to transform gender-blind agencies into organizations with a gender perspective; an instrument to make all aspects of the agency and its work gender-responsive; it provides the basis for the GAD budget.

Gender – refers to roles, attitudes, and values assigned by culture and society to women and men. These roles, perspectives and values define the behaviors of women and men and the relationship between them, which are created and maintained by social institutions such as family, government, community, school, church, and media. Because of gender, specific roles, traits, and characteristics are assigned distinctly and strictly to women and men.

Gender Awareness – the ability to identify problems arising from gender inequality and discrimination, even if these are not evident on the surface and are "hidden" or are not part of the general and commonly accepted explanation of what and where the problem lies; means high level of gender conscientization

Gender Equality – women and men enjoy the same status and conditions and have equal opportunity for realizing their potential to contribute to their countries' political, economic, social and cultural development. They should also benefit equally from the results of development.

Gender Equity – moves beyond a focus on equal treatment, giving to those who have less based on needs and taking steps to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity can be understood as the means, and equality is the end. Equity leads to equality.

Gender-Fair – a situation where women and men share equally in responsibilities, power, authority, and decision- making.

Gender Issues and Concerns – issues, concerns, and problems arising from the distinct roles of women and men and the relationships between them; affairs and involvement arising from societal expectation and perception on the roles of women and men reflected in and perpetuated by law, policies, procedures, systems, programs, activities and projects of the government. These impede the opportunities for women to participate in the development process and enjoy its benefits.

Gender Mainstreaming or GAD Mainstreaming – a set of processes and strategies that aims to ensure the recognition of gender issues on a sustained basis; a plan to integrate women's and men's concerns and experiences in the design, implementation, monitoring, and evaluation of policies, programs, projects in all political, economic and social agenda.

Gender Planning – the practical application of the skills acquired from gender studies and gender training in designing government plans, programs, and projects; it recognizes that women and men have different roles in society and often have different needs.

Gender-Responsiveness – the consistent and systematic attention given to the differences between women and men in society to address structural constraints to gender equality.

Gender Sensitivity – the ability to recognize gender issues and women's different perceptions and interests arising from their different social position and gender roles.

Governance – how power is exercised in the management of a country's/ organization's resources and affairs for development; how a government/organization establishes, maintains, and deepens its relationship with its constituents/members. It comprises the mechanisms, processes, and institutions through which citizens and groups articulate their interests and exercise their legal rights.

Law Enforcers – refers to the members of the Philippine National Police, the Barangay Tanods, and anybody tasked or deputized by an appropriate authority in enforcing national and /or local laws.

Local Economic Development – is the process by which actors within the localities (governments, private sector, and civil societies) work collectively with the result that there are improved conditions for economic growth, employment generation, and quality of life.

Mainstream – in the context of GAD, an interrelated set of dominant ideas and development directions and the organizations that make decisions about resource allocation and opportunities for development.

Marginalized Sector – refers to the basic, disadvantaged, or vulnerable persons or groups who are mostly living in poverty and have little or no access to the land and other resources, basic social and economic services such as health care, education, water and sanitation, employment and livelihood opportunities, housing, social security, physical infrastructure, and justice system, which include but are not limited to the following sectors:

- a. "Children" refers to those who are below eighteen (18) years of age or over but are unable to fully take care of themselves or protect themselves from abuse, neglect, cruelty, exploitation, or discrimination because of physical, or mental disability or condition;

- b. "Senior Citizens" refers to those sixty (60) years of age and above. This term shall be used interchangeably with elderly women, older women, or women senior citizens;
- c. "Solo Parents" refers to those who fall under the category of a solo parent defined under Republic Act No. 8972, otherwise known as "Solo Parents Welfare Act of 2009";
- d. "Workers in the Informal Economy" refers to self-employed, occasionally or personally hired, subcontracted, paid, and unpaid family worker in household, corporated and unincorporated enterprises, including home workers, micro-entrepreneurs and producers and operators of sari-sari store and all other categories who suffer from violation of worker's right;
- e. "Youth" refers to those persons whose ages range from fifteen (15) to thirty (30) years old as defined in Republic Act No. 8044, known as the "Youth in Nation Building Act".

Temporary Special Measures - refers to a variety of legislative, executive, administrative, and regulatory instruments, policies, and practices aimed at accelerating this de facto equality of women in specific areas.

Micro-enterprise – a business category whose total asset value ranged from P3,000,000 or less with 1-9 employees (as defined by DTI).

Microfinance - the provision of a diverse array of financial services to microenterprises and impoverished and low-income households, including deposits, loans, payment of services, money transfers, and insurance products.

Migrant Desk – a unit within the LGU which attends to the concerns of migrant workers and their families in the different phases or cycles of migration.

Participation – the direct involvement of the marginalized in the development process to build their capability to access and control resources, benefits, and opportunities to gain self-reliance and an improved quality of life.

Pedophilia – when an adult has sexual desire for children or sexual intercourse or act of lasciviousness by an adult with a child.

Perpetrators – are individual who intentionally, knowingly, or unlawfully commits any type of violence or maltreatment against children and women.

Persons with Disabilities – are those with physical impairments that have differentiated needs and potentials.

Pornography – refers to a sexually explicit material such as films, magazines, writings, photographs, internet, mobile phones, or other materials that are sexually explicit and intended to cause sexual arousal.

Prostitution – an act of engaging in sexual intercourse or performing other forms of sex in exchange for money or other favors or of offering another person for such purposes.

Health and Sex Education – state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity, in all matters relating to the reproductive system and to its functions and processes.

Sex – refers to the natural distinguishing variable based on the biological characteristics of being a woman or a man; it also refers to the physical attributes about a person's body contours, features, genitals, hormones, and reproductive organs.

- **Sexism** – system and practice of discriminating against a person based on sex.

Sex-disaggregated Data – statistical information that differentiates between women and men and allows one to see the gaps in their position or condition.

Support Group – several persons who assist to keep a person from falling or declining in a crisis.

Survivor-Victim – one who endures any act of gender-based violence that results in physical, sexual, or psychological harm or suffering, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or private.

Women and Children's Desk - trained staff member manages a designated desk or unit within an organization or establishment that is responsible for addressing the needs and concerns of victimized women and children.

Women's Economic Empowerment – a state wherein women have access to and control over high-value productive resources and enjoy the benefits from wealth-creating opportunities equal to men, including information, credit, loans or financial assistance, training, market, technology, decent jobs, and human working conditions and balanced family life.

Section 5. Acronyms – The following acronyms stand for:

- ALS** - Alternative Learning System
- AIDS** - Acquired Immunodeficiency Syndrome
- ASH** - Anti-Sexual Harassment
- BPLO** - Business Permit and Licensing Office
- CEDAW** – Convention on the Elimination of Discrimination Against Women
- CFS** - Child-Friendly Space
- CODI** - Committee on Decorum and Investigation
- CSO** - Civil Society Organization
- CSWDO** - City Social Welfare and Development Office
- DILG** - Department of the Interior and Local Government
- EO** - Executive Order
- IDPs** - Internally Displaced Persons
- LGU** - Local Government Unit
- GBV** - Gender-Based Violence
- GBSH** - Gender-Based Sexual Harassment
- GFPS** - GAD Focal Point System
- GBV** - Gender-Based Violence
- HIV** - Human Immunodeficiency Virus
- LCAT VAWC** – Local Committees on Anti Trafficking and Violence Against Women and Children
- MAIN** - Migrant Advisory Information Network
- NGA** - National Government Agency
- OFW** - Overseas Filipino Worker
- PESO** - Public Employment Service Office
- PLW** - Pregnant, Lactating Women
- PO** - People's Organization
- PPSAs**- Programs, Projects, Services and Activities
- RA** - Republic Act
- RP** - Responsible Parenthood
- RH** - Reproductive Health
- SOGIESC** - Sexual Orientation, Gender Identity, Expression, and Sexual Characteristics
- SDG** - Sustainable Development Goal
- SWs** - Social Workers
- UN** - United Nations
- VAWC** - Violence against Women and Children
- TIP** - Trafficking in Persons
- WFS** - Women Friendly Space

**CHAPTER II
GENDER AND DEVELOPMENT CONCERNS**

**ARTICLE I
GENDER-BASED VIOLENCE**

Section 6. Adoption of National Laws. In the effort of the City Government to curb and eradicate gender-based violence in the city, the following shall be undertaken and enforced:

A. Strengthen and ensure the implementation of the Philippine statutes for the protection of women's rights against violence and imposing penalties for violation thereof, viz:

1. Republic Act No. 9262 or the "Anti-Violence against Women and Their Children (VAWC) Act of 2004"

(Summary: The only law protecting women against intimate partner abuse. It accepts the "battered women syndrome" as a valid defense in court. The law makes it possible to issue temporary or permanent protection orders at the barangay level. It also clearly identifies the duties of barangay officials, law enforcement officers, prosecutors, court personnel, health care providers, and other government agencies and local government units to provide the necessary support services to victims of violence against women and their children.)

1.1. Violence Against Women and their Children. Refers to any act or a series of acts committed by any person against a woman who is his wife, former wife, or against a woman with whom the person has had a sexual or dating relationship or with whom he has a common child, or against her child whether legitimate or illegitimate, within or without the family abode, which results in or is likely to result in physical, sexual, psychological harm or suffering, or economic abuse including threats of such acts, battering, assault, coercion, harassment or arbitrary deprivation of liberty.

1.1.1. Economic Abuse – refers to acts that make or attempt to make a woman financially dependent, which include, but are not limited to, the following:

- 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;
- Deprivation or threat of deprivation of financial resources and the right to the use and enjoyment of conjugal, community or property owned in common;
- Destroying household property; and
- Controlling the victim's own money or properties or solely controlling the conjugal money or properties.

1.1.2. 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 intimidation, harassment, stalking, damage to property, public ridicule or humiliation, repeated verbal abuse, and marital 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, 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.

1.1.3. Physical Abuse – refers to acts that include physical harm like causing physical harm to the woman or her child; threatening to cause the woman or her child physical harm; attempting to force the woman or her child physical harm.

1.1.4. Sexual Violence – refers to an act, which is sexual in nature, committed against a woman/man or her/his children. It includes, but is not limited to:

- 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 them to watch obscene publications and indecent shows or forcing the woman or her child to do lewd 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;
- Acts causing or attempting to cause the victim to engage in any sexual activity by force, threat, or physical or other harm or danger of physical or other harm or coercion; and
- Prostituting the women and men.

2. Republic Act No. 8353, or the "Anti-Rape Law of 1997" amended by RA 11648, which raised the age of sexual consent from 12 to 16 years to further shield minors from rape and other acts of sexual abuse.

(Summary: The law redefines rape as a crime against persons and broadens the meaning of rape to include having “carnal knowledge” of a woman under certain circumstances and/or committing acts of sexual assault, such as inserting objects into the genital or anal orifices. It notes that rape can occur without penile penetration, and it also recognize marital rape and revokes the earlier notion of sexual obligations in marriage).

The commission of rape is defined as follows:

2.1. By a man who shall have carnal knowledge of a woman under any of the following circumstances:

2.1.1. When the offended party is deprived of reason or is otherwise unconscious by means of fraudulent machination or grave abuse of authority; and

2.1.2. When the offended party is under sixteen (16) years of age (RA 11648) or is demented, even though none of the abovementioned circumstances are present.

2.1.3. By any person who, under any of the circumstances mentioned in paragraph 1 hereof, shall commit an act of sexual assault by inserting his penis into another person’s mouth or anal orifice, or any instrument or object, into the genital or anal orifice of another person.

3. **Republic Act No. 9208 or the “Anti -Trafficking in Persons Act of 2003” as amended** (Summary: An Act to institute policies to eliminate trafficking in persons, especially women and children, establishing the necessary institutional mechanisms for the protection and support of trafficked persons, providing penalties for its violations, and for other purposes.)

3.1. It shall be unlawful for any person, natural or juridical, to commit any of the following acts:

3.1.1. To recruit, transport, transfer, harbor, provide or receive a person by any means, including those done under the pretext of domestic or overseas employment or training or apprenticeship, for prostitution, pornography, sexual exploitation, forced labor, slavery, involuntary servitude or debt bondage;

3.1.2. To introduce or match for money, profit or material, economic or other consideration, any person or, as provided for under Republic Act No. 6955, any Filipino woman to a foreign national, for marriage to acquire, buy, offering, selling, or trading, them to engage in prostitution, pornography, sexual exploitation, forced labor, slavery, involuntary servitude or debt bondage;

3.1.3. To offer or contract marriage, actual or simulated, to acquire, buy, offering, selling, or trading them to engage in prostitution, pornography, sexual exploitation, forced labor, slavery, involuntary servitude or debt bondage;

3.1.4. To undertake or organize tours and travel plans consisting of tourism packages or activities to utilize and offer persons for prostitution, pornography, or sexual exploitation;

3.1.5. To maintain or hire a person to engage in prostitution or pornography;

3.1.6. To adopt or facilitate the adoption of persons for prostitution, pornography, sexual exploitation, forced labor, slavery, involuntary servitude or debt bondage;

3.1.7. To recruit, hire, adopt, transport, or abduct a person by means of threat or use of force, fraud, deceit, violence, coercion, or intimidation for the purpose of removal or sale of organs of said person; and

3.1.8. To recruit, transport, or adopt a child to engage in armed activities in the Philippines or abroad.

4. **Republic Act No. 10364 or the “Expanded Anti-Trafficking in Person Act of 2012”** (Summary: An Act Expanding Republic Act No. 9208, Entitled "An Act to Institute Policies to Eliminate Trafficking in Persons Especially Women and Children, Establishing the Necessary Institutional Mechanisms for the Protection and Support of Trafficked Persons, Providing Penalties for Its Violations and for Other Purposes")

4.1. The R.A. 10364 includes the following as Acts of Trafficking in Persons:

4.1.1. **Attempted Trafficking in Persons** – when there are acts to initiate the commission of a trafficking offense but the offender failed to or did not execute all the elements of the crime by accident or because of some cause other than voluntary desistance. As such, attempting to commit any of the offenses mentioned in the preceding paragraph shall constitute attempted trafficking in persons.

If the victim is a child, any of the following acts shall be deemed as attempted trafficking in persons:

- Facilitating the travel of a child who travels alone to a foreign country or territory without valid reason and without the required clearance or permit from the DSWD or written permission from the child's parent or legal guardian;
- Executing, for consideration, an affidavit of consent or a written consent for adoption;
- Recruiting a woman to bear a child to sell the child;
- Simulating a birth to sell a child; and
- Soliciting a child and acquiring the custody through any means from among hospitals, clinics, nurseries, daycare centers, refugee or evacuation centers, and low-income families to sell the child.

4.1.2. Accomplice Liability – knowingly aids, abets, and cooperates in executing the offense by previous or simultaneous acts of trafficking.

4.1.3. Accessories – whoever has the knowledge of the commission of the crime, and without having participated therein, either as principal or accomplice, take part in its commission in any of the following manners:

- Profiting themselves or assisting the offender to profit by the effects of the crime;
- Concealing or destroying the body of the crime or effects or instruments to prevent its discovery; and
- Harboring, concealing or assisting in the crime's principal's escape, provided the accessory acts with abuse of their public functions or is known to be habitually guilty of some other crime.

5. Republic Act No. 11862 or the “Expanded Anti-Trafficking in Person Act of 2022”

(Summary: The Expanded Anti-Trafficking in Persons Law amends RA 9208, particularly by making “internet intermediaries” accountable. The law defines these intermediaries as those who “knowingly or by gross negligence allow their internet infrastructure to be used to promote trafficking in persons.” Aside from internet intermediaries, “financial intermediaries,” which include banks, credit card companies, and money transfer or remittance centers, may also be subject to penal provisions. The law also considered the acts of producing, printing, and issuing or distributing unissued, tampered, or fake passports and birth certificates as acts that promote trafficking in persons.)

6. Republic Act No. 7877 or the “Anti-Sexual Harassment Act of 1995”

(Summary: Specifies that a person who has authority, influence, or moral ascendancy over another and who demands, requests, or otherwise requires sexual favors is guilty of committing sexual harassment, whether or not the demand is accepted.)

6.1. Sexual Harassment is one or a series of incidents involving unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of sexual in nature, made directly, indirectly, and impliedly when:

6.1.1. Work, Education, or Training-related Harassment is committed by an employer, employee, manager, supervisor, agent of the employer, teacher, instructor, professor, coach, trainer, or any other person who, having authority, influence or moral ascendancy over another in a work or training or education environment, demands, requests or otherwise requires any sexual favor from the other, regardless of whether the demand, request or requirement for submission is accepted by the object of the said Act.

6.1.1.1. In a work-related or employment environment, sexual harassment is committed when:

6.1.1.1.a. The sexual favor is made as a condition in the hiring or in the employment, re-employment, or continued employment of said individual, or in granting said individual favorable compensation, terms, conditions, promotions, or privileges or the refusal to grant the sexual favor result in limiting, segregating, classifying the employee which in any way would discriminate, deprive or diminish employment opportunities or otherwise adversely affect said employee;

- 6.1.1.1.b. The above acts would impair the employee's rights or privileges under existing labor laws;
- 6.1.1.1.c. The above acts would result in an intimidating, hostile, or offensive environment for the employee.
- 6.1.1.2. In an education or training environment, sexual harassment is committed:
 - 6.1.1.2.a. Against one who is under the care, custody, or supervision of the offender;
 - 6.1.1.2.b. Against one whose education, training, apprenticeship, or tutorship is entrusted to the offender;
 - 6.1.1.2.c. When the sexual favor is made a condition to the giving of a passing grade, or the granting of honors and scholarships, or the payment of a stipend, allowance, or other benefits, privileges, or considerations; or
 - 6.1.1.2.d. When the sexual advances result in an intimidating, hostile or offensive environment for the student, trainee, or apprentice.
- 6.1.2. Any person who directs or induces another to commit any act of sexual harassment as herein defined or who cooperates in the commission thereof by another without which it would not have been committed shall also be held liable as provided for by Republic Act 7877.
 - 6.1.2.1. Such conduct might reasonably be expected to cause insecurity, discomfort, offense, or humiliation to another person or group; or
 - 6.1.2.2. Submission to such conduct is made either implicitly or explicitly a condition of employment, any opportunity for training or grant of scholarship, or
 - 6.1.2.3. Submission to or rejection of such conduct is used as a basis for any employment decision (including, but not limited to, matters of promotion, raise in salary, job security, and benefits affecting the employee) or
 - 6.1.2.4. Such conduct has the purpose or the effect of interfering with a person's work performance, of creating an intimidating, hostile or offensive work environment.
- 7. Republic Act No. 11313, or the Safe Spaces Act**
(Summary: Under RA 7877, only persons in authority could be charged as offenders and there are no provisions for harassment by subordinates or peers. But with the enactment of RA 11313, anyone can now be an offender. It covers all forms of gender-based sexual harassment (GBSH) committed in public spaces, educational or training institutions, workplaces, as well as online spaces)
- 8. Republic Act No. 7610 or the "Special Protection of Children Against Abuse, Exploitation, and Discrimination Act"**
(Summary: An act providing for stronger deterrence and special protection against child abuse, exploitation, and discrimination, providing penalties for its violation and for other purposes. Children are defined as persons below sixteen (16) year of age or older but are incapable of taking care of themselves from abuse, neglect, cruelty, exploitation or discrimination because of a physical or mental disability or condition. It includes the biological children of the victim and other children under her guardianship.)
- 9. Republic Act No. 8505 or the "Rape Victim Assistance and Protection Act"**
(Summary: An act aiding and protection for rape victims, establishing for the purpose a rape crisis center in every province and city, authorizing the appropriation of funds therefor, and for other purposes.)
- 10. Republic Act No. 9775 or the "Anti-Child Pornography Act of 2009" as amended**
(Summary: An act defining the crime of child pornography, prescribing penalties therefor and for other purposes)

- 11. Republic Act No. 11930 or "Anti-Online Sexual Abuse or Exploitation of Children (OSAEC) and Anti-Child Sexual Abuse or Exploitation Materials (CSAEM) Act."**
(Summary: R.A. 11930, which amended the Anti-Child Pornography Act of 2009, ensures the protection of every child against all forms of sexual abuse and exploitation, especially those committed with the use of information and communications technology (ICT).)
- 12. Republic Act No. 9995 or the "Anti-Photo and Video Voyeurism Act of 2009"**
(Summary: This law is geared towards the prohibition of taking a photo or video coverage of a person or group of persons performing the sexual act or any similar activity or capturing an image of the private area of a person/s, such as the naked or undergarment-clad genitals, public area, buttocks or female breast without the consent.)
- 13. Republic Act 11648 or An Act Promoting for Stronger Protection Against Rape and Sexual Exploitation and Abuse, Increasing the Age for Determining the Commission of Statutory Rape, amending for the Purpose Act No. 3815, as Amended, Otherwise Known as "The Revised Penal Code," Republic Act No. 8353, also known as "The Anti-Rape Law of 1997," and Republic Act No. 7610, as Amended, Otherwise Known As The "Special Protection of Children Against Abuse, Exploitation and Discrimination Act"**

Section 7. Support to Survivors of Violence. – The City Government of Trece Martires shall support women survivors of violence. Women and children who were survivors of any form of violence shall be provided with a comprehensive program for their recovery and reintegration with their family and community. The City Social Welfare and Development Office shall carry out gender-responsive case management and referral and must undertake the following during the initial contact:

- A. Establish a separate counseling room for women and girl children;
- B. Ensure that the victim-survivor is safe and comfortable, giving her time to rest and psychologically stable;
- C. Conduct intake interviews and assess the immediate needs of the victim-survivor, such as medical treatment and temporary shelter;
- D. Inform the victim-survivor about her rights as a victim and the services available to her and her children, if any;
- E. Work out with the victim-survivor an initial plan for her recovery and reintegration, which must be reviewed periodically to assess progress or make adjustments;
- F. With the consent of the victim-survivor, make referrals to the law enforcement agency for filing the complaint or to the Public Attorney's Office (PAO) or Integrated Bar of the Philippines (IBP)/Legal Association for legal counseling or representation to the Women's Center, if she prefers to stay in a shelter temporarily, or to contact family members or other significant persons for help and support;
- G. Guarantee her privacy and confidentiality of information and case records, including non-disclosure of identifying information to the media; and
- H. Provide crisis counseling and other support services such as transportation, etc. as she moves on with the next phase of her life.

Section 8. Local Committees on Anti-Trafficking and Violence Against Women and Their Children. The City Government of Trece Martires shall regularly update the composition of LCAT-VAWC to effectively empower the government in curbing trafficking in persons and violence against women and their children. There should be continuous capacity and capability-building programs for all members of LCAT-VAWC, including the technical working group, secretariat, focal persons, and other key personnel of the city government to ensure the capability to perform their functions, roles, and responsibilities.

Section 9. Migrant Advisory and Information Desk (MAIN). Through Executive Order No. 120 s 2022 the City Government of Trece Martires established and maintained the MAIN Desk which shall undertake an information campaign against trafficking in persons in coordination with DILG, Philippine Information Agency (PIA), Commission on Filipinos Overseas (CFO), NGOs and other concerned agencies. The city shall encourage and support community-based initiatives that address the trafficking of persons.

Section 10. Women and Children Protection Desk (WCPD). The City Government of Trece Martires through the Trece Martires City Component Police Station shall ensure that cases of TIP and VAWC are handled and attended to by women police officers through the Women and

Children Protection Desk (WCPD) at the Trece Martires City Police Station which shall have a separate WCPD room and shall have a female police officer as in-charge.

Section 11. Strengthening VAW-C Desk and Anti-Sexual Harassment Desk in every Barangay. The City Government of Trece Martires shall ensure the maintenance and functionality of the VAW and ASH Desk in every barangay within its jurisdiction. It shall continuously provide technical and logistic assistance for its operations to guarantee that cases of violence against women, sexual harassment, in any form, and gender-based sexual harassment in streets and public places are fully addressed in a gender-responsive manner. Likewise, the City shall ensure the following services are provided to the victim-survivors:

- A. medical assistance;
- B. psychosocial/counseling services;
- C. recovery and rehabilitation programs;
- D. referral to concerned agencies or institutions; and
- E. provision of shelter.

Section 12. Competencies of VAW-C/ASH Desk Officers. The City Government of Trece Martires shall ensure that VAWC/ASH desk officers at the city and barangay level are adequately competent, educated and trained on the forms of sexual harassment, as well as the functions and protocols in responding to GBSH in streets and public spaces and on handling gender-based violence.

Section 13. Crisis Intervention Center. A crisis intervention center shall be established and maintained to serve as a temporary shelter with appropriate support services for women and children in crisis under the management and supervision of the City Social Welfare and Development Office.

Section 14. Education on Laws and Policies addressing gender-based violence. The City Government of Trece Martires shall provide education on laws and policies addressing gender-based violence, which consists of but is not limited to the following:

- A. conduct of public information on gender-based violence to strengthen the awareness of men and women, boys and girls on gender-based violence through comprehensive and multilevel information and education campaigns in close coordination and partnership with civil society organizations;
- B. enhance initiatives to promote gender inclusivity by expanding programs dedicated to educating and engaging individuals within the community, with a particular emphasis on the MOVE KATROPA Officers and members, in addressing and preventing gender-based violence.
- C. empower community by consistently building the skills of service providers and frontline workers to effectively handle cases of trafficking in persons and violence against women through their active participation in ongoing training sessions and various capacity development activities; and
- D. promoting the community with a gender inclusivity approach by organizing annual capacity development activities for barangay officials and workers which will focus on enhancing the skills in addressing gender-based violence, with a particular emphasis on handling cases related to Trafficking in Persons (TIP) and Violence Against Women and Children (VAWC).

Section 15. Monitoring of Entertainment Establishments. The staff of the Business Permit and Licensing Office (BPLO) of the City Government of Trece Martires, in collaboration with personnel from the Trece Martires City Police Station, City Social Welfare and Development Office, and City Health Office, will collectively conduct routine inspections of entertainment establishments. The objective is to ensure these establishments are not exploited for illegal activities such as prostitution, trafficking, or any other unlawful practices. This effort is geared towards maintaining a safe and inclusive environment within the community.

Section 16. Monitoring of Audio-Visual Channels against Pornography. A City Monitoring Board shall be established, which shall monitor, print, broadcast, and multimedia, including movie houses, video shops, computer shops, cable companies, books, or other forms of audio-visual channels or instruments, against pornographic activities that degrade women and children.

Section 17. Other Support Services Against Gender-Based Violence. The City Government of Trece Martires shall have the following support services against gender-based violence:

- A. Conduct research on the nature and causes of gender-based violence to be spearheaded by the City Social Welfare and Development Office, which shall collect, compile, and maintain a database for proper intervention and legislation;
- B. Counseling and Rehabilitation Program for perpetrators of violence;
- C. Facilitate the establishment of safe and inclusive spaces by actively supporting the organization of initiatives that engage men in the collective effort against gender-based violence; Initiate and fund public awareness campaigns to educate the community about the various forms of gender-based violence, available support services, and reporting mechanisms; and
- D. Implement and maintain crisis hotlines and support services that provide immediate assistance and counseling to survivors of gender-based violence.

**ARTICLE II
HEALTH, NUTRITION AND REPRODUCTIVE HEALTH**

Section 18. Priority Areas on Health. As mandated by law, the City shall continuously conduct, sustain, and monitor health programs within its locality. As such, the following programs are given priority:

- A. Maternal Health Programs
- B. Child Care Programs
- C. Family Planning Program
- D. Mental Health Program
- E. Youth/Adolescence Health Program
- F. Dental Health Program
- G. National Voluntary Blood Donation Program
- H. Health Promotions Program
- I. Nutrition Program
- J. Rabies Prevention and Eradication Program
- K. Communicable and Non-Communicable Disease Program
- L. Emerging and re-emerging Infectious Diseases Program

Section 19. Upgrading of Health Care Delivery. Quality health care and nutrition services that are not discriminatory on gender, age, sex, religion, and ethnicity shall be implemented in Trece Martires City. The City and barangay governments shall endeavor to upgrade health facilities to effectively and efficiently provide primary health and reproductive care services.

Section 20. Capacity Development for Health Providers. The city government, through the GAD Focal Point System (GFPS), shall include capability-building activities for health personnel and health care providers, namely Doctors, Nurses, Midwives, Sanitary Inspectors, Barangay Nutrition Scholars (BNS), and Barangay Health Workers (BHWs), to include, among others, Gender Sensitivity Training to ensure efficiency and gender-responsiveness in health care management and delivery.

Section 21. Gender Sensitive and Responsive Health Service. The City Health Office, Rural Health Units, and Barangay Health Centers/Stations shall provide gender-sensitive and gender-responsive health services.

Section 22. City Ordinance No. 2002-099: Creating a PHILHEALTH Capitation Fund from the Proceeds of the Outpatient Consultation and Diagnostic Benefit Package to be provided by the Philippine Health Insurance Corporation (PHILHEALTH) for Qualified Indigent Families of Trece Martires City Under the Indigent Sector Component of the National Health Insurance Program (NHIP)

Section 23. City Ordinance No. 2020-352: An Ordinance Implementing Guidelines on the Establishment of Formula One Plus for Health Botika ng Bayan (F1 Plus BNB) in the City of Trece Martires in Partnership with the Department of Health

General Provision:

- A. This health program in the City of Trece Martires shall be called F1 Plus BNB. This BNB outlet shall make available essential medicines to patients prioritizing the marginalized, underserved population, and vulnerable people (PWDs, elderlies, children, indigenous

people (IP), those living in Geographically Isolated and Disadvantaged Areas (GIDAs) and Urban Poor Areas).

- B. The City of Trece Martires shall designate a Pharmacist and ensure that the F1 Plus BNB outlet complies with regulatory requirements, Good Distribution and Storage Practice (GDSP), and Good Pharmacy Practice (GPP) standards.

The F1 Plus BNB and F1 Plus BNBi shall be expected to provide quality pharmacy services such as:

1. Facilities and premises management;
2. Medicines supply management;
3. Dispensing of medicines and patient counseling;
4. Public health and pharmacy services such as, but not limited to:
 - a. Patient profiling
 - b. Pharmacovigilance
 - c. Drug therapy review; and
 - d. Administrative and general services

- C. Medicines to be included in the F1 Plus BNB or F1 Plus BNBi program shall be by Republic Act No. 9502 or the Cheaper Medicines Act, which mandates the use of the latest edition of the Philippine National Formulary (PNF) as a procurement basis for government agencies.

The DOH shall select medicines based on the following criteria:

1. Morbidity report;
2. Hospital admission report or Identification treatment record;
3. Identified priority disease;
4. Commonly needed medicines; and
5. Submitted end-users Requisition and Issuance Slip (RIS)

- D. The DOH shall issue a Department Memorandum for the quarterly replenishment of stocks through the submitted RIS based on the actual consumption and capacity to store medicines.

- E. Medicines that are annually provided by the DOH nationwide or to selected disease-endemic areas shall not be procured unless deemed necessary.

F. Patient Eligibility

1. The eligible patient shall complete and sign the consent form, which will be filed and recorded in the patient registry by the establishment/outlet.
2. All patients with a valid prescription from a physician or City Medical Officer may avail of the prescribed medicines, if available, from F1 Plus BNB or F1 Plus BNBi outlets.
3. Medicines shall be dispensed to patients in complete treatment regimens for antibiotics and one (1) month supply for maintenance medications.

- G. The City Government of Trece Martires ensures sufficient and available funds for procuring the essential medicines and support for operations of the F1 Plus BNB and F1 Plus BNBi outlets.

- H. The City of Trece Martires shall continue to allocate funds for medicines that are not being supplied in the F1 Plus BNB and F1 Plus BNBi programs as part of their responsibility to provide health services to their constituents.

- I. The designated Pharmacist and shall offer complete pharmacy services to F1 Plus BNB and F1 Plus BNBi clients, including patient counseling on medicines use.

- J. The quantity of medicines to be dispensed by the F1 Plus BNB and F1 Plus BNBi outlets shall be in accordance with the prescribed therapeutic regimen to a single patient.

- K. No F1 Plus BNB and F1 Plus BNBi drug product shall be sold or find their way in the trade through retail and pilferage. As may be proper, civil, criminal, and administrative sanctions shall be imposed following existing government policies. No medicines procured under this program shall be sold to patients, to the access sites, pharmacies or other drug establishments. The product shall bear a marking: "Philippine Government Property-Department of Health NOT FOR SALE"

- L. The medicines delivered to the health facilities shall be subject to random FDA post-marketing surveillance protocols.
- M. Near expiry medicines (within six (6) months before the expiry date) shall be reported to the Department of Health, while expired medicines shall be disposed of by the Joint Department of Environment and Natural Resources (DENR)- Department of Health (DOH) Administrative Order No. 02, series of 2005. A witness from DOH-CHD or FDA and COA shall be present whenever the disposal of expired drugs is conducted.

Section 24. City Ordinance No. 2021-394: An Ordinance Providing for the Implementing Guidelines for HOPE Assistance for Cancer and Hemodialysis Patients in Trece Martires City or the “Assurance, Compassion and Love for Cancer and Hemodialysis Patients Ordinance of 2021.”

General Provisions

- A. The City Social Welfare and Development Office will establish a Cancer and Hemodialysis Registry or database with a commitment to gender and non-discriminatory responsiveness. This registry aims to monitor and record all individuals diagnosed with cancer and chronic kidney disease (CKD), undergoing dialysis and chemotherapy in the City of Trece Martires, ensuring that the documentation process is inclusive and free from any form of discrimination;
- B. All Cancer and Hemodialysis Patients shall submit the required and updated documents for medical assistance to the City Social Welfare and Development Office;
- C. The City Social Welfare and Development Office shall provide “Assurance, Compassion, and Love for Cancer and Hemodialysis Patients Booklet—to monitor the necessary assistance given;and
- D. The financial assistance for Cancer and Hemodialysis Patients will continue until they survive their greatest journey, for which they shall receive Php10,000.00 and be given every 4 months in a year.

Coverage. This ordinance shall cover persons belonging to the following criteria:

- A. Needy Families/individuals in crisis as assessed by the City Social Welfare and Development Office through the Registered Social Worker; and
- B. A legitimate resident of Trece Martires City for not less than six months as certified by their respective Barangay.

Section 25. Communicable Diseases. The City Government of Trece Martires adopts national laws and enacted Ordinance about communicable diseases as but not limited to:

- A. RA 11166. Philippine HIV and AIDS Policy Act.
- B. Proclamation No. 115, s. 1992 Declaring the Whole Month of December of Every Year as “National AIDS Awareness Month.
- C. RA 8504 or an Act Promulgating Policies and Prescribing Measures for the Control of HIV/AIDS in the Philippines, instituting a nationwide HIV/AIDS information and educational program, establishing a comprehensive HIV/AIDS monitoring system, strengthening the Philippine National Aids Council, and for other purposes.
- D. City Ordinance No. 2014-224: An Ordinance Creating the Trece Martires City Multi-Sectoral STI, HIV, and AIDS Council and Its Technical Working Group for the Prevention and Control of Sexually Transmitted Infection, Human Immunodeficiency Virus (HIV), and Acquired Immune Deficiency Syndrome (AIDS), Defining Its Functions, Providing Response, Appropriating Funds and for other Related Purposes.

Section 26. Promotion of Physical Fitness Program. The City of Trece Martires shall promote the conduct of physical fitness programs among offices, agencies, schools, and colleges, both private and public.

Section 27. Nutrition Plan. The CMO-City Nutrition Action Service, the City Agriculture Office, the City Health Office, and the City Social Welfare and Development Office will collaboratively develop a comprehensive nutrition plan based on updated sex-disaggregated data and gender analysis. This initiative aims to foster good nutrition practices among the entire population, ensuring that the plan is gender-inclusive and addresses the diverse nutritional needs of all individuals within the community.

Support to Barangay Nutrition Scholars. The City Government of Trece Martires shall endeavor to support the Barangay Nutrition Scholars in the implementation of Nutrition programs. These can be in the form of capacity building, uniforms, offices, and other supplies necessary for the fulfillment of their functions.

Section 28. Adoption of National and Sectoral Policies on Nutrition. The City Government of Trece Martires, has adopted national laws for children through Sangguniang Panlungsod Resolution No. 2019-052: "A Resolution Adopting National Laws for Children's Welfare Specifically RA 10410, RA 10666, RA 10821, RA 11036, RA 11037, F1KD, RA 11148, RA 9231 AND RA 11188" and shall ensure the adoption and implementation of other national and sectoral policies thru resolutions/ordinances, which consists of but is not limited to the following:

- A. Republic Act 11148 or the "Kalusugan at Nutrisyon ng Mag-Nanay Act of 2019"
- B. Republic Act 11037 or the "Masustansyang Pagkain Para sa Batang Pilipino"
- C. Executive Order 51: National Code of Marketing Breastmilk Substitutes, Breastmilk Supplements and Other Related Products
- D. Republic Act 10028 or the "Expanded Breastfeeding Promotion Act of 2009"
- E. Republic Act 8172 or the "Act for Salt Iodization Nationwide (ASIN Law)"
- F. Republic Act 8976 or the "Philippine Food Fortification Act"
- G. Republic Act 10821 or the "Children's Emergency Relief and Protection Act"
- H. RA 7600 An Act Providing Incentives to All Government and Private Health Institutions with Rooming-In and Breastfeeding Practices and for Other Purposes

Section 29. Pregnant Women and Lactating Mothers. The City is dedicated to offering gender-responsive health and nutritional assistance to pregnant and lactating individuals, acknowledging their multifaceted roles in the community, including their contributions to productivity and reproduction. This support is designed to recognize and address the distinct needs and challenges faced by pregnant women and lactating mothers, ensuring that the assistance provided is inclusive and considers their diverse roles within the community.

Section 30. Promotion of Breastfeeding. The City shall promote exclusive breastfeeding for six (6) months and the continuation of breastfeeding for two (2) years. Accordingly, all establishments and offices shall be encouraged to provide breastfeeding facilities for their workers and clients.

Section 31. Access to Safe Water. The city and barangay government units shall endeavor to provide access to a safe water supply in coordination with Prime Water and other service providers in every barangay.

Section 32. Weighing of Infants, Children, Pregnant, and Lactating Mothers. Through the Barangay Nutrition Scholars in coordination with Barangay Health Workers in every barangay, the CMO-City Nutrition Service shall undertake annual Operation Timbang (OPT) or weighing of infants, children, and pregnant and lactating mothers. Reports shall be provided to the City Health Office with gender analysis and the need to program and identify necessary interventions. This shall also include school children.

Section 33. Responsible Parenthood and Reproductive Health Care Approach. The City shall adopt the reproductive health (RH) approach at all levels of health care delivery. Such an approach shall be anchored on the following elements:

- A. maternal and child health and nutrition;
- B. family planning information and services;
- C. prevention of abortion and management of its complications;
- D. adolescent and youth health;
- E. prevention and management of Reproductive Tract Infections (RTIs), HIV/AIDS, and other Sexually Transmittable Diseases (STDs);
- F. elimination of violence against women;
- G. education and counseling on sexuality and sexual health;
- H. treatment of breast and reproductive tract cancers and other gynecological conditions;
- I. male involvement in reproductive health (KATROPA members, certified trainers, and volunteers); and
- J. prevention and treatment of infertility and sexual dysfunction.

Section 34. Gender-Fair Approach to Pre-Marriage Counseling Program. The City Government of Trece Martires through the City Mayor's Office-Population Program Service, shall continuously strengthen the Pre-Marriage Counseling Team, which facilitates Pre-Marriage Counseling to would-be couples to promote gender equality and shared responsibility of husband and wife in the development of the family and the community.

Section 35. Accessing Information on Sexuality and Reproductive Health. The City shall ensure the availability and accessibility of information on sexuality and reproductive health utilizing the tri-media (Television, Radio and Print). The City shall also adopt **Republic Act 10354 or the "Responsible Parenthood and Reproductive Health (RP-RH) Act of 2012"**.

Responsible parenthood is the will and ability of parent(s) to respond to the needs and aspirations of the family and children. It is the shared responsibility of parents to determine and achieve their children's desired number and timing according to their aspirations. (RA 10354 Section 4v).

Reproductive health can be defined as a state of complete well-being in matters relating to one's sexual and reproductive life. It implies that people can have a responsible, safe, consensual, and satisfying sex life and that they can reproduce and have the freedom to decide, when and how often to do so. Further, it implies that men and women attain equal relationships in matters related to sexual relations and reproduction. (RA 10354 Section 4s).

The RP-RH law is rooted in the human rights of all persons, including their right to equality and nondiscrimination, the right to sustainable human development, the right to health including RH, the right to education and information, and the right to choose and make decisions for themselves in accordance to their religious convictions, ethics, cultural beliefs and the demand of responsible parenthood.

In particular, the law upholds and guarantees the following principles (RA 10354 Section 3)

1. The right to make free and informed decisions of every person, particularly couples, adult individuals, women, and adolescents including preference and choice for family planning methods, determination of ideal family size;
2. The provision of effective and quality RH care services by the state that will lead to universal access to affordable and quality RH care and services;
3. The provision of truthful information and education on RH; and
4. The preferential access to the poor and the marginalized.

Section 36. Men's active involvement in reproductive health is a fundamental aspect of our comprehensive programs and projects, encompassing various initiatives such as tailored training sessions and seminars. We recognize and emphasize the significant role men play in the overall well-being of women. These programs aim to engage men of all ages in discussions and activities that foster a deeper understanding of reproductive health, family planning, and the holistic health of women. By actively involving men in these initiatives, we promote a gender-responsive approach that seeks to create a more inclusive and informed community.

Section 37. City Ordinance No. 2023 – 463: An Ordinance Adopting Executive Order 141 for the Implementation of the Measures Addressing the Root Causes of the Rising Number of Teenage Pregnancies and Mobilizing the Sangguniang Kabataan and Other Local Government Agencies in the City of Trece Martires.

A. Prevention of Teenage Pregnancies.

The implementation of measures to address the root causes of the rising number of adolescent pregnancies is hereby adopted. To this end, the city government shall mobilize existing coordinative and legal mechanisms related to the prevention of teenage pregnancies, and strengthen the adolescent's capacity to make autonomous and informed decisions about reproductive and sexual health by ensuring access to comprehensive sexuality education and reproductive health and rights services.

B. Interventions for The Prevention of Adolescent Pregnancies.

Consistent with its mandate, the city government and instrumentalities shall identify and implement, as far as practicable, interventions related to the prevention of adolescent pregnancies. These interventions will include comprehensive sexuality education, education, and

employment opportunities for young people, and health promotion through media and communications. Furthermore, recognizing the pivotal role of schools, the implementation of these programs and interventions will be strengthened within educational institutions, particularly in the context of teenage pregnancy education.

In executing the identified programs and interventions, all concerned offices and instrumentalities are committed to maximizing the use of digital and online platforms. This strategic approach aims to effectively reach adolescents and young people, ensuring that the information is easily accessible and tailored to their needs. By leveraging digital tools, the goal is to raise awareness about protecting and promoting reproductive health and rights, providing comprehensive and inclusive education for the youth across various platforms, including schools.

C. Youth and Community Mobilization.

Measures to Address Teenage Pregnancies. The City of Trece Martires recognizes the need for a comprehensive approach to addressing the root causes of the rising number of teenage pregnancies. Therefore, the following provisions shall be implemented:

1. Comprehensive Sex Education Program

- a. All public and private schools within the jurisdiction of the City of Trece Martires shall incorporate a comprehensive sex education program into their curriculum.
- b. The comprehensive sex education program shall provide age-appropriate and evidence-based information on reproductive health, contraception, sexually transmitted infections (STIs), and responsible sexual behavior.
- c. The Department of Education and the Commission on Higher Education, in collaboration with the City Health Office and City Social Welfare and Development Office, shall develop guidelines and training modules for teachers to ensure the effective implementation of the comprehensive sex education program.

2. Accessible Reproductive Health Services

- a. The City of Trece Martires shall ensure the availability of affordable and youth-friendly reproductive health services for teenagers.
- b. Collaborations shall be established with city health centers, non-governmental organizations (NGOs), and private healthcare providers to offer confidential reproductive health services, including counseling, contraception, and STD testing, specifically tailored to the needs of teenagers.
- c. The City Health Office together with the City Social Welfare and Development Office shall regularly assess and monitor the accessibility and quality of reproductive health services for teenagers within the city.

3. Youth Empowerment Programs

- a. The City of Trece Martires is committed to developing and supporting inclusive youth empowerment programs that prioritize the promotion of a safe and non-discriminatory environment. These programs will specifically focus on fostering self-esteem, leadership skills, and critical thinking among teenagers, acknowledging and respecting the diverse Sexual Orientation, Gender Identity, Expression, and Sex Characteristics (SOGIESC) of all individuals.
- b. These gender-responsive initiatives may encompass mentorship opportunities, extracurricular activities, vocational training, and career counseling, aiming to equip teenagers with knowledge and skills that reduce their vulnerability to early pregnancy. The City Youth and Development Office, in collaboration with the Sangguniang Kabataan of Trece Martires City, shall actively engage with relevant stakeholders to design and implement these youth empowerment programs within the city. This approach underscores the city's commitment to alleviating harassment violence, and creating a safe space for everyone, irrespective of their SOGIESC, promoting equality and inclusivity in all aspects of the programs.

4. Parenting Education and Support

- a. The City of Trece Martires is dedicated to establishing gender-responsive parenting education programs that actively engage and encourage the participation of both men and women. These programs aim to eliminate gender stereotyping, biases, and traditional roles in parenting styles, fostering an inclusive and equitable approach to parenting education and support.

- b. The initiatives shall focus on promoting open communication, positive parenting techniques, and providing comprehensive education to parents and guardians about the significance of monitoring their children's activities. Furthermore, the programs will include accurate information about sexual health to ensure a well-informed and supportive environment.
- c. The City Social Welfare and Development Office will take the lead in coordinating with relevant agencies and organizations to implement these parenting education and support services within the city. This approach underscores the city's commitment to promoting gender equality in parenting roles, and providing inclusive and supportive resources for parents and guardians of teenagers.

5. Community Engagement and Awareness Campaigns

- a. The City of Trece Martires shall initiate community engagement initiatives and awareness campaigns to raise awareness about the consequences of teenage pregnancies and promote healthy relationships.
- b. These initiatives may include workshops, seminars, public discussions, and media campaigns involving local leaders, religious organizations, and community members.
- c. In collaboration with relevant stakeholders, the City Tourism and Information Office shall lead the planning and execution of community engagement and awareness campaigns.

6. Data Collection and Analysis

- a. The City of Trece Martires shall establish a system for collecting and analyzing data including demographics such as sex and gender-related information on teenage pregnancies to monitor progress, identify trends, and evaluate the effectiveness of implemented interventions.
- b. The City Health Office together with the CMO-Population Program Service in coordination with the City Planning and Development Office, shall be responsible for collecting, analyzing, and reporting data on teenage pregnancies, ensuring the confidentiality and privacy of individuals involved. (this provision amends Section 6.b of City Ordinance No. 2023-463)
The gathered data will be utilized to enrich community-centered policy decisions, tailor interventions to specific needs, and assess the effectiveness of implemented measures.

D. MONITORING.

The City Health Office is committed to ensuring gender-responsive coordination among all departments and instrumentalities. It will monitor the implementation of interventions at all levels, ensuring that these strategies are informed and supported by international best practices and evidence-based population data and analysis, with a particular focus on addressing the diverse health needs and concerns of all genders.

**ARTICLE III
WOMEN IN GOVERNANCE**

Section 38. Creation of Barangay-Based Organization. Women's organizations at the barangay level shall be organized and recognized by the barangay councils and/or accredited by the Sangguniang Panlungsod of Trece Martires.

Section 39. Trece Martires City Local Council of Women. City Ordinance No. 2011-197 "An Ordinance Creating the Local Council of Women of the City of Trece Martires and for Other Purposes" was enacted. The council shall be composed of representatives from accredited women's organizations and be strengthened to take an active role in local governance.

The Department of the Interior and Local Government Memorandum Circular (DILG MC) No. 2002-167 dated 10 October 2012 and with amendment thru DILG MC No. 2006-125 dated September 21, 2006, re: Guidelines on the Procedures and Structures for the Creation of the Local Council of Women was issued and adopted.

Section 40. Representation of Women in Local Special Bodies. The City and barangay government units shall ensure the participation of women in all mandatory and special bodies, committees, and councils. Likewise, it must ensure that women sector representative/s is/are appointed to the City and Barangay Development Councils. It shall be provided that the women's organizations submit for accreditation with the Sangguniang Panlungsod or recognized by the Barangay Council, which is a requisite for an organization's membership in mandated local special bodies.

Section 41. Promoting Gender Balance at All Levels of Local Government Positions. The city government is dedicated to fostering gender balance, ensuring an equal representation of qualified women and men in key positions at all levels of local governance, including city and barangay levels, whether through elections or appointments. This commitment forms an integral part of the broader efforts to eliminate barriers to women's active participation in the public sphere.

Section 42. Women in Law Enforcement Agency. The City of Trece Martires shall have at least two (2) women as members of Trece Martires City PNP assigned for the Women's Desk and other women-related activities.

Section 41. Support for Women Capability Development. Mechanisms to support women's capability development shall be adopted by Trece Martires City, which consists of but is not limited to the following:

- A. Encouragement of women to run for public office at all levels;
- B. Provision of opportunities for women's participation in governance;
- C. Conduct training, especially leadership training for women, to be initiated and funded by the city government in coordination with NGOs and other stakeholders; and
- D. Adoption of R.A. No. 6949 which declares March 8 of every year as a working holiday to be known as National Women's Day.

ARTICLE IV EMPLOYMENT AND ECONOMIC OPPORTUNITIES

Section 43. Adoption of National Laws. The City of Trece Martires adopts national laws that are non-discriminatory to women, and vulnerable and marginalized sectors of the society. This includes but is not limited to the following:

- A. **Republic Act No. 7323, Otherwise Known as the Special Program for Employment of Students** as amended by Republic Act 9547. RA 9547 amended R.A. 7323 on the SPES to include poor but deserving students aged 15 to 25 years old, to help them pursue their education through employment during summer or Christmas vacations or any time of the year for those enrolled in tertiary, vocational, or technical education for the period of 20 to 52 working days.
- B. **Republic Act 10917 An Act Amending Certain Provisions of Republic Act No. 9547, Otherwise Known as an Act Strengthening and Expanding the Coverage of the Special Program for Employment of Students, amending for the Purpose Provisions of Republic Act No. 7323, Otherwise Known as the Special Program for Employment of Students.** The law provides that "in case of sickness, absence, or death of the SPES beneficiary, the immediate heirs may claim the salary; Provided, that proof to this effect has been established. Likewise, the SPES beneficiary shall be entitled to social protection by an insurance coverage with the Government Service Insurance System (GSIS) for one (1) year."
- C. **Republic Act 6725 or Act Strengthening the Prohibition on Discrimination Against Women concerning Terms and Conditions of Employment, prohibits discrimination concerning terms and conditions of employment solely based on sex.**

The following are acts of discrimination:

1. Payment of a lesser compensation, including wage, salary, or other form of remuneration and fringe benefits, to a female employee as against a male employee, for work of equal value; and
2. Favoring a male employee over a female employee concerning promotion, training opportunities, study, and scholarship grants solely on account of their sexes

D. Republic Act 11199 or the Social Security Act of 2018. The Law mandates that all employees including *kasambahays* or domestic workers not over sixty (60) years of age shall be members of the SSS (*Section 9*). The law also mandates *compulsory coverage of the Self-Employed as stated in Section 9-A* which provides that self-employed include, but is not limited to, the following:

- All self-employed professionals;
- Partners and single proprietors of businesses;
- Actors and actresses, directors, scriptwriters, and news correspondents who do not fall within the definition of the term "employee" in Section 8 (d) of the Act;
- Professional athletes, coaches, trainers, and jockeys; and
- Individual farmers and fishermen.

The New SSS Law likewise made it compulsory for Overseas Filipino Workers, sea-based or land-based, to be members of the SSS as provided for under *Section 9-B of R.A. No. 11199*.

E. Republic Act 11210 or the "105-Day Expanded Maternity Leave Law" grants 105 days of paid maternity leave for live childbirth, regardless of the mode of delivery, and an additional 15 days if the female worker qualifies as a solo parent under the Republic Act No. 8972 or the Solo Parents' Welfare Act of 2000; and 60 days of paid leave in case of miscarriage or emergency termination of pregnancy. It applies in all instances of pregnancy, miscarriage, or emergency termination of pregnancy, regardless of frequency.

F. Republic Act 9710 or the "Magna Carta of Women" Special Leave or the Gynecological Leave for Women which provides for female employees leave entitlement of two (2) months with full pay based on her gross monthly compensation following surgery caused by gynecological disorders.

G. Republic Act 8187 or the Paternity Leave Act of 1996 provides that every married male employee in the public and private sectors shall be entitled to a paternity leave of seven (7) days with full pay for the first four (4) deliveries of the legitimate spouse with whom he is cohabiting. The male employee applying for paternity leave shall notify his employer of his legitimate spouse's pregnancy and the expected delivery date.

Section 44. Mechanism to Monitor Compliance with Labor Laws. The City Government of Trece Martires, in coordination with the Department of Labor and Employment (DOLE), the Civil Service Commission (CSC), and other concerned agencies, shall establish mechanisms to monitor all offices, agencies, and establishments operating within the city to ensure their strict compliance with the Labor Code and other provisions of existing laws, especially those about children, women, and labor.

Section 45. Non-discrimination in Employment. All institutions and establishments and their employers shall implement non-discriminatory policies concerning terms and conditions of employment, especially for women employees/workers.

Section 46. Employment Assistance Program. In cooperation with DOLE, the City Government of Trece Martires through the CMO-Public Employment Service Office shall endeavor to support poor students through the Special Program for Employment of Students (SPES), the unemployed and underemployed in securing gain full employment through employment facilitation activities.

Section 47. Equal Access to Employment, Livelihood Assistance, and Training Program. No individual shall be denied employment, livelihood, and training activities based on gender, age, ethnicity, religion, and civil status.

Section 48. Social Security/Protection for Workers and Employees. The City Government of Trece Martires, through the CMO-Business Permits and Licensing Office, shall encourage the compliance of the provision in Section 9 and Section 9A of the Republic Act 11199 or the Social Security Act of 2018 by sustainable/stable business establishments operating within the city.

Section 49. Orientation on Gender Sensitivity, Sexual Harassment and Gender-Based Violence. All government units and agencies and private establishments and institutions within the city shall conduct an orientation on gender sensitivity, sexual harassment and gender-based violence through the assistance of the CMO-Gender and Development Unit (CMO-GAD Unit).

The city government shall issue a Certificate of Compliance to this effect. Failure to comply with this provision shall be penalized with a fine of One Thousand Pesos (Php 1,000.00).

Section 50. Committee on Decorum and Investigation (CODI). A Committee on Decorum and Investigation (CODI) will be enhanced in both city and barangay governments, with encouragement for implementation in all private and business institutions. This committee will function as a non-discriminatory and safe space, regardless of SOGIESC, serving as the grievance machinery to address all complaints related to gender-based violence in the workplace. To facilitate this, a comprehensive grievance procedure will be implemented within the aforementioned offices or establishments, ensuring a fair and inclusive decision-making process.

Section 51. Facilities and Support System for Well-Being of Women and Men Employees/Workers. Employers both in the government and private, shall ensure the health, safety, and well-being of their women and men employees/workers. In appropriate cases, employers shall:

- A. Establish separate toilets, lavatories, and lounges for women and men and provide at least a dressing room for women;
- B. Set up a breastfeeding and child-minding center in the workplace where working parents may have breastfeeding, childrearing, and early childhood care and development activities while on their respective jobs;
- C. Institute flexible working arrangements to accommodate the various responsibilities of women and men to their families; and
- D. Ensure that the working environment is gender sensitive to prevent sexual harassment, sexual abuse, and other forms of maltreatment in the workplace and be conducive and safe to work for women and men employees/workers.

Section 52. Inventory of Domestic Workers/Household Help. The City Government of Trece Martires, through the CMO-Public Employment Service Office (PESO) in coordination with DOLE, shall come up with an annual inventory of domestic workers/household help within the city to monitor cases of maltreatment, sexual harassment, and other forms of sexual abuse. Households shall be required to provide information regarding their domestic workers/household help for identification and other purposes. The city government shall provide assistance and support to domestic workers/household help.

- A. In appropriate cases, employers of domestic workers/household help within the city shall provide the latter with social security, Philippine Health Insurance, and other benefits.
- B. They shall be treated humanely.

Section 53. Support to Overseas Filipino Workers (OFW) and their Families. The City of Trece Martires adopted Republic Act 8042 or the Migrant Workers and Overseas Filipino Act of 1995. To strengthen its implementation in the locality, the city government shall create a migrant's Desk to coordinate and assist in the concerns of the OFWs and their families in the different migration cycles.

- A. The Migrants' Desk, in coordination with the CMO-PESO, shall maintain a database on departing, deployed, and returning overseas migrants and relevant information therein and domestic labor migrants to be updated annually. Towards this effort, the barangay councils, through its Focal Person on Domestic and International Migration, shall submit relevant data annually.
- B. Tracking System of the legitimacy of recruitment agency/employment. The PESO, in coordination with the Cavite Public Employment Service Office or its equivalent, shall keep a tracking and verification system of the veracity and legitimacy of employment and recruitment agencies, whether DOLE accredits them through the Philippine Overseas Employment Administration (POEA) and shall give public information and updates on the matter.
- C. Pre-Employment Orientation Seminar (PEOS) and Migrant Workers and Overseas Filipino Act of 1995 (RA 8042). The PESO shall ensure that PEOS and orientation on RA 8042 are conducted to prospective overseas workers and their families about the realities of overseas labor and employment conditions. Services of the POEA and migrant NGOs may be tapped for this purpose.
- D. Monitoring of OFWs during their deployment in the labor-receiving countries. The City of Trece Martires, in cooperation with the concerned families through coordination with the Cavite PESO, POEA, Overseas Workers Welfare Administration (OWWA), and other concerned agencies and institutions, shall monitor and act with urgency on any violations of RA 8042 of concerned OFWs.

Section 54. OFWs Reintegration Program. To ensure that migration becomes an option rather than a necessity, overseas workers, including displaced and returning OFWs and their families, the City of Trece Martires shall assist them through a reintegration program.

Towards this direction, the City Government of Trece Martires can assist through:

- A. Improving prospects for alternative employment and providing skills development programs;
- B. Capacity enhancement program for returning migrants or integrating skilled migrants to share their expertise with their constituents; and
- C. Organizing OFWs and/or their families. The municipal government strongly encourages the strengthening of organization/s of OFWs and their families, especially children, and facilitates capacity development activities.

ARTICLE V TRADE, INDUSTRY AND ECO-TOURISM

Section 55. Local Economic Development and Women Economic Empowerment. Under the thrust of the City Government of Trece Martires to promote local economic development and women's economic empowerment, the following shall be undertaken:

- A. **Establishment of Trece Martires City Sustainable Micro Enterprise Development Mechanism.** The City of Trece Martires shall establish a desk/unit/council that will serve as the One-Stop Shop to promote and support entrepreneurial undertakings in the city. Said desk/unit/council shall be referred to as the Trece Martires City Sustainable Micro Enterprise Development (TMCSMED), whose general function is to formulate programs and projects, development strategies, structures, and processes to ensure local economic development and women's economic empowerment in line with the Comprehensive Development Plan.
- B. **Establishment of a Database on Enterprises within the City.** The City Government of Trece Martires, through the City Business Permits and Licensing Office, and the City Planning and Development Office, shall undertake the mapping of enterprises within the city in coordination with the barangay councils towards keeping a database of registered enterprises and those in the informal sector. The data shall be submitted to TMCSMED and will be used as a basis to craft policies and determine appropriate services, especially for the women micro-entrepreneurs and workers.
- C. **Partnership and Linkage with Business Development Service Organizations, Government Agencies, and other Institutions.** The City of Trece Martires shall build partnerships with various institutions that provide technical assistance, research and development, capacity development, market links, microfinance, and other support services to capacitate women micro-entrepreneurs and expand the market accessibility of their products.
- D. **Accessing Loans and Financial Assistance.** The City Government of Trece Martires shall assist women entrepreneurs in accessing loans and financial assistance from government and private financing institutions. Efforts to continuously build the capacity of women entrepreneurs to access loans and to negotiate shall also be undertaken. Likewise, efforts for socialized lending or for special credit programs for women micro-entrepreneurs should be undertaken.
- E. **Protection against Iniquitous and Excessive Interest Rates.** It shall be the policy of the city to eliminate oppressive lending/credit schemes and imposition of iniquitous and excessive interest rates pursuant to the Anti-Usury Law as amended by PD 116 and other existing regulations of the Monetary Board of the Central Bank of the Philippines. Towards this effort, the city government shall study of existing interest rates provided by credit/lending institutions and individuals and take appropriate actions therein.
- F. **Financial Assistance to Group Enterprises.** The City Government shall facilitate and/or provide access to capital/financial assistance to group enterprises in Trece Martires City that are registered with any national or provincial accrediting agency; accredited with the Sangguniang Panglungsod, and which have complied with funding requirements.

- G. **Facilitating Enrolment to the Philippine Health Insurance.** Recognizing the importance of social security/protection measures against life contingencies, the City of Trece Martires shall encourage all cooperatives and people's organizations to enroll their members in PhilHealth. Measures shall be taken by the city government in coordination with PhilHealth to ensure sustained membership.

Section 56. Promotion for Eco-Tourism and Family-Oriented Activities. The City of Trece Martires shall promote equality for women and men by providing full opportunities for their development and participation in eco-tourism and family-oriented activities without exploiting the rights of women, men, and children.

Section 57. Gender and Culture. The City of Trece Martires is committed to fostering gender-responsive and fair practices in arts and culture. It will develop, formulate, and maintain the Local Cultural Inventory while actively promoting local culture, arts, crafts, and supporting artists. Additionally, the city will work towards developing, promoting, and preserving positive local practices, traditions, and arts through socio-cultural development programs and activities that embrace and represent the diversity of its community.

ARTICLE VI GENDER AND SPORTS

Section 58. Sports Development Activities. The City of Trece Martires is dedicated to promoting inclusive and gender-responsive sports and physical development programs. These initiatives aim to provide a safe and welcoming space for individuals of all genders and ages to participate. The approach is nondiscriminatory and sensitive to the diverse needs of both women and men. Additionally, the city emphasizes the inclusion of traditional indigenous sports, ensuring that the sports and physical development activities start from the grassroots level, embracing cultural diversity.

ARTICLE VII EDUCATION AND MEDIA

Section 59. Scholarship and Educational Assistance Program. The City shall institutionalize its scholarship and educational assistance programs for poor and marginalized but deserving college students. It shall not disqualify any student because of civil status, race, sex, age, and religion.

Section 60. City Ordinance No. 2019-311 or An Ordinance Providing for the Implementing Rules and Regulations for the Educational Assistance Program of the City Government of Trece Martires provides for the grant of Educational Assistance of two thousand five hundred (P2,500.00) pesos for all college students and bonafide residents of Trece Martires City upon submission of required documents which shall undergo for assessment and verification by the CSWD Office, subject to availability of funds and accounting rules and procedures.

Section 61. City Ordinance No. 2003-104: Pagbibigay ng Tulong sa Lahat ng Mag-aaral sa Mababa at Mataas na Papublikong Paaralan sa Lungsod ng Trece Martires na Lehitimong Taga Lungsod which provides for free school supplies to all qualified elementary and high school students of Trece Martires City subject to availability of funds and existing accounting rules and procedures.

Section 62. City Ordinance No. 2019-324: An Ordinance Establishing "Bihis Makisig Program" for Public School Students of Trece Martires City which is a student assistance program of the city government of Trece Martires in a form of giving Free School Uniforms and Shoes to All Public-School Students of Trece Martires City.

Section 63. City Ordinance No. 1998-069 An Ordinance Granting College Scholarship for the Poor but Deserving Students of Trece Martires City amended by City Ordinance No. 2021-377 An Ordinance Amending Sections 4, 5 And 6 Of City Ordinance No. 1998-069 also known as "An Ordinance Granting Tertiary Scholarship for the Poor but Deserving Students of Trece Martires City" which provides for Scholarship grants that shall cover tuition/miscellaneous Fees and monthly allowances.

Section 64. City Ordinance No. 2022-425 An Ordinance Granting Cash Incentives and Awards to Top Treceño Achievers of Trece Martires City to extend support, recognition and commendation, and to display gratefulness by according awards and granting incentives to Top Treceño Achievers for giving Honor and Pride to Trece Martires City.

A. The City Government of Trece Martires hereby grants Plaques and Certificates of Recognition and Medals of Honor to **Top Treceño Achievers** of Trece Martires City.

B. The City Government of Trece Martires hereby grants Cash Incentives as rewards to **Top Treceño Achievers** in the field of Academics as follows:

1. College Graduates from any College or University

- Summa Cum Laude – Php15,000.00
- Magna Cum Laude – Php10,000.00
- Cum Laude – Php 5,000.00

2. PRC Board Topnotchers (rank 1-10) of any course, other than Law and Medicine – Php20,000.00

3. PRC Bar & Board Passers of Law & Medicine – Php20,000.00

4. Ordained Priest – Php20,000.00

C. The City Government of Trece Martires hereby grants Cash Incentives as rewards to **Top Treceño Achievers** in the fields of Sports, Beauty Pageants, Performing Arts, Visual Arts, Quiz Bee, Literary and the likes:

1. National and International Sports Competition

- Bronze, Silver or Gold – Php15,000.00

2. National & International Beauty Pageants

- Title and Fifth to First Runner-up – Php15,000.00

3. National & International Contest in Performing Arts, Visual Arts, Quiz Bee, Literary, and the likes

- Bronze, Silver or Gold – Php5,000.00

Section 65. Promotion of Gender-Sensitive Counseling, Mental Health, and Career Guidance Program. The City Government of Trece Martires, along with public and private educational institutions in the city, actively promotes gender-sensitive counseling, mental health, and career guidance programs. These initiatives aim to empower both female and male students to explore non-traditional professions, fostering an environment that values diversity in career choices. The programs also emphasize the significance of mental health awareness, ensuring students have the necessary support and resources for their holistic well-being. The overarching goal is to broaden career opportunities and contribute to a more inclusive and equitable educational landscape.

Section 66. Adoption of RA 11036 or the “Mental Health Act”, the law that recognizes, assesses, treats, and provides rights for the community affected by mental health disorders. the LGU commits to creating a safe space that is inclusive and non-discriminatory, addressing a spectrum of community gender issues related to mental health. The implementation will be guided by a commitment to inclusivity and gender sensitivity, recognizing the diverse experiences and challenges faced by individuals of all genders.

This law aims to:

- A. Underscores the imperative to eliminate stigma, foster understanding, and ensure equal access to mental health services for everyone in the community, regardless of gender identity. By actively incorporating gender perspectives, the LGU endeavors to establish a supportive and inclusive environment, fostering well-being for all individuals facing mental health challenges within the community.
- B. Strengthen effective leadership and governance for mental health by, among others, formulating, developing, and implementing national policies, strategies, programs, and regulations relating to mental health;
- C. Develop and establish a comprehensive, integrated effective and efficient national mental health care system responsive to the psychiatric, neurologic, and psychosocial needs of the Filipino people;

- D. Protect the rights and freedoms of persons with psychiatric, neurologic, and psychosocial needs of the Filipino people;
- E. Strengthen information systems, evidence and research for mental health;
- F. Integrated mental health care in the basic health services; and
- G. Integrate strategies promoting mental health in educational institutions, the workplace and in communities.

Section 67. City Ordinance No. 2019-327: An Ordinance Conducting Mental Health Awareness and Teenage Pregnancy Awareness in Every Secondary Schools in the City of Trece Martires which provides that:

- A. Every Secondary school in the City of Trece Martires shall have the advocacy for the welfare of every student specially in the mental health and teenage pregnancy awareness;
- B. All school Administrators shall be informed by the City Health Officer before conducting the said seminar;
- C. The City Health Officer in coordination with the Provincial Health Officer shall conduct effective seminars to promote mental health and teenage pregnancy awareness;
- D. Pastors, religious groups, Sangguniang Kabataan, multi-sectoral groups and non-governmental organization shall be encouraged to join the advocacy and to help the students fight and overcome their own different silent battles.

Section 68. Gender Sensitivity Education. The City Government of Trece Martires, through its GAD Focal Point System (GFPS) and CMO-GAD Unit, in coordination with the respective school authorities, shall raise the level of awareness of teachers, administrators, and members of the Guardians, Parents and Teachers Association (GPTA) within its jurisdiction about gender fairness and sensitivity.

- A. Gender Sensitivity Orientation and Training shall be conducted for teachers, administrators, and the members of the GPTA;
- B. Integration of gender-fair language in the formal education system as a special course shall be encouraged with due consideration to the level of need and comprehension of the students;
- C. Popularization in the schools within the jurisdiction of the city of the six core messages on gender-fair education developed by the Department of Education:
 1. shared parenting;
 2. shared home management;
 3. shared decision making;
 4. equalized opportunities;
 5. equalized representation and enhanced participation of women in public affairs and business; and
 6. elimination of violence against women.
- D. Emphasize the importance of creating a safe and inclusive environment within schools. Encourage proactive measures to prevent discrimination and harassment based on gender;
- E. Provide counseling support services for teachers, administrators, and students who may require assistance in understanding and navigating gender-related issues within the educational setting;
- F. Establish mechanisms for regular assessments and feedback on the effectiveness of gender sensitivity education initiatives. This feedback loop allows for continuous improvement and adaptation based on the evolving needs of the educational community.

Section 69. Gender-Responsive Non-Formal Education for Adults and Out-of-School Youth. The City of Trece Martires adopts RA 11510 or An Act Institutionalizing the Alternative Learning System in Basic Education for Out-Of-School Children in Special Cases and Adults and Appropriating Funds Therefor. The city government, through the Alternative Learning System of the Department of Education (ALS DepEd) and other educational institutions within the jurisdiction of the city, shall endeavor to promote the following:

- A. **Adult and out-of-school youth education programs.** Anyone desiring to engage in functional education, literacy programs, and practical education shall be enlisted in the said programs;
- B. **Technical and Vocational Education and Training** through the Technical Education and Skills Development Authority (TESDA);
- C. Inclusion of discussions/lectures on pertinent laws and concerns related to women and children in the education programs for adults and out-of-school youth.

- D. Dedication to creating an inclusive and equal educational environment. This commitment involves incorporating discussions and lectures on laws and concerns related to women and children into education programs for adults and out-of-school youth. The initiative emphasizes non-discrimination, gender sensitivity, and equality, offering diverse individuals an opportunity to understand laws affecting women and children.

Section 70. Support for Indigenous Forms and Other Media and Information Communication Technology. Nondiscrimination and non-derogatory media advocacy on women's rights and gender-related concerns through indigenous forms and expressions, as well as new communication technologies, shall be supported and encouraged.

ARTICLE VIII PROMOTION OF JUSTICE, PEACE AND ORDER AND PUBLIC SAFETY

Section 71. Continuous Review of the Gender-Responsiveness of Laws and Policies. The City of Trece Martires shall encourage the constant review of local laws and policies to detect and eliminate discrimination based on sex and gender-based provisions.

Section 72. Promotion of Legal Rights Literacy. In line with its commitment to Gender and Development (GAD), the City of Trece Martires will enhance legal rights literacy by providing accessible information on relevant national and local laws, their impact on women and men, a comprehensive list of agencies and offices responsible for the administration of justice, and guidelines on navigating the justice system. This initiative aims to empower all individuals within the community with the knowledge and understanding needed to assert their rights, fostering a legal rights-literate environment that promotes equality and justice for everyone.

Section 73. GAD Orientations and Training for Law Enforcers and Force Multipliers. To ensure inclusivity and responsiveness in law enforcement, the City of Trece Martires is committed to strengthening its partnerships with law enforcers, para-legal professionals and force multipliers. Regular gender and development orientations and training sessions will be conducted, fostering a comprehensive understanding of gender issues and promoting a responsive approach to law enforcement. This initiative aims to enhance the capacity of law enforcement personnel including force multipliers to address diverse needs, create a more inclusive and gender-sensitive environment, and uphold justice for all community members.

Section 74. Humane and Just Treatment of Female and Minor Offenders. In a commitment to fostering an inclusive and safe space for all individuals, especially females apprehended for light offenses and minor offenses, the City of Trece Martires ensures that they shall not be handcuffed unless otherwise mandated by the PNP's engagement rules. This directive aims to uphold humane and just treatment, recognizing the need for sensitivity and respect towards individuals creating an environment that values dignity and fairness in law enforcement practices.

Section 75. Persons in Detention. – The City of Trece Martires shall provide support to persons in detention and shall ensure that their rights are protected through the following:

- A. Speedy trial of their cases shall be ensured by all concerned;
- B. An appropriate program shall be designed to respond to their specific needs and problems as detainees; and
- C. There shall be a separate structure and space for detention and rehabilitation for women and men detainees. Likewise, no child shall be in detention as provided by RA 9344, which states that they shall be conveyed separately to or from the Court. Likewise, they shall await a hearing of their case in a separate holding area.

Section 76. Women and Children's Protection Desks (WCPDs). In Trece Martires City Police Station, the Women and Children's Protection Desk (WCPD) shall be handled by women police officers, adequately trained so that cases involving women and children shall be handled by the accepted standards of the PNP for cases of gender-based violence.

Section 77. Support to PNP Personnel. The City of Trece Martires shall provide logistic assistance to the PNP to continuously support the implementation of policies on gender-based violence. Likewise, the City Government of Trece Martires shall support the programs, projects, and activities included in the city's Peace and Order and Public Safety (POPS) Plan for the safety and security of men and women, especially the vulnerable group.

**ARTICLE IX
GENDER IN ENVIRONMENT AND NATURAL RESOURCE MANAGEMENT**

Section 78. Community-Based Environment Plans and Programs. The City of Trece Martires shall ensure the participation of women in the planning and decision-making at all levels regarding the environment and natural resources management.

Section 79. Promotion of Environmentally Sound Production Technologies. Promote environmentally sound production technologies and practices in households and enterprises.

Section 80. Promotion of Land Agri-based Projects. The City of Trece Martires and other partner agencies and institutions shall support and promote land-based projects to ensure food security for rural women and women farmers, including men, by utilizing scientific, women-friendly, accessible, and appropriate technology.

Section 81. Public Education Campaigns. The City of Trece Martires shall undertake public education campaigns on sanitation, health, sustainable agriculture, renewable energy, clean air, clean water use, conservation, sustainable use of biological diversity, and climate change adaptation with a gender dimension. By incorporating a gender dimension, these campaigns aim to ensure that information and resources are accessible and beneficial to all, addressing diverse needs and fostering a more inclusive and equitable community approach to environmental awareness and action.

Section 82. Women's Participation in All Water-System Related Projects. In all water system-related projects, the participation of women in the planning and decision-making process shall be ensured.

**ARTICLE X
GENDER IN DISASTER RISK REDUCTION MANAGEMENT**

Although Trece Martires City is not seriously prone to various disaster risks and hazards, it is the women, children, elderly, and persons with disabilities who suffer the most from the impact of disasters, the following shall be undertaken by the City Disaster Risk Reduction and Management Council and the Barangay Disaster Risk Reduction and Management Committees:

Section 83. The adoption of RA 10121 or the Philippine Disaster Reduction and Management Act provides a comprehensive, all-hazard, multi-sectoral, inter-agency, and community-based approach to disaster risk management through formulating the National Disaster Risk Management Framework.

A. Measures in Pre-Disaster and Resilience Building.

1. Ensure that women and other vulnerable groups participate in public awareness and education campaigns on disaster risk management and climate change adaptation;
2. Ensure that women and other vulnerable groups are involved in the Hazard, Vulnerability, and Capacity Assessment (HVCA) mapping and the formulation of disaster contingency plans;
3. Ensure that women and other vulnerable groups are represented in the City and Barangay Coordinating Council structures and are distributed in the different service committees to ensure their participation in decision-making processes;
4. Design an emergency response plan for vulnerable groups, including women, persons with disabilities, children, and older people, for search and rescue operations, evacuation management plans, and rehabilitation plans;
5. Build the capacity of women to manage community-based early warning systems (CB-EWS);
6. Ensure that women have sustained livelihood and income;
7. Build the capacity of women to manage trauma and provide psychosocial intervention to survivors of disasters;
8. Train women in incident command system and in providing first aid medical response to cases resulting from disasters; and
9. Maintain updated sex-disaggregated data and statistics, especially on vulnerable groups (women, children, elderly, persons with disabilities, and others).

B. Measures during Disaster.

1. Prioritize the vulnerable groups in the search and rescue operations;
2. Ensure updating of statistics;
3. In appropriate cases, provide a separate evacuation center for women and their children, Child Friendly Space and Women Friendly Space must be in place; and
4. Ensure that the minimum standards in disaster response as outlined in the Humanitarian Charter, including people's need for water, sanitation, nutrition, food, shelter, clothing, health care, and others are met.

C. Measures in Post Disaster (Recovery and Rehabilitation).

1. Ensure women's participation in resilience-building and recovery efforts by:
 - a. Involving women in the conduct of Rapid Damage Assessment & Needs Assessment (RDANA) to ensure that women and children's situation and the other vulnerable groups and their specific needs are well taken into account; and
 - b. Involving women as participants in Food-for-Work and Cash-for-Work schemes in restoration work. It provides them with job and income opportunities that could ensure household food security and good health.
2. Involve women in the rehabilitation of the agricultural sector by providing them with training and agricultural inputs, including seeds and implements;
3. Ensure that psychosocial debriefing and stress debriefing interventions, especially for women, children, PWDs, and older people, are carried out by women providers to situate the intervention better;
4. Ensure that women and children have access to and control water, sanitation, nutrition, food, shelter, and health care to ensure a full recovery;
5. Implement programs to support women's economic recovery by providing access to livelihood opportunities, vocational training, and financial assistance. This helps in restoring their economic independence and resilience;
6. Establish safe spaces for women, children and vulnerable groups to provide them with a secure environment. These spaces can serve as shelters, health clinics, and centers for psychosocial support, ensuring that the unique needs of women and children are met; and
7. Ensure access to legal support and protection for women and children who may face increased risks of violence or exploitation in the aftermath of a disaster. Strengthen mechanisms to prevent and respond to gender-based violence.

Section 84. City Ordinance No. 2015-240: An Ordinance Requiring Owners, Managers, Operators, or Administrators of Two-Storey Buildings and Above, Schools, and Hospitals in the City of Trece Martires to Conduct Fire and Earthquake Drills Among Tenants, Occupants, Students and Employees Therein Twice a Year.

Section 85. Gender-Based Violence Mainstreaming Action Points in Emergencies.

According to UNICEF, the humanitarian community is responsible for ensuring the safety, well-being, and rights of those at risk of GBV, regardless of whether data exists on the true scope of the problem. Any available data on GBV, including reports from police, legal, health, or other sources, will likely represent only a very small proportion of the actual number of incidents of GBV. Therefore, it should be assumed that GBV will be an issue in every emergency, requiring all humanitarian actors such as those working within and across the sectors of water and sanitation, health, nutrition, logistics, education, and protection to address it.

Child protection systems, including laws, policies, regulations, and benefits across all social sectors, especially social welfare, education, health, and security, are weakened and disrupted in emergencies. Displacement and separation of families and communities place women and girls at increased risk of violence and abuse. Sexual violence may be used as a method of warfare to brutalize and instill fear among the civilian population.

A. Mainstreaming Gender-Base Violence (CSWD Response Aspects/Protection/Cluster)

Working with different humanitarian clusters/sectors/agencies to promote multi-sector/inter-agency actions to prevent and respond to GBV and to encourage accountability of cluster/sector leads/agencies. Integrating GBV concerns into needs assessments, action plans, funding, and program implementation.

B. Response to Gender-Based Violence

The statements emphasize that preventing and responding to gender-based violence (GBV) is a collective responsibility that extends beyond specific sectors, requiring the active involvement of entities beyond those exclusively focused on GBV programs. This commitment is rooted in extensive legal and international mandates that recognize the widespread nature of GBV. Globally, legal frameworks stress the need for a comprehensive approach, aligning GBV prevention and response with broader development, peace, and human rights objectives. Nationally, legal mandates and policies mandate an integrated approach across all sectors, with the Responsibility to Protect (R2P) principle reinforcing the duty to address GBV, particularly in conflict situations. The adoption of a comprehensive, multisectoral approach aligns with global commitments to gender equality, human rights, and sustainable development, acknowledging GBV as a cross-cutting issue requiring collaboration and shared responsibility for a world free from gender-based violence.

C. Ways to Mainstream Gender-Based Violence

1. Integrate GBV in the DRRM Plans;
2. Make periodic presentations to other clusters/sectors/agencies on GBV trends, concerns and necessary responses;
3. Present concrete suggestions (not just advocacy) on what the other clusters/sectors/agencies can do to prevent and respond to GBV;
4. Identify opportunities to access management, donors, and officials;
5. Identify members of LCAT-VAWC members to participate in other cluster meetings; and
6. Establish a GAD Database focusing on the collection of Sex and Age Disaggregated Data and Gender-related information.

D. WASH (Water Supply, Sanitation, and Hygiene Promotion)

WASH is a basic minimum hygiene item pack consists of water containers (bucket), bathing and laundry soaps, and menstrual hygiene materials (washable cotton cloth).

E. Water Supply

At water distribution points and community laundry facilities, including private washing basins and laundry areas for women to wash and dry:

1. Community bathing and washing facility. There should be separate central facilities for men and women;
2. Location, design, safety, and convenience should be in consultation with users (women, girls, PWD's, elderly);
3. Should be accessible and well-lit with good visibility to ensure the safety of users; and
4. Promote SDG 6: Clean Water and Sanitation in our community by recognizing the crucial roles of both men and women. Let's work together to ensure equal access and sustainable practices for a healthier and more inclusive future.

F. Water Points

1. Men's and women's toilets and bathing facilities are segregated;
2. Ensure bathrooms have locks inside;
3. Ensure there is lighting close to the toilets; and
4. Design and locate water points in areas that are accessible and safe for all.

G. Excrete Disposal

1. Sited in such a way as to minimize security threats/attacks (nights) to users, especially women and girls, throughout the day and night;
2. Allow for the disposal of women's menstrual hygiene materials;
3. Separate internally lockable toilets for women and men should be available; and
4. Safe facilities should be provided with lighting on households be provided with torches.

H. Food Security and Nutrition

1. Basic and Skilled Support
 - a. Give priority to pregnant and breastfeeding women to access food and other supportive interventions to meet immediate essential needs;
 - b. Integrate skilled breastfeeding counseling interventions that target pregnant and breastfeeding women;

- c. Target mothers and all newborns with support for early initiation of exclusive breastfeeding;
- d. Inadequate nutrient intake for pregnant and breastfeeding women risks pregnancy complications and maternal mortality; and
- e. Pregnant and breastfeeding women should receive daily supplements providing one daily requirement of multiple micronutrients to protect maternal stores and breast milk contents.

I. Food Distribution

1. Minimizing Security Risk

Food distribution processes must adhere to non-discriminatory practices and prioritize safety. Specific measures should be enforced to prevent, monitor, and respond to gender-based violence (GBV), including sexual exploitation, ensuring a secure and respectful environment for all. Ensure non-discriminatory practices during food distribution by avoiding segregation based on gender through physical barriers or separate distribution times. Inform all distribution teams about appropriate conduct, emphasizing a zero-tolerance policy for any form of sexual abuse, and enforce penalties to maintain a safe and respectful environment for everyone.

2. Prevent "Sex for Food"

- a. Establish Gender-Balanced Food Distribution Committees for Inclusive Representation. Make women the household food entitlement holder (include female-headed households);
- b. Facilitate food-for-work/cash-for-work for women; and
- c. Food coupons for pregnant women and lactating.

J. Health Action

1. Essential Health Services-Sexual and RH

Implement measures to reduce the risk of sexual violence in coordination with other relevant sectors or clusters:

- a. Ensure services for clinical management of sexual violence, including access to mental health and psychosocial support and legal assistance;
- b. Information on reported incidents must be safely and ethically compiled with and shared to inform LCAT-VAWC members;
- c. Incidence of sexual violence should be monitored;
- d. Measures of assisting survivors must be in place in all primary-level health facilities and include skilled staff to provide clinical management;
- e. Advocate that health services are accessible to women and girls;
- f. Facilitate access to medico-legal services for GBV survivors;
- g. Advocate for the availability of hygiene kits;
- h. Ensure privacy and confidentiality of client information; and
- i. Facilitate psychological support interventions for women, men, boys, and girls.

K. Shelter and Early Recovery

Prioritizations of PLWs (Pregnant, Lactating Women) in relocation to transitional as well as permanent sites.

L. Safety and Security

- 1. Deploy police officers from non-affected areas in camps;
- 2. Activate barangay-level or camp-level security committees composed of both men and women;
- 3. Form GBV Watch groups, who served as allies of SWs;
- 4. Raise community awareness on GBV risk factors in camps and support partners to disseminate GBV prevention messages on how and where to access services;
- 5. Form women's committees/watch groups in the camps;
- 6. Establish women-friendly spaces;
- 7. Ensure the LGU referral system is functional;
- 8. Align existing referral mechanism to ensure it covers disaster-affected population in evacuation camps or transitional sites;
- 9. Disseminate information or referral mechanism;
- 10. Map existing GBV response service providers and identify focal persons for each geographic area;
 - Medical (DOH, CHO, NGO)

- Legal (CHR, PAO, NGOs, Legal Office)
 - Psychosocial (DSWD, NGOs)
 - Security (PNP, NBI, POSO); and
11. Innovative Idea Women-Friendly Spaces in evacuation camps and relocation sites.

M. Guiding Principles in Responding to Violence Against Women, Girls and Children

1. Safety – ensure the safety of the survivor at all times;
2. Confidentiality – at all times, the confidentiality of the survivor/s and their families should be respected;
3. Respect – the actions and responses of all actors will be guided by respect for the wishes, rights, the dignity of the survivor/s; and
4. Non-discrimination – all have access to services.

N. Women-Friendly Space (Standard Design and Construction in the Evacuation Camp)

1. It must be well-built to ensure safety and security at all times and should be well-ventilated.
 - a. Design and construct Women-Friendly Spaces in Evacuation Camps, ensuring accessibility for Persons with Disabilities (PWDs);
 - b. WFS can be made of tent which is half-walled with tarpaulin at the bottom and half-covered with a curtain. It could also be made with nipa shingles (abaca/sawali) or other indigenous materials in the area. This will allow the WFS to be transferred to another area should there be a movement from one place to another for continuous provision of services to IDPs;
 - c. The interior area must be large enough that accommodate at least 25-30 internally displaced women as an ideal number for an activity;
 - d. There should be an enclosed area where the provision of initial psychosocial support/intervention to victim-survivors can take place to ensure the confidentiality of the case. This enclosed area may also serve as a breastfeeding area;
 - e. An enclosed area may be covered with tarpaulin or curtains;
 - f. There must be an activity area for children where women can temporarily place their children while they are attending any activity being provided in the WFS;
 - g. If there is an existing Child-Friendly Space (CFS) in the evacuation camp, the WFS can be set up beside it; and
 - h. WFS should be initially equipped with the following materials:
 - Tarpaulin for:
 - WFS logo
 - LGU GBV Referral System with contact detail
 - GBV prevention and response key messages
 - Curtains
 - First Aid Kit
 - WFS should not be used as a stockroom for relief goods and other materials

O. Transitional Sites

1. It must be built to ensure safety and security at all times and should be well-ventilated;
2. WFS can be a semi-permanent structure;
3. The interior areas must be large enough that can accommodate at least 15-30 internally displaced women as an ideal number for an activity;
4. There should be an enclosed area where initial psychosocial support/intervention for victims-survivors can take place to ensure the confidentiality of the case. This enclosed area should be part of the design during construction;
5. There must be an activity area for children where women can temporarily place their children while attending any activity provided in the WFS. If there is an existing CFS in the evacuation camp, the WFS can be set up beside it; and
6. WFS should be equipped with the following materials:
 - WFS logo;
 - LGU GBV Referral System with contact details;
 - GBV prevention and response key messages;
 - Copies of primers/briefers on laws related to women, such as RA 9262, RA 9208, RA 9710, and others;
 - Curtains;
 - Tables and chairs;

- Whiteboard, erasers, whiteboard and permanent markers;
- Supplies (bond papers, cartolina, ballpens, notebooks, pencils, and others)
- Supplies for 0-3 years old dependents e.g. rubber mats, hammocks, toys
- First aid kit

P. Activities

1. Provision of basic requirements for food and non-food items;
2. Provision of medical and reproductive health services;
3. Psychosocial support intervention;
4. Basic Business Management/Entrepreneurial Skills Enhancement/Livelihood for Women;
5. The WFS is an entry to the referral system on violence against women and children;
6. Gender awareness education; and
7. Information session (self-enhancement etc, environmental sanitation, etc.).

Section 86. City Ordinance No. 2022-448: An Ordinance Providing Emergency Relief and Protection for Children and Lactating Mothers Before, During and After Emergency Situations in the City of Trece Martires. The City Social Welfare and Development Office (CSWDO) shall formulate a Comprehensive Emergency Program for Children, hereinafter referred to as the Program, taking into consideration humanitarian standards for their protection. The Program shall be used as the basis for handling disasters and other emergencies to protect children, and pregnant and lactating mothers, and support their immediate recovery.

The CSWDO shall engage all relevant government agencies and stakeholders for the implementation of the Program. The City shall integrate the same in its development and the Local Disaster Risk Reduction and Management (LDRRM) plans and budget.

The Program shall be gender-sensitive and have the following components:

- A. Establishment of Evacuation Centers
- B. Establishment of Transitional Shelter for Orphaned, Separated and Unaccompanied Children
- C. Assurance for Immediate Delivery of Basic Necessities and Services
- D. Stronger Measures to Ensure the Safety and Security of Affected Children
- E. Delivery of Health, Medical, and Nutrition Services
- F. Plan of Action for Prompt Resumption of Educational Services for Children
- G. Establishment of Child-Friendly Spaces
- H. Promotion of Child's Rights

Section 87. Funding. – The Trece Martires City and the Barangay Councils shall ensure that a portion of the 5% Calamity Fund is allocated for meeting the special needs of vulnerable groups, especially women, children, older people, and persons with disabilities in the emergency and relief phase-up to the recovery and rehabilitation stage. The Trece Martires City and barangay councils shall also appropriate a budget for disaster preparedness activities.

ARTICLE XI GENDER IN INFRASTRUCTURE PROJECTS AND FACILITIES

Section 88. Facilities for Men, Women, Elderly and Persons with Disabilities. All government and private offices, clinics/hospitals, and other establishments such as but not limited to, government offices, clinics/hospitals, training centers, malls must have dedicated toilets for men, women, all gender/gender neutral and persons with disabilities. All facilities will be established by the gender analysis approach outlined in the Harmonized Gender and Development (GAD) Guidelines, particularly adhering to the infrastructure sector-specific checklist.

Section 89. Gender-Sensitive Physical Plan. All public and commercial buildings and structures should be designed in a manner that helps prevent sexual harassment and sexual abuse and facilitates easy mobility and accessibility of women, children, the elderly, and persons with disabilities. In appropriate cases, the building official shall ensure that building and structural plans and designs conform to the minimum requirements before the issuance of building permits. Consequently, As-built plans must not reflect major revisions that may affect conformity to the minimum requirements before issuance of occupancy permits.

Section 90. Accessibility and Easy Mobility of Women, Children, the Elderly, and Persons with Disabilities. In all infrastructure projects to be implemented, government or private initiated, accessibility and easy mobility of women, children, elderly, and persons with disabilities shall be considered.

ARTICLE XII GENDER IN COOPERATIVES

Section 91. The GAD cooperatives mandate in Trece Martires City ensures the promotion of gender equality and Women Empowerment (GEWE) and the institutionalization of GAD in policies, programs, and other activities for all the stakeholders of the cooperatives. It ensures that all cooperatives will partake in monitoring the progress in the implementation of GAD programs and activities towards achieving GEWE in cooperatives. Establishing a cooperative of women organization which shall generate small business enterprises for members shall be encouraged and supported by the city.

1. There shall be approved and implemented policies related to Gender and Development (GAD);
2. The approved Cooperative Development Plan shall include strategies that address issues and concerns on gender, policy implementation, and aligned with the approved GAD Planning and Budgeting requirement;
3. The cooperative shall prove that gender programs and projects in the Cooperative Development Plan are implemented; and
4. There shall be mechanisms and instruments established in the cooperative that will ensure GAD mainstreaming is facilitated, implemented, and monitored.

ARTICLE XIII OTHER SPECIAL SECTORAL CONCERNS

Section 92. Differently-Abled Persons/Persons with Disabilities.

A. Adoption of National Laws

1. **Magna Carta for Persons with Disabilities as amended (RA 9442):**
 - a. Twenty percent (20%) discount from all establishments;
 - b. Minimum of twenty percent (20%) on admission fees;
 - c. At least twenty percent (20%) discount for the purchase of medicines;
 - d. At least twenty percent (20%) discount on medical, dental, and professional fees;
 - e. At least twenty percent (20%) discount on fares for domestic air, sea travel, and bus fare for the exclusive enjoyment of persons with disability;
 - f. Educational assistance to persons with disability;
 - g. To the extent practicable and feasible, the continuance of the same benefits and privileges given by GSIS, SSS, and Pag-big, as the case may be, as are enjoyed by those in actual service;
 - h. To the extent possible, the government may grant special discounts in special programs for persons with disability on the purchase of basic commodities, subject to the guidelines to be issued by DTI and DA;
 - i. Provision of express lanes in all commercial and government establishments, in the absence thereof, priority shall be given to them; and
 - j. Provision of necessary auxiliary services that will restore their social functioning and participation in community affairs.
2. **Republic Act 10754 or AN Act Expanding the Benefits and Privileges of Persons with Disability (PWDs)** grant persons with disability at least 20% discount and exemption from the value-added tax on the sale of certain goods and services identified under Republic Act No. 9442 for the exclusive use, enjoyment or availment of persons with disability.
3. **Republic Act No. 11228 or An Act Providing for the Mandatory PHILHEALTH Coverage for All Persons with Disability (PWDs), Amending for the Purpose Republic Act No. 7277, as amended, Otherwise Known As The "Magna Carta For Persons With Disability"** which provides that all persons with disability (PWDs) shall be automatically covered under the National Health Insurance Program (NHIP) of the Philippines Insurance

Corporation (PhilHealth). The national government shall pay premium contributions for all PWDs: Provided, That the premium contribution of PWD member in the formal economy shall be shared equally by their employers and the national government.

The privileges mentioned above are available only to persons with disability who are Filipino citizens upon submission of any of the following proof of entitlement to it:

- a. An identification card issued by the City Mayor;
- b. A certification issued by the City Mayor or the Punong Barangay of the place where he or she resides.

4. **Republic Act 11650 or An Act Instituting a Policy of Inclusion and Services for Learners with Disabilities in Support of Inclusive Education, Establishing Inclusive Learning Resource Centers of Learners with Disabilities in All School Districts, Municipalities and Cities, Providing for Standards, Appropriating Funds Therefor, and for Other Purposes.**
5. **Advocacy on the Rights of Differently-abled Women and Men.** Programs, projects, services and activities shall be developed to promote the interest of differently-abled women and men and, simultaneously, protect their rights to all opportunities for advancement.
6. **Quality Education for Learners with Special Needs.** The City Government shall enjoin learning institutions in the city to admit all learners with special needs, whether in Academic, vocational or technical courses and other training programs except in the following instances:
 - a. If the learning institutions have already accepted learners with special needs, further acceptance will render the teaching personnel and facilities less effective;
 - b. If the learning institutions do not meet the criteria set by the Bureau of SPED and are not included in the financial assistance program except for government and state-owned learning institutions shall be encouraged and provided necessary assistance to comply with the requirements of this rule and shall be subject to monitoring, supervision, and assessment;
 - c. Teacher training institutions are enjoined to include basic SPED courses at the undergraduate levels of education and in other related areas;
 - d. Teaching institutions shall offer scholarship programs to SPED teachers in coordination with the Department of Education, Culture and Sports, Commission on Higher Education and other government and non-government agencies.
7. **Creative Employment Opportunities.** The City of Trece Martires, in coordination with the Person with Disability Affairs Office under the supervision of CSWDO and other concerned agencies, shall develop creative employment opportunities for differently-abled persons recognizing their different conditions and full potential as human being.
8. **Organization of Differently-abled Persons.** The City of Trece Martires encourages and supports the organization of differently-abled persons at the city level with the assistance of the PDAO.
9. **Database of Differently-abled Persons.** The barangay councils shall be required to identify cases of differently-abled persons in their jurisdiction and submit profiles of the same to PDAO to help design programs and interventions responsive to the group's needs.
10. **Reporting of Cases of Harassment/Discrimination Committed against Differently-abled Persons.** The City of Trece Martires shall require all barangay councils to monitor and report cases of harassment and discrimination against differently-abled persons to the PDAO or CSWDO and the PNP.
11. **City Ordinance No. 2014-231. Granting Monthly Allowance to Indigent Persons with Disability (PWDs) of Trece Martires City.** To *strengthen daily living capability*, the City Government of Trece Martires hereby grants a **Monthly Allowance of Five Hundred Pesos (Php 500.00)** to all indigent persons with disabilities in Trece Martires City. Persons with Disabilities covered by this Ordinance shall be **Certified Indigent** based on the criteria set by the Office of the City Social Welfare and Development.

12. City Ordinance No. 2016-246. An Ordinance Granting Honoraria to the Officers of Persons with Disability of Trece Martires City shall be included in the Annual Expenditure Program under the 1% allocation to Senior Citizens and Persons with Disability Fund every year thereafter.

The city government hereby grants Honoraria to the Officers of Persons with Disability Affairs in Trece Martires City. Each Officer shall receive a Monthly Honorarium equivalent to the following:

President	-	P3,500.00
Vice President	-	P2,000.00
Secretary	-	P2,000.00
Asst. Secretary	-	P2,000.00
Treasurer	-	P2,000.00
Auditor	-	P2,000.00
Coordinators:		
Aguado	-	P2,000.00
Cabezas	-	P2,000.00
Cabuco	-	P2,000.00
Conchu	-	P2,000.00
De Ocampo	-	P2,000.00
Gregorio	-	P2,000.00
Inocencio	-	P2,000.00
Lallana	-	P2,000.00
Lapidario	-	P2,000.00
Luciano	-	P2,000.00
Osorio	-	P2,000.00
Perez	-	P2,000.00
San Agustin	-	P2,000.00

Section 93. Elderly Women and Men or Senior Citizens.

- A. Representation in the Development Council.** The city and barangay government units shall endeavor to include a representation of older women and men in the City and Barangay Development Councils;
- B. Federation/Association of Senior Citizens.** The city and barangay government units shall support the establishment of a federation/association of senior citizens;
- C. Support Funds for Senior Citizens.** The city and barangay government units shall endeavor to allocate funds for livelihood assistance, routine physical check-ups, social group work programs, and other appropriate socio-economic activities;
- D. Center for Senior Citizens.** The city government shall endeavor to establish a center for abandoned and neglected senior citizens to provide them with comprehensive support in cooperation with the Provincial and National Social Welfare and Development Offices and other concerned agencies;
- E. Additional Benefits and Privileges to Senior Citizens under RA 9257, further Expands the benefits and privileges by RA 9994.** The city government shall ensure the implementation of Republic Act 9257, otherwise known as the "Act Granting Additional Benefits and Privileges to Senior Citizens" and RA 9994 or the "Expanded Senior Citizens Act of 2010";
- F. Republic Act 10645 or An Act Providing for the Mandatory Philhealth Coverage for All Senior Citizens, amending for the Purpose Republic Act No. 7432, as amended by Republic Act No. 9994, Otherwise Known as the "Expanded Senior Citizens Act of 2010"** provides that the national health insurance program of PhilHealth shall cover all senior citizens. Funds necessary to ensure the enrollment of all senior citizens not currently covered by any

existing category shall be sourced from the National Health Insurance Fund of PhilHealth from proceeds of Republic Act No. 10351, by the pertinent laws and regulations;

G. City Ordinance No. 2011-178 or Granting Monthly Allowance and Burial Assistance to INDIGENT SENIOR CITIZENS of Trece Martires City as Provided for Under Section 1 & Section 4, Article 20 of the Rules & Regulations Implementing R.A. 9994, also known as the "Expanded Senior Citizens Act of 2010"

1. Pursuant to Section 1, Article 20 of IRR of R.A. 9994, "Additional Government Assistance/Social Pension," The City government of Trece Martires hereby grants All Indigent Senior Citizens a Monthly Allowance of Five Hundred Pesos (P500.00) to augment their daily subsistence & other medical needs;
 - Granting of Monthly Allowance is in pursuant to the eligibility criteria as maybe determined by The City Social Welfare & Development Office. The CSWDO, in consultation with City Budget Office, City Local Government Operations Office (CLGOO), the Local Coordinating & Monitoring Board (LCMB) and People's Organizations shall formulate guidelines for the development of criteria, selection, and establishment of a database for Indigent Senior Citizens.
2. Pursuant to Section 4, Article 20 IRR of R.A. 9994, "Death Benefit Assistance", The city government of Trece Martires hereby grants All Indigent Senior Citizens Burial Assistance amounting to Ten Thousand Pesos (P10,000.00).
 - Burial Assistance shall be given to the nearest surviving relatives who took care of the deceased Senior Citizens or in their absence, the benefactor or the licensed foster family of deceased indigent senior citizens, in accordance with the guidelines to be issued by the City Social Welfare & Development Office.
3. Pursuant to Section 2, Article 26, IRR of R.A. 9994, the monthly allowance for indigent citizens in the first year of implementation shall be added to the regular appropriations of the City Social Welfare & Development Office and thereafter as a line item under the CSWDO budget in the subsequent Annual Budget subject to availability of funds.

H. City Ordinance No. 2018-272 or An Ordinance Granting Cash Incentives and Plaque of Appreciation to Resident Senior Citizens who have Reached the Age of 100 Years Old.

- It is declared in the City of Trece Martires that the Resident Senior Citizens shall be awarded with Cash Incentives and Plaque of Appreciation upon reaching the age of 100 years.
- Resident Senior Citizens are those who are Registered Voters of Trece Martires City and certified members with valid Senior Citizens ID of Trece Martires City recognized by the Office of the Senior Citizens Affairs (OSCA) and the City Social Welfare and Development Office (CSWDO).
- The Cash Incentives of P100,000.00 will be awarded to qualified Resident Senior Citizens who have reached their 100th Birthday.
- Cash Incentives and Plaques of Appreciation shall also be awarded posthumously to qualified Senior Citizens who passed away one year prior to the implementation of this ordinance.
- The cash incentive and plaque shall be awarded to the nearest surviving relative of the deceased Senior Citizen, provided that the relative complied with the guidelines set forth in the Implementing Rules and Regulations (IRR).

I. The city government hereby grants Honoraria to the Officers of Federation of Senior Citizens Affairs in Trece Martires City. Each Officer shall receive a Monthly Honorarium equivalent to the following:

OSCA President	- Php4,500.00
Federation President	- Php3,500.00
Association Presidents	- Php2,000.00

Section 94. Solo Parent. The City of Trece Martires shall ensure the implementation of the RA 8972 or the Solo Parent Act of 2000 amended by RA 11861 or the Expanded Solo Parent Act or an Act Granting Additional Benefits to Solo Parents, amending for the Purpose Republic Act No. 8972.

- A. It shall also ensure that solo parents are not deprived of enjoying their privileges such as follows:
1. Comprehensive Package of Social Development Services such as livelihood development services; counseling services, parent effectiveness service, critical incidence stress debriefing, and special projects for individuals in need of protection;
 2. Flexible Work Schedule;
 3. Non-Discrimination relative to Work. No employer shall discriminate against any solo parent employee concerning terms and conditions of employment on account of her/his status;
 4. Parental Leave. In addition, to leave privileges under existing laws, parental leave of no more than seven (7) working days every year shall be granted to any solo parent employee who has rendered service of at least one (1) year; and
 5. Educational, medical, livelihood and housing benefits.
- B. Solo Parent Identification Card. Pursuant to PA 8972, all solo parents shall submit all the requirements to CSWDO to issue Solo Parent Identification Card (SPIC). The SPIC is valid for one (1) year and is renewable.

Under RA 11861, or the Expanded Solo Parent Act, additional benefits must be given to solo parents, subject to meeting the requirements to avail of the said benefits, such as:

- a. One thousand (PHP1,000.00) pesos allowance per month for indigent solo parents;
 - b. Ten percent (10%) discount and exemption from the value added tax (VAT) on specified items;
 - c. automatic coverage under the National Health Insurance Program;
 - d. prioritization in re-entering the workforce; and
 - e. prioritization and allocation in housing projects.
- C. The city government hereby grants Honoraria to the Officers of Federation of Solo Parents in Trece Martires City. Each Officer shall receive a Monthly Honorarium equivalent to the following:
- Federation President - Php3,500.00
 - Association Presidents - Php2,000.00

Section 95. City Ordinance No. 2022-446 An Ordinance Amending Section 1 and Section 3 of City Ordinance 2019-322 also Known as An Ordinance Granting Birthday Cash Gift to All Senior Citizens, Persons with Disability and Solo Parents of Trece Martires City which grants six hundred (Php600.00) Cash Gift to all Senior Citizens, Persons with Disability and Solo Parents of Trece Martires City. This program yields positive results for the recipients as a form of income-generating activity, independence, and medical support.

Recipients who are eligible to receive the P600.00 Birthday Cash Gift are those:

- A. Senior Citizens duly registered with the Office of the Senior Citizens Affairs Office (OSCA) of Trece Martires City.
- B. Persons with Disability duly registered with the Persons with Disability Affairs Office (PDAO) of Trece Martires City.
- C. Solo Parents are duly registered members of the Association of Solo Parents in Trece Martires City.

Section 96. Tax Ordinance No. 2022-01. An Ordinance Providing for the Revised Revenue Code of Trece Martires City. Chapter 5. City Charges and Other Fees. Article D. Fees and Charges in Trece Martires Memorial Park. **Section 5D.07. Indigent** provides that an indigent resident of the City belonging to the poorest of the poor who cannot raise the amount needed to avail of the cremation and funeral services may avail of certain concessions upon the discretion of the City Mayor after definite finding and confirmation of the financial incapacity of the former. The amount of not more than 15,000 may be given to the bereaved families chargeable to the one of the programs of the City Mayor. To be paid to Trece Martires Memorial Park. This privilege shall be applied to those who availed the package 1 funeral service and cremation service of resident Treceño.

Section 97. Tax Ordinance No. 2022-01. An Ordinance Providing for the Revised Revenue Code of Trece Martires City. Chapter 5. City Charges and Other Fees. Article D. Fees and Charges in Trece Martires Memorial Park. **Section 5D.08. PWD & Senior Citizen.** For package 1 Funeral Service, no fees shall be collected from the family of PWD/Senior Citizen provided that they are members of their respective organizations registered in Trece Martires City. The city mayor may extend assistance to PWD & Senior Citizen who availed package 2 or 3 in the amount of not more 10,000.00 chargeable to one of the programs of the City Mayor to be paid to Trece Martires Memorial Park.

Section 98. Adolescents and Youth. The City of Trece Martires shall join and support the national government in providing age and development-appropriate reproductive health education to adolescents and youth, which shall be taught by adequately trained teachers and integrate relevant subjects such as, but not limited to values formation, knowledge, and skills in self-protection against discrimination, forms of gender-based violence, teenage pregnancy, mental health concerns and issues, women's rights and children's rights, responsible teenage behavior, gender and development, and responsible parenthood.

Section 99. Children. Children are compelling, and they are our future. Yet, children are very vulnerable for several reasons. First of all, their voices and interests are often not heard or not taken seriously enough in the adult world. Second, children are vulnerable because they cannot choose the social and physical environments in which they were born and grow up, and they are vulnerable to being targets for trafficking and child labor.

Adoption of National Laws:

- A. RA 6972 or the "Barangay-Level Total Development and Protection of Children Act" mandates the establishment of a day care center in every barangay, instituting a total development and protection of children program, appropriating funds therefor and for other purposes.
- B. RA 10410 or The Early Years Act of 2013, which provides in Rule VII Section 7.b. that the LGU shall include allocations from their SEF and GAD Fund, in addition to other local funds, to be utilized, among others, for the following purposes:
 1. Support the implementation of ECCD Programs;
 2. Organize and support parent cooperatives to establish community-based ECCD Programs;
 3. Provide counterpart funds for the continuing professional development of their ECCD public service providers; and
 4. Provide the facilities for the conduct of their ECCD Program.
- C. RA 11908 An Act Mandating the Establishment and Implementation of the Parent Effectiveness Service Program to Strengthen Parental Involvement in Their Children's Development and Learning and Appropriating Funds Therefor, which seek to protect and promote children's rights, foster positive early childhood development and advance their educational progress.

The Parent Effectiveness Service Program shall primarily cover fathers and mothers of children and their parent-substitutes.

In implementing the PES Program, the LGUs shall give priority to parents and/or parent-substitutes with vulnerable children, such as but not limited to children at risk, children in conflict with the law, and children who have been exposed to and/or involved in violence in the homes and communities, solo parents and/or their parent-substitutes, and adolescent parents and their parents, and/or parent substitutes.

- D. Republic Act 10630 "An Act Establishing a Comprehensive Juvenile Justice and Welfare System, Creating the Juvenile Justice and Welfare Council under the Department of Social Welfare and Development, Appropriating Funds Therefor, and for Other Purposes".
- E. **City Ordinance No. 2011-180** An Ordinance Adopting and Implementing the Provisions of R.A. 9344 Specifically on the Prescribed Local Juvenile Intervention and Diversion Programs, Providing Funds Therefore, and for Other Purposes.

Section 100. The Muslims and Other Cultural Communities. The City of Trece Martires shall ensure the preservation and enrichment of the cultural identity of the Muslims and other established cultural communities in the city, and they shall enjoy rights and opportunities in the social, economic, and political spheres.

- A. Recognition of Cultural Rights and Practices. In deference to cultural practices and rights, the City of Trece Martires shall see that these are recognized and respected.

Section 101. Respect to Persons with Sexual Preference/Orientation. It shall be the policy of Trece Martires City to respect and protect the rights of persons with sexual preferences and orientations. It shall recognize their full capacity and potential. No one shall discriminate against them concerning employment, access to health, livelihood, education, job training, and promotion.

- A. **City Ordinance No. 2023-464:** An Ordinance Prohibiting Discrimination based on Sexual Orientation, Gender Identity and Expression and Sexual Characteristics (SOGIESC), Age, Physical Disability, Ethnicity, Religion, Beliefs and Providing Penalties Therefor in Trece Martires City which aims to protect individuals and communities vulnerable to discrimination and abuse or experiencing human rights violations based on SOGIESC, including, but not limited to, women, children, youth, poor, elderly, persons with disability, persons of different cultural/ethnic background and various religious belief.

ARTICLE XIV SPECIAL EVENTS AND ACTIVITIES

Section 102. Declaration of March 8 as International Women's Day and March as WOMEN'S MONTH. The City of Trece Martires, through its City GAD Focal Point System, shall lead the observance of International Women's Day and Women's Month in the city pursuant to Proclamation No. 227 and Proclamation No. 224. It shall initiate programs and activities to promote women's empowerment, including the holding of Trece Martires City Women's Day Celebration.

Section 103. 18-Day Campaign to Eliminate Violence Against Women and Their Children. The City Government of Trece Martires, through the Local Council on Anti-Trafficking-Violence Against Women and Their Children (LCAT-VAWC) in coordination with GFPS, shall organize various events and activities to educate the constituency about violence against women and children every November 25 to December 12, marked as the International Week of Action Against Gender-Based Violence or the "18-day Campaign to Eliminate Violence against Women and Children".

Section 104. Other Special Events Related to Women, Children, Elderly, Solo Parent, Adolescent and Youth, and Persons with Disabilities Concerns. The City Government of Trece Martires, through its GFPS and corresponding city councils, shall observe the celebration of noteworthy events of particular sectors and awareness concerns on matters related to all spheres of health and wellbeing with appropriate rites and activities.

CHAPTER III PROHIBITED ACTS AND PENAL PROVISIONS

ARTICLE I VIOLENCE AGAINST WOMEN AND CHILDREN

Section 105. Immediate Action on Reports of Violence Against Women and Children. All concerned offices of the city government, including the barangays, shall act immediately or within twenty-four (24) hours upon receipt of complaints and reports of violence against women and children. As provided for in RA 9262; RA 9208; RA 8353; RA 7610; RA 8972, and RA 7877; they shall provide the appropriate intervention to the complainants within the prescribed period. Failure to act within the prescribed period constitutes neglect in performing duty. It shall be penalized per the provisions of identified laws, the Civil Service Code, and the Local Government Code of 1991.

Section 106. Soliciting Women's Services. It is unlawful for a person to solicit a woman or child's services for sexual purposes as a gift, representation, public relations, or as an act of goodwill, regardless of whether the solicitor profits or not from such action without prejudice to the provision of the Revised Penal Code and other related laws.

Section 107. Sex Slavery. Any agency or person who shall engage in keeping women and children for sex for a fee shall suffer the penalty under the Revised Penal Code and other pertinent national laws.

Section 108. Sex Tours. No beach resorts, pensions, lodging houses, and related establishments shall be allowed to operate as a conduit for sex tours. Organizers of sex tours and owners of the establishments shall be penalized under the penal provision of this code.

Section 109. Prohibited Fund-Raising Initiatives. Fundraising activities wherein men and women are used as door prizes, substitutes for door prizes, or companion packages for an award, prize, or recognition to raise funds shall be strictly prohibited. Organizers and all other persons responsible for the fundraising activity shall pay a fine of **Five Thousand Pesos (Php 5,000.00)** and/or suffer imprisonment for six months (6) or both, at the discretion of the Court.

Section 110. Contests which Degrade Women and Men. Beauty contests and other similar activities whose purpose and presentation tend to abuse, humiliate, treat and degrade women, men, and children shall be strictly prohibited in schools, barangays, and communities within the city's jurisdiction. Instead, the projection of women's and children's strengths and potentials shall be encouraged.

Section 111. City Ordinance No. 2022-447: An Ordinance Promulgating Guidelines in the Protection of Children Against Online Sexual Abuse and Exploitation of Children (OSAEC) and Providing Penalties in the City of Trece Martires.

A. PROHIBITED ACTS.

1. Acts of exposing, recruiting, misleading, or bullying through online or internet communication for online prostitution abuse, pornography, sexual exploitation, and involuntary slavery in violation of R.A. 10364;
2. Intentionally providing false and misleading information about online safety and child protection to the children and their families;
3. Negligence in providing care to children exposed and victims of online abuse and sexual exploitation; and
4. Negligence of duty in protecting and ensuring child safety online.

B. PENALTIES. Any person who violates any of the provisions of this Ordinance shall be fined in the amount of **Five Thousand Pesos (Php5,000.00)** or an imprisonment of not more than one (1) year or both upon the discretion of the court.

ARTICLE II

VIOLATION OF GENDER RIGHTS TO PROPER HEALTH CARE AND NUTRITION

Section 112. Socialized Reproductive Health Services. No hospital and other health care facilities within the city, public or private, shall deny any person, especially the marginalized, the right to avail himself/herself of appropriate health care at all times. Non-compliance by any health facility shall be a ground for revocation and non-renewal of the business permit or administrative charges to concerned officials in the case of government facilities. In cases of indigent patients coming from the Trece Martires City, medical and social services personnel shall conduct an assessment for a possible recommendation of assistance.

Section 113. City Ordinance No. 2017-265: An Ordinance Prohibiting Home Birth Delivery in the City of Trece Martires Providing Penalties for Violation Thereof and for Other Purposes. The Home Birth Delivery is strictly prohibited in Trece Martires City.

A. General Provisions

1. The Barangay Council and Barangay Health Workers shall have the advocacy in the barangay assembly to encourage pregnant women to deliver their babies in birthing homes or accredited lying-in clinics;
2. Barangay Health Workers shall monitor and track pregnant women within their respective barangays and shall submit a monthly report of pregnant women, including the number of birth deliveries, dates, and place of deliveries, to the City Health Office;
3. Registration of births attended at home is prohibited and must be coordinated with the City Health Office and the Local Civil Registrar's Office;
4. The Barangay Council shall conduct validation or further evaluation on reports submitted by the BHWs about home birth deliveries;

5. The City Health Office, Barangay Council, and Barangay Health Workers shall educate and monitor pregnant women and strictly implement the "NO HOME DELIVERY POLICY" to reduce maternal and child mortality and morbidity;
6. Barangay Health Workers (BHW) and traditional birth attendants (Hilots) can assist deliveries only in accredited birthing homes or health facilities with a licensed health worker;
7. BHW and TBAs will assist in the monitoring post-partum care of mothers in their first six weeks period after giving birth;
8. Expectant mothers are required to deliver in the city birthing clinic or other Philhealth-accredited health facilities under the care of skilled health attendants; and
9. The City Health Office shall strengthen the Private Public Partnership of birthing homeowners and providers and facilitate seminar updates for Safe Motherhood and Childbirth.

B. Penalties. In violation of this ordinance, health practitioners, midwives, BHW and traditional birth attendants who performed home birth deliveries shall be penalized as follows:

- | | | |
|----------------|---|---|
| First Offense | - | Php1,000.00 |
| Second Offense | - | Php2,000.00 |
| Third Offense | - | Php5,000.00 or imprisonment for a period not exceeding six (6) months or both upon the discretion of the court. |

Section 114. City Ordinance No. 2022-439: An Ordinance Implementing the Guidelines of Marketing of Breastmilk Substitutes, Breastmilk Supplements, and other Related Products and Providing Penalties for Violations/Thereof, and for Other Purposes in the City of Trece Martires. The Ordinance applies to the marketing and practices related thereto, of the following products: breastmilk substitutes, including infant formula; other milk products, foods, and beverages, including bottle-fed complementary foods, when marketed or otherwise represented to be suitable, with or without modification, for use as a partial or total replacement of breastmilk; feeding bottles and teats. It also applies to their quality and availability and information concerning their use.

A. Prohibited Acts:

Pursuant to Section 6 of Executive Order Number 51, the following shall be prohibited;

1. No advertising, promotion, or other marketing materials, whether written, audio or visual, for products within the scope of this code shall be printed, published, distributed, exhibited, and broadcast unless such materials are duly authorized and approved by an inter-agency committee created pursuant to E.O. 51;
2. Manufacturers and distributors shall not be permitted to give, directly or indirectly, samples and supplies of products within the scope of this Code or gifts of any sort to any member of the general public, including members of their families, to hospitals and other health institutions, as well as to personnel within the health care system;
3. There shall be no point-of-sale advertising, giving of samples or any other promotion devices to induce sales directly to the consumers at the retail level, such as special displays, discount coupons, premiums, special sales, bonuses and tie-in sales for the products within the scope of this Code. This provision shall not restrict the establishment of pricing policies and practices intended to provide products at lower prices on a long-term basis;
4. Manufacturers and distributors shall not distribute to pregnant women or mothers of infants any gifts articles, or utensils which may promote the use of breastmilk substitutes or bottle feeding, nor shall any other groups to the general public and mothers;
5. Marketing personnel shall be prohibited from advertising or promoting in any other manner the products covered by this Code, either directly or indirectly, to pregnant women or mothers of infants, except as otherwise provided;

6. Nothing herein contained shall prevent donations from manufacturers and distributors of products within the scope of this Code upon request by or with the approval of the Department of Health.

B. PENALTIES. The following shall be the applicable penalty for violation of this ordinance:

a. If violated by a natural person:

FIRST OFFENSE : Fine of Php1,000.00

SECOND OFFENSE : Fine of Php3,000.00 or imprisonment of 10 days, or both at the discretion of the court

THIRD OFFENSE : Fine of Php5,000 or imprisonment of 30 days, at the discretion of the court

b. If violated by a juridical person/corporation:

FIRST OFFENSE : Fine of Php3,000.00

SECOND OFFENSE : Fine of Php5,000.00 and suspension of business license

THIRD OFFENSE : Fine of Php5,000 and revocation of business license

ARTICLE IV VIOLATIONS OF LABOR AND EMPLOYMENT LAWS

Section 115. Equal Access to Job Training and Promotion. No one shall be deprived of job training or promotion based on gender, sexual orientation, age, ethnicity, civil status, and religion. Employers who violate this provision shall be penalized with a **fine of Five Thousand Pesos (P5,000.00), the cancellation of their business permits, or both at the court's discretion.**

Section 116. Wages and Benefits. Every employer shall comply with the minimum wage as may be provided by existing laws and shall grant all employee benefits without discrimination against women. Violations by employers shall be penalized as provided in the Labor Code.

Section 117. Raids in Entertainment Establishments. Police brutality shall not be allowed anywhere, at any time, and in any activity, such as during or attacks in entertainment establishments and similar places. Raids shall be conducted according to the law and in a manner that shall not degrade or humiliate others. Violators of this provision shall be subject to appropriate administrative, civil, or penal sanctions.

ARTICLE V VIOLATIONS AGAINST JUSTICE, PEACE AND ORDER

Section 118. Non-Disclosure of Victims' and Offenders' Identities. The confidentiality of the actual names, alias, personal circumstances, or any other information to establish the identities of offenders and victims shall be preserved. It shall not be disclosed to the public to protect their privacy and integrity unless authorized by law or for a lawful purpose. Any person who violates this provision shall be **penalized with fifteen (15) days of imprisonment or payment of Five Thousand Pesos (P5,000.00) or both or at the court's discretion. The offenders may also be persecuted for the revelation of secrets under Articles 229 and 230, as the case may be, of the Revised Penal Code, or as provided for by Republic Act 10173 or the Data Privacy Act (the law that seeks to protect all forms of information, be it private, personal, or sensitive. It is meant to cover both natural and juridical persons involved in processing personal information) and other related laws.**

ARTICLE VI VIOLATIONS AGAINST GENDER DISASTER AND MANAGEMENT CONCERNS

Section 119. Violation of City Ordinance No. 2015-040. Owners, managers, operators, administrators, tenants, occupants, students, and employees who refuse to conduct and participate in the fire and earthquake drills shall be **punished by a fine of not more than Five Thousand (P5,000.00) Pesos or imprisonment of not more than six (6) months, or both such fine and imprisonment at the discretion of the court.**

ARTICLE VII
VIOLATIONS OF PERSONS IN THE SPECIAL SECTORAL CONCERNS

Section 120. Equal Treatment to Persons in the Special Sectors. Any ridicule, embarrassment, insult, and harassment to persons with disabilities, the elderly, solo parents, Muslim and other cultural communities, adolescents and youth, children, and those with sexual preferences shall be penalized under the penal provision of this Article.

Section 121. City Ordinance No. 2023-464. Discrimination on the Basis SOGIESC, Age, Physical Disability, Ethnicity, Religion, Beliefs. Any person, natural or juridical, including any government or private corporation, institution, or company, that commits discrimination as stipulated in this Ordinance and other relevant national and local policies shall likewise be held liable under this Ordinance.

Any person who requests, instructs, induces, encourages, authorizes, or assists another to commit acts of discrimination shall be likewise be held liable under this Ordinance.

Any person or entity that violates the provision under this Article shall be penalized in the following manner:

First Offense	- a fine of One Thousand Pesos (Php1,000.00)
Second Offense	- a fine of Three Thousand Pesos (Php3,000.00) or an imprisonment of one (1) day to thirty (30) days or both at the discretion of the court.
Offense Committed a third time or more	- a fine of Five Thousand Pesos (Php5,000.00) or an imprisonment of six (6) months and one (1) day to one (1) year or both at the discretion of the court.

Section 122. Prohibition Against Degrading Programs and Publications. It shall be unlawful for any person or entity to present reports, programs, or advertisements in social media, print, broadcast, electronics, film, or other forms of media, including stage shows or presentations, that degrade or treat women and men, minors and children as inferior beings or which in any manner subject them to humiliation and ridicule. Publishers, vloggers, media creators, reporters, station or program managers, advertisers, producers, directors, actors, or other persons responsible for such shall be penalized with a **fine of Five Thousand Pesos (P5,000.00) or imprisonment of one (1) month or both at the discretion of the court. The court may impose suspension or revocation of the business permit or franchise to operate.**

CHAPTER IV
PROVISIONS FOR IMPLEMENTATION, MONITORING AND EVALUATION

ARTICLE I
INSTITUTIONAL MECHANISMS

Section 123. Gender Mainstreaming. The City of Trece Martires shall ensure the integration of Gender and Development and adopt gender mainstreaming to promote gender responsive governance. It shall integrate gender equality goals into the city government's development plans, programs, projects, services, activities, and the whole planning and budgeting cycle. The development plans referred to are the Comprehensive Land Use Plan (CLUP); Comprehensive Development Plan (CDP); Local Development Plan Investment Program (LDIP); Executive Legislative Agenda (ELA); Annual Investment Plan (AIP), and other plans to be formulated by the LGU out of the main instruments which are the CLUP and the CDP.

Section 124. Sex-Disaggregated Database System. The City of Trece Martires shall have a database system through or like the CBMS (Community-Based Monitoring System) to identify gender disparities, comprehend the situation of men and women in the locality, and further develop better policies and programs to address identified GAD issues. It shall serve as a basis for gender-responsive planning, budgeting, and policy formulation.

Section 125. Participatory Governance and Partnership. The City and Barangay governments shall lead in implementing this Code. The City of Trece Martires shall establish partnerships and linkages with other concerned individuals, agencies, colleges, universities, and other educational institutions, whether public or private, in conducting advocacy and capability and capacity-building programs and other GAD-related undertakings.

Section 126. Mainstreaming Gender and Development (GAD) in Cooperatives. The City of Trece Martires shall ensure the promotion of gender equality and institutionalization of GAD in the cooperatives' policies, programs, services and other activities. Moreover, it shall mandate the monitoring of progress in the implementation of GAD programs and activities of cooperatives towards achieving gender equality.

Section 127. The GAD Focal Point System (GFPS). To carry out the general objectives of this Code, the City of Trece Martires shall create or strengthen their GFPS to catalyze gender mainstreaming in the locality.

Section 128. Composition of the GAD Focal Point System. The GAD Focal Point System of Trece Martires City shall be composed of the Executive Committee, Technical Working Group, and Monitoring and Evaluation Team.

A. Composition.

1. The GFPS Executive Committee:

Chairperson : City Mayor
Vice Chairperson: City Vice Mayor
Members : SP Committee Chairperson on Family, Women and Children and Human Rights
SP Committee Chairperson on Social Welfare
SP Committee Chairperson on Appropriation
Liga ng mga Barangay (LnB) President
City Administrator
City Legal Officer
City Planning and Development Coordinator
City Treasurer
City Accountant
City Budget Officer
City Engineer
City Assessor
City Social Welfare and Development Officer
City Health Officer
City Human Resource Management Office
City Civil Registrar
City General Services Officer
City Agriculturist
City Disaster Risk Reduction and Management Officer
Secretary to the Sangguniang Panlungsod
City Environment and Natural Resources Officer
TMC College Administrator
CMO-Business Permit and Licensing Office Head
CMO-Public Employment Service Office Head
CMO-City Nutrition Service Head
CMO-Population Program Service Head
CMO-Public Affairs Information Tourism Operations Head
CMO-City Information and Communication Technology Office Head
CMO-City Housing Office Head
CMO-Persons with Disability Affairs Office Head
CMO-Local Youth Development Office Head
CMO-Gender and Development Unit Head
CMO-Slaughterhouse Office Head
CMO-Market Administration Office Head
CMO-Traffic Management Office Head
CMO-Civil Security Unit Head
DILG-City Local Government Operations Officer
PNP – Chief of Police
PNP-WCPD
SK Federation President
DepEd

CSO Representatives from:
Women's Organization
Persons with Disabilities
Private Sector
Other offices that implement gender mainstreaming

2. The Technical Working Group: Key staff committee represented in the EXECOM and the relevant LGU departments, but not limited to the following:

City Planning and Development Office
City Social Welfare and Development Office
City Human Resource and Management Office
City Budget Office
City Accounting Office
City Treasurer's Office
City Health Office
City Agriculture Office
City Engineering Office
City Civil Registry Office
City Human Resource Management Office
City Disaster Risk Reduction and Management Office
CMO-City Information and Communication Office
Treceno Medical Pavilion
City Sanggunian Office
City Vice Mayor's Office
PNP-Women and Children Protection Desk
City Mayor's Office
Representatives from:
Private Sector
Academe
Civil Society/People's Organizations
Persons with Disabilities

3. Secretariat to GFPS
4. GAD Focal Person

GFPS shall be reorganized as the need arises or with the new administration's assumption to office.

B. The GFPS Chairperson or Head of Agency shall:

1. Issue policies or other directives that support GAD mainstreaming in the guidelines, plans, programs, projects and activities, budget, systems, and procedures of the agency, including the creation, strengthening, modification, or reconstitution of the GFPS; and
2. Approve the GAD Plan and Budget of the agency duly endorsed by the Executive Committee, with the assistance of the Technical Working Group, and ensure its implementation.

C. Roles and Responsibilities of the Executive Committee:

1. Provide direction and give policy advice to the Agency Head to support and strengthen the GFPS and agency's GAD mainstreaming activities;
2. Direct the identification of GAD strategies, programs, activities, and projects based on the results of the gender audit, and gender analysis and according to the identified priorities of the agency in response to the gender issues faced by its clients and employees;
3. Ensure the timely submission of the agency GAD Plan and Budget, Accomplishment Report, and other GAD-related reports to the DILG, PCW, and DBM;
4. Ensure the effective and efficient implementation of the agency's GAD programs, activities, and projects and the judicious utilization of the GAD Budget;
5. Build and strengthen the partnership of the agency with PCW, GAD experts, advocates, women's groups, and other stakeholders in pursuit of gender mainstreaming;
6. Recommend approval of agency GAD Plans and Budgets and GAD ARs; and
7. Recommend awards or recognition to outstanding institutional GAD programs, activities, projects, and /or GFPS members.

D. Roles and Responsibilities of the Technical Working Group (TWG). The TWG or the Secretariat shall:

1. Facilitate the implementation of the gender mainstreaming efforts of the agency through the GAD planning and budgeting process;
2. Formulate agency GAD Plan and Budget in response to the gender gaps and issues faced by their clients and constituencies, female and male employees, following the conduct of a gender audit, gender analysis, and/or review of sex-disaggregated data;
3. Assist in the capacity development of and provide technical assistance to the agency and as needed, to officers in the other offices or units. In this regard, the TWG shall work with the human resource development office on the development and implementation of an appropriate capacity development program on gender equality and women's empowerment for its employees and, as requested or deemed necessary, for other offices under the Department or Agency, as the case may be;
4. Lead the conduct of advocacy activities and the development of IEC materials to ensure critical support of agency officials, staff, and relevant stakeholders to the activities of the GAD Focal Point System and GAD mainstreaming activities;
5. Monitor the implementation of GAD-related programs, activities, and projects in their respective offices and suggest corrective measures to improve implementation of GAD PPAs and GFPS activities;
6. Prepare and consolidate agency GAD accomplishment reports; and
7. Provide regular updates and recommendations to the head of the agency or ExeCom on the activities of the GFPS and the progress of agency GAD mainstreaming activities based on the feedback and reports of the various units of the agency.

E. Functions, Roles, and Responsibilities of the GAD Focal Point System.

1. Lead in the gender mainstreaming in policies, plans, programs, projects, and activities (PPAs) and the assessment of gender-responsiveness of systems, structures, policies, procedures, and programs based on priority thrusts, needs, and concerns of DepEd for its stakeholders, particularly students, teachers, and employees;
2. Analyze programs and projects using the Harmonized GAD Guidelines for Programs and Projects to determine their gender sensitivity;
3. Recommend formulation/revision of policies in advancing women's status and child protection;
4. Lead in the review and updating of sex-disaggregated data for the GAD database to serve as a basis for performance-based gender-responsive planning;
5. Implement advocacy activities, including the development of information, education, and communication materials to ensure consciousness-building and generate support for GAD;
6. Identify gender issues arising from gender analysis and audit to serve as a basis for determining PPAs in the GAD Plan;
7. Prepare GAD plans budgets and accomplishment reports and ensure their timely submission to the Provincial Planning and Development Office and the DILG Provincial Office;
8. Ensure the effective and efficient implementation of the GAD Plan and PPAs and the judicious utilization of the GAD budget;
9. Recommend awards, recognition, and other incentives (including a performance-based bonus (PBB) to outstanding institutional GAD programs, activities, and projects for GAD Focal Point members and other personnel/teachers;
10. Build and strengthen partnerships with all GAD Focal Point Persons in the Department, the Philippine Commission on Women (PCW), the National Economic and Development Authority (NEDA), the Department of Budget and Management (DBM), GAD-non-government organizations (NGOs) and other partners; and
11. Coordinate GAD efforts of all offices/units.

Section 129. Establishment of GAD Monitoring and Evaluation System. The City Government of Trece Martires shall establish, strengthen, and maintain a gender-responsive Monitoring and Evaluation (M&E) System. In establishing and/or the M&E System, the Local Chief Executive shall issue an Executive Order creating the M&E Team, which shall include but shall not be limited to the following:

1. Composition of GAD M&E Team

Chairperson : City Planning and Development Coordinator
Members : DILG-CLGOO
City Social Welfare and Development Officer
City Budget Officer
City Human Resource and Management Officer
Representative from City Mayor's Office
GAD Office Head
CSO Representatives

Section 130. Functions of the GAD M&E Team. The GAD M&E Team shall monitor the implementation of GAD-related programs, projects, and activities and evaluate the outcomes of the LGU GAD policies and programs. Likewise, the GAD M&E Team shall submit the GAD Evaluation Report to the DILG Regional Office at the end of the Local Chief Executive's three-year term.

Section 131. Change in Administration. In the event of a change in local administration, the remaining members of the GFPS ExeCom, TWG and Secretariat shall facilitate the immediate reconstitution of the GFPS and conduct GAD competency development activities for newly-elected local officials.

Section 132. Documentation of GAD Activities. The activities, programs, and projects shall be well documented to enhance further and strengthen the efforts to promote GAD and mainstream gender in the city and monitor the implementation progress.

Section 133. GAD Corner. The City Government of Trece Martires shall established a GAD Bulletin Board and GAD Website wherein information and updates related to Gender and Development can be accessed and obtained by the constituency. To further enhance gender mainstreaming efforts, the City Government of Trece Martires shall establish a GAD Bulletin Board and GAD Website in all offices and units. These dedicated spaces will serve as GAD Corners, ensuring that information and updates related to Gender and Development (GAD) are easily accessible to the constituency. The GAD Bulletin Board and GAD Website will feature relevant materials, announcements, and resources to promote awareness and understanding of GAD initiatives. This inclusive approach aims to reach diverse audiences within the community, fostering a culture of gender sensitivity and equality across all sectors and departments of the local government.

Section 134. Barangay GAD Focal Point System. Every Barangay in Trece Martires City is encouraged to establish/strengthen their own GAD Focal Point System to facilitate gender mainstreaming in their respective areas.

Section 135. Functions, roles, and responsibilities of the Barangay GAD Focal Point System. The functions, roles, and responsibilities shall consider that of the city level as deemed appropriate.

ARTICLE II TRAINING ON GENDER AND DEVELOPMENT

Section 136. Training/Seminar on Gender and Development. All officials and personnel of the City Government of Trece Martires, including the local chief executive, members of the Sangguniang Panlungsod, and City office heads and key personnel, involved in the protection and defense of women against gender-based violence, shall undergo regular mandatory training. This training encompasses the Magna Carta of Women, gender and human rights, as well as comprehensive sessions on Gender Equality, Disability and Social Inclusion (GEDSI), Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC), and other pertinent gender-related issues. The City GFPS, in collaboration with DILG and identified Gender and Development Resource Center (GADRC), is tasked with ensuring the continuous and comprehensive training of all city government employees and elected officials, starting from the barangay level. This initiative covers various aspects, including gender-related laws, gender sensitivity, GAD tools and analysis, sex-disaggregated databases, GAD Planning and Budgeting, Barangay VAW Desk, especially Violence Against Women, Magna Carta of Women, and other relevant topics.

**ARTICLE III
GAD OFFICE AND RESOURCE CENTER**

Section 137. GAD Office. The City Government of Trece Martires, through City Ordinance No.2022-419 has enacted and approved the creation of the GAD Unit under the Office of the City Mayor with the following functions:

1. Leads in mainstreaming gender perspective in the city government policies, plans, and programs;
2. Ensures assessment of gender responsiveness of the city government based on the needs and concerns of various stakeholders;
3. Leads in monitoring and evaluating the gender sensitivity/responsiveness of proposed GAD PPAs for endorsement to the appropriate Governing Board Member/s and to the Governing Board Chair;
4. Leads in monitoring the judicious use of the GAD Fund;
5. Formulates recommendations in the implementation of the GAD plan and budget;
6. Ensures the establishment and maintenance of sex-disaggregated data or GAD Database;
7. Spearheads the preparation of the GAD Plan and Budget;
8. Strengthens external links with other agencies including regional and attached agencies;
9. Promotes and actively pursues the participation of women in various steps of development planning;
10. Assists in capability development and provision of technical assistance as needed; and
11. Monitors and directs the Secretariat.

Further, through City Ordinance No. 2023-456, the plantilla position of Development Management Officer III (SG 18) was created which will head the CMO-GAD Office and will coordinate all GAD-related PPSAs and concerns of the LGU-GFPS.

**CHAPTER V
GAD BUDGET**

Section 138. Appropriation. The city and barangay government units shall appropriate at least 5% of the total annual budget of the LGU to GAD programs, projects, and services. The GAD budget shall be drawn from the city's Maintenance and Other Operating Expenses (MOOE), Capital Outlay (CO), and Personal Services (PS). The GAD Budget shall not constitute an additional budget over an LGU's total budget appropriations. The five percent (5%) GAD budget shall endeavor to influence the remaining 95% of the LGU budget toward gender-responsiveness. To gradually increase the gender-responsiveness of the program and projects, the city may attribute a portion or whole of its budgets to the GAD budget supporting gender-responsive PPAs using the Harmonized Gender and Development Guidelines (HGDG).

**CHAPTER VI
FINAL PROVISIONS**

Section 139. Formulation of Implementing Rules and Regulations. Within one (1) month after the approval of this Code, the GFPS together with the corresponding city councils (LCAT-VAWC, CCPC and ECCD, CDRRMC, Local Health Board, HIV-AIDS Council, CNC, Tourism Council, Local Housing Board, City Solid Waste Management Board, Local School Board, City Development Council, Livelihood Council and other councils/committees shall formulate additional rules and regulations necessary for the effective implementation of this Code.

Section 140. Separability Clause. If any part or provision of this Code is declared unconstitutional or invalid, the other parts or sections that are not affected shall remain valid and continue to remain in force and effect.

Section 141. Repealing Clause. All ordinances, resolutions, executive orders, rules, and regulations, or parts thereof, in conflict with or inconsistent with any provisions of this ordinance are hereby repealed or modified accordingly.

Section 142. Supplementary Clause. On matters not provided for in this code, any existing applicable laws and their corresponding Implementing Rules and Regulations, Executive Orders, and other issuances issued shall apply in a supplemental manner.

Section 143. Effectivity Clause. This Code shall take effect upon approval and compliance with the mandatory posting and publication requirements prescribed under RA 7160, otherwise known as the Local Government Code of 1991.



Republic of the Philippines
Province of Cavite
OFFICE OF THE SANGGUNIANG PANLUNGSOD
Trece Martires City

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APPROVED on motion of Honorable Tracy Anne S. Anacan duly seconded by All the Members present.

UNANIMOUSLY APPROVED


JOYCE ANN C. MOJICA
City Councilor


TRACY ANNE S. ANACAN
City Councilor


KIM PAOLO C. LUBIGAN
City Councilor


ANNE JOMILIE D. HUMARANG
City Councilor


JAY-EM C. CUNANAN
City Councilor


ANTONIO G. LONTOC
City Councilor


ANSELMO L. TRINIDAD
City Councilor



ANGELITO E. VIDALLON
City Councilor


GREGOR C. BUENDIA
City Councilor


LEONARDO AGUSTIN T. MONTEHERMOSO
City Councilor


JOHN ALLYSON P. SEPACIO
SK Federation President


I HEREBY CERTIFY to the correctness of this Ordinance Enacted during the 74th Regular Session of the 11th Sangguniang Panlungsod held on December 18, 2023.


HILARIO JR. R. CABAYA
Secretary to the Sanggunian

**Attested and Certified
to be duly Enacted:**

APPROVED:


ROMEO L. MONTEHERMOSO JR.
City Vice Mayor


GEMMA BUENDIA LUBIGAN
City Mayor
Date Signed: 12-22-2023