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PROVINCE OF PANGASINAN
MUNICIPALITY OF BAYAMBANG
OFFICE OF THE SANGGUNIANG BAYAN

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**MUNICIPAL ORDINANCE NO. 21
SERIES OF 2020**

**AN ORDINANCE ENACTING GENDER AND DEVELOPMENT CODE OF THE
MUNICIPALITY OF BAYAMBANG, PANGASINAN, AND FOR OTHER PURPOSES**

*Authored by: Coun. Benjamin Francisco S. De Vera
Sponsored by all Municipal Councilors*

ARTICLE I

DECLARATION OF PRINCIPLES AND POLICIES AND DEFINITION OF TERMS

SECTION 1. TITLE. This ordinance shall be known as the "Gender and Development (GAD) Code of the Municipality of Bayambang".

SECTION 2. DECLARATION OF PRINCIPLES AND POLICIES.

The Municipal Government of Bayambang adheres to international and national declarations regarding the rights of all individuals. With the Philippine Constitution that guarantees equal rights for men and women, the Municipal Government of Bayambang is obligated to ensure and promote this equality in all spheres and endeavors in life. Men and women are to be treated as equal partners in all efforts for the upliftment and development of a decent, progressive, and happy life.

Likewise, the municipality affirms its stand that women as equal and worthy partners of men in the challenging and continuing task of nation-building are endowed with dignity and worth to be promoted and respected. They have the right to equally share in all benefits that accrue from their labor and the general development efforts of their municipality and country. They have also the right to participate and decide on what is good for themselves, their families, communities, and country. They stand equal in front of the law and are at the forefront of the endeavors of the Municipality in enhancing their potentials, uplifting their status, and improving the quality of their lives.

Toward the realization of all these, the municipality shall consistently pursue and implement gender-responsive development programs and projects towards the empowerment of women, promotion of their economic status, and supporting their efforts at self-empowerment and self-determination adopting measures for the protection and promotion of their rights.

The Municipality of Bayambang in order to achieve these goals shall:

- 1) Mainstream gender-sensitivity and gender equality in all spheres through education, local legislation, and services that are responsive to the needs and circumstances of men and women in the Municipality of Bayambang;
- 2) Plan or adopt programs, projects, and activities that shall strengthen the promotion and protection of women's rights;
- 3) Empower Bayambang women and narrow gender gaps through the different offices and agencies of the Municipality by ensuring women's active participation and involvement in the planning and development of all programs and projects that affect them;
- 4) Through the Puroks, exert effort in increasing economic opportunities for women through worthwhile training and livelihood projects and extend strong support to those already employed in all sectors, the self-employed and especially the unemployed;
- 5) Ensure effective and accountable governance the fruits of which can be shared and felt by all the constituents in even the remotest corners of the Municipality;



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- 6) Strengthen the family by promoting values and practices that shall ensure peace, justice and equality, and prosperity for all.
- 7) Ensure that all departments and offices within Municipality of Bayambang shall review and revise all their regulations, circulars, issuances, and procedures to remove gender bias therein, and shall complete the same within two years after the enactment of this Ordinance;
- 8) Consult women's groups in the Municipality in all matters affecting them including those dealing with official development assistance or foreign aid so as to determine maximum opportunities and benefits for women and to remove gender biases and negative implications on women.

SECTION 3. THE UN DEFINITION AND DECLARATION OF WOMEN'S RIGHTS.

Women rights are the rights of women that are defined and declared by the United Nations under the Convention on the Elimination of Discrimination Against Women (CEDAW), and are hereby adopted as follows:

- a. Women have the right to the prevention of, and protection from all forms of violence and coercion against their person, their freedom, their sexuality, and their individuality.
- b. Women have the right to freely, and fully participate individually or collectively in the political processes of their communities and nations.
- c. Women have the right to the means for assuring their economic welfare and security.
- d. Women have the right to the necessary knowledge and means for the full exercise of their reproductive choice in accordance with the Constitution and their beliefs and preferences.
- e. Women have the right to choose a spouse in accordance with their values and preferences, maintain equality in marriage or its dissolution, and obtain adequate support for caring and rearing of their children.
- f. Women have the right to an adequate, relevant, and gender-fair education throughout their lives, from childhood to adulthood.
- g. Women have the right to adequate nutrition and proper health care.
- h. Women have the right to humane living conditions.
- i. Women have the right to nurture their person collectively and individually, to secure an image of themselves as a whole and valuable human being, to build relationships based on respect, trust, and mutuality.
- j. Women have the right to equality before the law in principle as well as in practice.
- k. And other rights provided in RA 9710 otherwise known as the Magna Carta of Women.

SECTION 4. DEFINITION OF TERMS.

- a. **Bayambang Gender and Development Council (BGADC)** – in Municipality of Bayambang a body that shall be created to plan, monitor, and evaluate the implementation of national and local laws for women, study and recommend solutions for issues and concerns of women, and together with concerned agencies and offices spearhead programs, projects, and activities for/of women in the municipality;
- b. **Development** – is the improvement of the quality of life of all regardless of age, sex, gender, tribe, race, creed, and religion. It is characterized by an enrichment of Filipino indigenous resources, sustainable utilization of the natural resources of the country, and freedom from dependency;



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- c. **Differently-abled Persons** – are persons who are survivors of physical impairments and have different needs and potentials;
- d. **Discrimination Against Women** - any distinction, exclusion, or restriction made on the basis of sex which has purpose or effect of impairing or nullifying the recognition, enjoyment, or exercise by women of their rights irrespective of their marital status.
- e. **Empowerment** –refers to a process by which women are mobilized to understand, identify and overcome gender discrimination;
- f. **Gender** – is a socially constructed difference between men and women. Differences are created artificially partly through socialization and partly through positive and negative discrimination in the various institutions and structures of society.
- g. **Gender and Development (GAD)** – shall refer to the development perspective which recognizes the equal contribution of women and men in all aspects/sectors of development. Such a perspective involves the process of searching for new innovative initiatives that transform unequal gender relations into opportunities that are equally/equitably beneficial to both men and women.
- h. **Gender Equality** – refers to the principle of asserting the equality of men and women and their right to enjoy equal conditions realizing their full human potential to contribute to and benefit from the results of development, and with the State recognizing that all human beings are free and equal in dignity and rights.
- i. **GAD Focal Point System** – is a mechanism that serves as a technical working group that catalyzes, coordinates, directs, and facilitates the preparation, implementation, and monitoring of the municipality’s GAD plan;
- j. **Gender Mainstreaming** – is the strategy of integrating gender and development concerns and issues at all levels of government undertaking.
- k. **Gender Sensitivity Training** – is providing people with a formal learning experience in order to increase their awareness. The overall purpose of the training is to provide the knowledge and skills necessary to recognize and address gender issues in the programming process. At the center of the learning process is the conscientization involving the ability to recognize the underlying issues of gender inequality which form a pervasive obstacle to program progress.
- l. **Hours of Work** – include (1) all-time during which an individual is required to be at a prescribed workplace, and (2) all-time during which an individual is permitted to work. Rest period duration during working hours shall be counted as hours worked;
- m. **Indecent Shows** –are shows which include nude or other provocative gestures which further project and exhibit men and women as sex objects;
- n. **Mail-Order Bride** – is a practice where a woman establishes personal relationships with a male foreign national via e-mail or similar means upon recruitment by an agency operating for the purpose;
- o. **Parental Leave** – under RA 8972, parental leave shall mean leave benefits granted to a solo parent to enable him/her to perform parental duties and responsibilities where physical presence is required;
- p. **Pornography** - is a written, graphic, or other forms of communications intended to excite lascivious feelings (The Grolier International Dictionary, Volume 2);
- q. **Psychosocial Programs** – is an intervention using a system approach to conditions of women as it views women’s differentiated needs in a social context;



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r. **Reproductive Health** – is a state of complete physical, mental, and social well-being and not merely the absence of disease and infirmity, in all matters relating to the reproductive system and its functions and processes. It constitutes such elements namely:

- i. Maternal and Child Health and Nutrition
- ii. Family Planning
- iii. Prevention and Treatment of Reproductive Tract Infection (RT) including STD, HIV, and AIDS
- iv. Prevention and Management of Abortion Complication
- v. Education and Counseling on Sexuality and Sexual Health
- vi. Prevention and Treatment of Infertility and Sexual Disorders
- vii. Men’s Reproductive Health
- viii. Violence Against Women
- ix. Adolescent Reproductive Health

s. **Senior Citizen or Elderly** – refers to any Filipino citizen who is a resident of the Philippines, and who is sixty (60 years old or above. It may apply to senior citizens with “dual citizenship” status provided they prove their Filipino citizenship and have at least six (6) months of residency in the Philippines;

t. **Sexual Exploitation** – refers to participation by a person in prostitution or the production of pornographic materials as a result of being subjected to a threat, deception, coercion, abduction, force, abuse of authority, debt bondage, fraud, or through abuse of a victim’s vulnerability; (RA 9208);

u. **Survivor’s Support Group** – is an organized group to whom a survivor of violence voluntarily agrees to establish a professional helping process;

v. **Women as Sex Objects** – is a condition when women become things or properties to be manipulated, utilized, or used for one’s sexual desire or interest, usually in exchange for money or goods where women have no control or power to reject such utilization or use.

ARTICLE II

GENDER DEVELOPMENT PROGRAMS

SECTION 5. COLLECTION AND UPDATING OF SEX DIS-AGGREGATED DATA. Data collected in all offices of the Local Government Unit and in all other National Offices operating within the territorial jurisdiction of the Municipality of Bayambang shall be sex dis-aggregated and regularly updated so as to provide a realistic picture of women and men and their different circumstances.

SECTION 6. GENDER SENSITIVITY ORIENTATION AND TRAINING. All government departments and agencies, schools, institutions, offices, establishments or companies within the Municipality of Bayambang shall conduct or participate in gender sensitivity orientation and training to equip them with theoretical and practical knowledge on gender issues and concerns assessment tools for gender biases shall be developed by the tertiary educational institution within the municipality together with the Human Management Resource Office of the municipality and representatives from women’s groups and business establishments.



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SECTION 7. SUPPORT TO GENDER STUDIES AND TRAINING. A sufficient amount shall be provided for gender sensitivity training (GSTs) conducted for government institutions, the municipality's departments and agencies, women and men's organizations, likewise for research, documentation, and development of materials that will promote and add to the municipality's database on Gender and Development.

SECTION 8. PRODUCTION OF GENDER-FAIR MATERIALS. The production and dissemination of gender-fair materials that promote a better understanding of gender issues and concerns shall be supported by the municipality.

SECTION 9. COMMUNITY-BASED ENVIRONMENTAL PLANS AND PROGRAMS. Both men and women shall participate in pollution control, zero-waste technology development and management, preservation of the forest, marine and aquatic resources, and reforestation.

SECTION 10. WOMEN IN ENVIRONMENTAL IMPACT ASSESSMENT PROJECTS. The municipality shall recognize and promote the participation of women in environmental impact assessment projects.

SECTION 11. PROMOTION OF ALTERNATIVE TECHNOLOGY. The municipality shall actively promote an alternative technology that is appropriate, safe, and if possible profitable, for everybody.

SECTION 12. SUFFICIENT BUDGET FOR SOCIAL SERVICES. A sufficient amount to help the neediest and those in extremely difficult circumstances shall be allocated for basic social services.

SECTION 13. TRAINING ON NON-TRADITIONAL OCCUPATION. Women shall be given the opportunity to acquire training and skills in a non-traditional occupation such as those related to science and technologies.

ARTICLE III
HEALTH AND SAFETY

SECTION 14. BUDGET FOR WOMEN'S HEALTH. An amount as may be necessary shall be set aside in the annual budget of the Local Government Unit for women's health, medicines and nutrition services. This shall be one of the major components of the GAD Budget.

SECTION 15. UPGRADING OF HEALTH CARE DELIVERY SYSTEM. In consonance with the Department of Health's thrusts, the municipality of Bayambang shall strengthen the health delivery system. Quality health care and services that are not discriminatory on account of sex, age, financial status, and religion shall be implemented.

SECTION 16. REPRODUCTIVE HEALTH CARE DELIVERY. The Local Government of Municipality of Bayambang shall adopt the reproductive health (RH) care approach at all levels of health care delivery. Such approach interfaces many issues not previously considered central to population: sexuality, reproductive tract infection, gender power relations, and domestic violence and shall not limit to family planning and childbearing only.

SECTION 17. HEALTH EDUCATION. The Municipal Health Office shall continuously conduct education for women on health issues, common diseases, their causes and prevention, healthful living, and a clean environment.

SECTION 18. UPGRADING OF HOSPITAL AND HEALTH CENTER FACILITIES AND SERVICES. The Municipal Government shall endeavor the sustained upgrading of services and facilities of the Rural Health Units.

SECTION 19. PROTECTION AGAINST DRUG ABUSE. A special task force shall be created and sustained by the municipality for the protection against drug abuse and proliferation of illicit drugs in the Municipality.



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SECTION 20. ACCESS TO SAFE WATER. The municipality shall ensure that safe water is available in each Barangay for easy access to ease women's workload as well as minimize women and children who are fetching water for household use.

ARTICLE IV
EDUCATION

SECTION 21. PROMOTION OF GENDER SENSITIVE CURRICULA. Schools in the Municipality shall promote gender-sensitive curricula and shall review their learning materials, communications, information, and other activities for possible gender biases that should be identified and corrected.

SECTION 22. JOINT AGENCIES training. Regular for women shall be conducted through the joint effort of the different departments of the municipality, including but not limited to the: Municipal Social Welfare and Development Office (MSWDO), the Municipal Health Office (MHO), the Municipal Planning and Development Office, the Municipal Environment and Natural Resources Office and the Municipal Nutrition Office to educate them on their rights, laws vis-à-vis women, health issues, environmental protection issues and other functional and practical knowledge they can use to capacitate and improve themselves, as well as their families.

SECTION 23. STRENGTHENING THE ALTERNATIVE LEARNING SYSTEM (ALS). The Alternative Learning System (ALS) is conducted by the DepEd Schools Districts of Municipality of Bayambang under which both men, women, and youth may avail of non-formal elementary and high school education, or livelihood skills training for augmentation of income shall be strongly supported by the Municipal Government of Bayambang.

SECTION 24. MUNICIPALITY SCHOLARSHIPS. Scholarships extended by the municipal government to students at the State Colleges/Universities or students sent to other schools shall be fairly apportioned so that no one who is qualified is deprived of such educational assistance by reason of sex.

SECTION 25. SEX EDUCATION. Sex education for minors shall be handled sensitively by well-trained persons always in the context of the sacredness of life, the sanctity of marriage, and respect for persons.

SECTION 26. SPECIAL TRAINING FOR THE LUPONG TAGAPAMAYAPA. A special paralegal training for the Barangays Lupong Tagapamayapa along with gender questions and related matters shall be initiated and supported by the municipality.

SECTION 27. EDUCATION ON LEGISLATION RELATED TO GENDER AND DEVELOPMENT. The municipality shall regularly conduct seminars and education of the different sectors on legislations pertinent to women and those related to gender and development.

ARTICLE V
LABOR, EMPLOYMENT AND ECONOMIC BENEFITS FOR WOMEN

SECTION 28. EQUAL ACCESS TO EMPLOYMENT, TRAINING, AND PROMOTION. No one shall be denied of employment opportunity on account of gender, age, creed, religion, and civil status as prescribed in the Labor Code, as amended by RA 725. Likewise, no one shall be denied training and promotion in employment.

SECTION 29. WAGE AND BENEFITS. Every employer shall comply with the minimum wage as prescribed by the Regional Wage Board and shall grant all benefits to all employees such as maternity/paternity leave, sick and vacation leave, retirement, termination, and other benefits provided by law.



SECTION 30. FACILITIES AND SUPPORT SYSTEMS FOR ALL EMPLOYEES. The Local Government Unit of Municipality of Bayambang shall ensure the safety and health of women employees, and in appropriate cases shall:

- a) Establish separate toilet rooms, lavatories, a lounge for men and women, provide at least a dressing room for women;
- b) Establish a Home Care Center or Corner in the workplace to temporarily cater to breastfeeding, child-rearing, and early childhood care for working parents while on their jobs.

SECTION 31. EMPLOYMENT ASSISTANCE PROGRAM. In cooperation with the Department of Labor and Employment, the Municipality of Bayambang through the Supervising Labor and Employment Officer shall endeavor to assist poor students, the unemployed, and the underemployed in securing gainful employment.

SECTION 32. EDUCATION ON ENTREPRENEURSHIP. The Municipal Government in partnership with the Department of Labor and Employment shall undertake seminars and other educational activities to hone women's skills in entrepreneurship and related subject matters that will help them earn extra income for themselves and their families.

SECTION 33. LIVELIHOOD TRAINING PROGRAMS FOR WOMEN. Women of the municipality shall be trained in livelihood projects that can augment the family income and those that boost women's confidence and respect for themselves. The Supervising Labor and Employment Officer and the Municipal Social Welfare and Development Office shall be tasked to coordinate and facilitate training especially with the help of the Technological Education Skills Development Authority or TESDA.

SECTION 34. CAPITAL ASSISTANCE TO WOMEN. Out of the Gender and Development Funds, a certain percentage shall be allocated for capital assistance to women, the mechanics of which shall be set up by the Bayambang Gender and Development Council (BGADC) in consultation with the representatives of the Local Council of Women's Associations (LCWA).

SECTION 35. INVESTMENTS AND LOANS. The municipality through the Bayambang Gender and Development Council (BGADC) shall conduct consultations with POs, GOs, and NGOs to establish agreements for loans and investment loans that can promote or assist people's welfare and development at the Municipality and barangay level.

SECTION 36. ON HOUSE HELPERS. House helpers below 18 years old shall be given the opportunity for at least elementary education and that they are treated in a just and humane manner. (Labor Code of the Philippines/Kasambahay Law).

SECTION 37. ORIENTATION ON SEXUAL HARASSMENT. All offices in the municipality, schools, agencies, establishments or companies, public or private shall conduct or sponsor orientation on sexual harassment for their respective employees.

SECTION 38. SETTING UP OF GRIEVANCE COMMITTEE. A grievance committee shall be set up in all local offices, agencies, establishments, or companies to act on complaints /cases related to various forms of discrimination against gender or sex in the workplace such as hiring, job training, promotion, and the like. For this purpose, a grievance procedure must be installed in every office, agency, or establishment.

SECTION 39. THE COMMITTEE ON DECORUM AND INVESTIGATION (CODI). The Committee on Decorum and Investigation (CODI) shall be the body to deal with complaints on sexual harassment covering all employees in the Municipal Government of Bayambang as per Administrative Disciplinary Rules on Sexual Harassment Cases, issued by the Civil Service Commission.



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SECTION 40. GENDER-SENSITIVE PLAN. A physical plan appropriate for a gender-sensitive environment shall be adopted by all offices, agencies, and establishments or companies which shall help prevent sexual harassment, sexual abuse, and other forms of maltreatment in the workplaces.

**ARTICLE VI
POLITICAL AND PUBLIC SPHERE OF WOMEN**

SECTION 41. DECLARATION OF MARCH 8 AS WOMEN'S DAY. March 8 as declared by the United Nations shall be observed as Women's Day in Municipality of Bayambang through an Executive Order to be issued by the Local Chief Executive or an Ordinance enacted by the Sangguniang Bayan. Activities for the Day shall be spearheaded by the BGADC and the LCWA and focus on the promotion and improvement of women's lives and their families.

SECTION 42. WOMEN'S ASSEMBLY. A Women's Assembly shall be convened once a year to consult women on issues and concerns that affect them and which can be brought to the attention of different departments and agencies for responsive solutions.

SECTION 43. ELECTION OF WOMEN SECTORAL REPRESENTATIVE TO THE SANGGUNIANG BAYAN. Subject to the implementing rules and regulations that may be promulgated by Congress or any duly designated authority of the government and in accordance with RA 7160, women sectoral representatives to the Sangguniang Bayan shall be elected as a concrete manifestation of women's significant role in local governance.

SECTION 44. WOMEN GROUPS. The Local Government of Municipality of Bayambang shall encourage the organization of women in the barangays and in other sectors, and initiate the federation of all women's groups in the municipality for an efficient and systematic implementation of programs and projects intended for women in the barangays and in different sectors. Guidelines for the federation shall be embodied in an Executive Order to be issued by the Local Chief Executive upon consultation with the Bayambang Gender and Development Council (BGADC).

SECTION 45. REPRESENTATION OF WOMEN IN LOCAL SPECIAL BODIES. The Local Government Unit shall ensure that women are represented in the Municipal Development Council and in other local special bodies the membership of which is not stipulated by any national or local legislation. Such local bodies shall include, but not be limited to: Peace and Order Council, Local Council for the Protection of Children, Municipal Disaster Risk Reduction Management Council (MDRRMC), etc.

**ARTICLE VI
WOMEN IN AGRICULTURE**

SECTION 46. WOMEN OWNERS AND TILLERS OF LAND. The Municipal Government through the Municipal Agriculture Office shall lend special assistance to women who own and till their pieces of land by including them in seminars, organizations of farmers, distribution of agricultural products, and other benefits are usually given to men farmers.

SECTION 47. DATABASE ON WOMEN FARMERS. The Municipal Planning and Development Office (MPDO) in collaboration with the Municipal Agriculture Office shall start and regularly update a database on women and men farmers with relevant information including but not limited to: area of land tilled, address, kind of land, produce, mode of farming used, farm inputs, problems often meet, and many others.

SECTION 48. ACCESS TO SCIENTIFIC AND ENVIRONMENT AND WOMEN FRIENDLY TECHNOLOGIES. A Center for Scientific, Environment-friendly and women-friendly technologies shall be put up in the Agriculture Office for the education and use of women.



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ARTICLE VIII
SPECIAL GROUP OF CITIZENS

SECTION 49. SPECIAL EDUCATION CLASSES FOR DIFFERENTLY-ABLED PERSONS. The municipality shall support and assist the Special Education Classes under the Schools Division of Municipality of Bayambang in order that differently-abled persons may learn appropriate academic and livelihood skills.

SECTION 50. ACTIVE ADVOCACY ON THE RIGHTS OF THE DIFFERENTLY-ABLED CITIZENS. The Municipality of Bayambang Council for the Protection of Women and the Council for the Protection of Children shall collaborate in advocating and mainstreaming the rights of the differently-abled persons.

SECTION 51. EMPLOYMENT OPPORTUNITIES FOR THE DIFFERENTLY-ABLED. The municipality through the Municipal Welfare and Development Office, the SLEO, shall study and initiate skills training, create employment opportunities for the differently-abled persons.

SECTION 52. OFFICE OF THE SENIOR CITIZENS AFFAIRS (OSCA). Through the Office of the Senior Citizens, headed by the Chairman, senior citizens of the municipality shall be given the services they deserve and shall be represented in the Municipal Development Council so that their issues and concerns can be given ample attention.

SECTION 53. PRIVILEGES AND BENEFITS FOR SENIOR CITIZENS. It shall be the duty of the Local Government Unit to ensure the implementation and compliance to RA 9994, particularly Section 4, that uphold such benefits and privileges of the /Senior Citizens as follows:

a. Twenty percent (20%) discount and exemption from the value-added tax (VAT), if applicable on the sale of the following goods and services from all establishments, for the exclusive use and enjoyment of senior citizens:

- 1) purchase of medicines, including the purchase of influenza and pneumococcal vaccines and such other medical supplies, accessories, and equipment to be determined by the Department of Health (DOH);
- 2) professional fees of attending physician/s in all private hospitals, medical facilities, outpatient clinics, and home care services;
- 3) on the professional fees of licensed professional health workers providing home health care services as endorsed by a private hospital or employed through home health care employment agencies;
- 4) on medical and dental services, diagnostic and laboratory fees in all private hospitals, medical facilities, outpatient clinics, and home health care services;
- 5) in actual fare for land transportation, in public utility buses (PUBs), public utility jeepneys (PUJs), taxis, etc.;
- 6) in actual transportation fare for domestic air transport services and sea shipping vessels and the like, based on actual fare and advanced booking;
- 7) on the utilization of services in hotels and similar lodging establishments, restaurants, and recreation centers;
- 8) on admission fees charged by theaters, cinema houses and concert halls, circuses, carnivals, and other similar places of culture, leisure, and amusement; and
- 9) on funeral and burial services for the death of senior citizens;

b. exemption from the payment of individual income taxes of senior citizens considered as minimum wage earners in accordance with Republic Act 9504;

c. the grant of a minimum of five percent (5%) discount relative to the monthly utilization of water and electricity supplied by public utilities; as regulated by Republic Act 9994;

d. exemption from training fees for socio-economic programs;

e. free medical and dental services, diagnostic and laboratory fees such as, but not limited to, x-rays, computerized tomography scans, and blood tests, in all government facilities, subject to guidelines issued by the DOH in coordination with the PhilHealth;



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- f. The DOH shall administer free vaccination against the influenza virus and pneumococcal disease for indigent senior citizen patients;
- g. Educational assistance to senior citizens to pursue post-secondary, tertiary, post-tertiary, as well as vocational or technical education in both public and private schools through the provision of scholarships, grants, financial aid subsidies, and other incentives to qualified senior citizens, including support for books, learning materials, and uniform allowance, to the extent feasible: provided that the senior citizen shall meet minimum requirements;
- h. to the extent practicable and feasible, the continuance of the same benefits and privileges given by the Government Service Insurance System (GSIS), Social Security System (SSS) and the PAG-IBIG, as the case may be, as are enjoyed by those in actual service;
- i. provision of express lane privileges in all commercial and government establishments; or in the absence thereof, priority shall be given to them;

SECTION 54. FUNDS FOR THE SENIOR CITIZENS AND THE DIFFERENTLY-ABLED PERSONS. As decreed by R.A. 7432, the Senior Citizens shall be entitled to one percent of the Municipal Development Fund which they shall share in equal amount with the differently-abled sector, said funds to be used for livelihood assistance, routine physical checkup, social and group work programs and other appropriate socio-economic activities for senior citizens.

ARTICLE VIII
SUPPORT SERVICES

SECTION 55. SUPPORT FOR WOMEN-SURVIVORS OF VIOLENCE. The Municipal Government of Bayambang shall provide the necessary support to women survivors of violence, including legal services whenever feasible. Women and children victims of violence shall be provided temporary shelter at the Municipality's Crisis Center and shall undergo a psychosocial program to be facilitated by the Municipal Social Welfare and Development Office (MSWDO).

SECTION 56. PNP WOMEN AND CHILDREN'S DESKS (WCD). The Municipal Government of Bayambang, through the Bayambang Philippine National Police, shall establish and maintain the Municipal Women and Children's Desk (MWCD) preferably handled by women police officers duly trained in GAD issues and concerns. A separate MWCD room shall be equipped and maintained within the police headquarters.

SECTION 57. INVESTIGATIONS AND HEARINGS OF RAPE CASES, INCEST AND OTHER FORMS OF VIOLENCE AGAINST WOMEN AND CHILDREN. Investigations and hearings of rape cases and other violence against women and children conducted in police stations, prosecutor's office, and trial courts shall recognize and allow the survivor's support group to be present as observers and to provide moral support to the survivor, subject of such investigation and hearing.

SECTION 58. BARANGAY WOMEN AND CHILDREN'S WELFARE DESK. A Women and Children's Welfare Desk shall be established under the Municipal Social Welfare and Development Office and in all Barangays to cater to problems related to women and children. Training for women who handle the Barangay Women and Children's Desk shall be an on-going activity for the municipality.

SECTION 59. WOMEN AND CHILDREN CRISIS CENTER. The municipality shall ensure the effective operation of the Women and Children Crisis Center with the provision of enough funds and personnel to assist women victims that seek shelter within it.

SECTION 60. SUPPORT FOR WOMEN DETAINEES. A separate detention cell shall be provided for women inmates, where their privacy is fully protected and where they can pursue beneficial and profitable activities. They shall also be supported through a) speedy trial of their cases by all concerned b) Appropriate programs responsive to their specific needs and problems as detainees c) Separate structure and space for detention and rehabilitation shall be established.



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SECTION 61. EARLY CHILDHOOD, CARE, AND DEVELOPMENT PROGRAM AND SERVICES. Appropriate support services for women and children shall include crèche and daycare services for infants and toddlers as prescribed in RA 6972 and the Municipality of Bayambang Children's Welfare Code.

SECTION 62. SUPPORT FOR OVERSEAS CONTRACT WORKERS (OFWs). The municipality shall initiate the conduct of a survey and maintenance of data-base on overseas contract workers in the municipality and take note especially of survivors of abuses, results of which shall be the basis in identifying special support for OCWs and shall cause the listing of all placement agencies for monitoring purposes.

SECTION 63. WOMEN AND CHILDREN IN DISASTERS/CALAMITY CIRCUMSTANCES. As vulnerable groups, women, children, and senior citizens shall be given priority attention and services in cases of disasters and calamities.

**ARTICLE IX
SOLO PARENTS**

SECTION 64. SOLO PARENT – is defined as any individual who falls under the following categories:

- a. A woman who gives birth as a result of rape and other crimes of chastity or against persons even without a final conviction of the offender, provided, that the mother keeps and raises the child;
- b. Parent left solo or alone with the responsibility of parenthood due to death of a spouse;
- c. Parent left solo or alone with the responsibility of parenthood while the spouse is detained or is serving sentence for a criminal conviction for at least one (1) year;
- d. Parent left solo or alone with the responsibility of parenthood due to physical and/or mental incapacity of spouse as certified by a public medical practitioner;
- e. Parent left solo or alone with the responsibility of parenthood due to legal separation or de facto separation from spouse for at least one (1) year, as long as he/she is entrusted with the custody of the children;
- f. Parent left solo or alone with the responsibility of parenthood due to declaration of nullity or annulment of marriage as decreed by a court or by a church as long as he/she is entrusted with the custody of the children;
- g. Parent left solo or alone with the responsibility of parenthood due to abandonment of spouse for at least one (1) year;
- h. Unmarried mother/father who has preferred to keep and rear his/her children instead of having others care for them or give them up to a welfare institution;
- i. Any family member who assumes the responsibility of the head of the family as a result of death, abandonment, disappearance, or prolonged absence of the parents or solo parent.

SECTION 65. BENEFITS AND PRIVILEGES OF A SOLO PARENT – Pursuant to RA 8972, otherwise known as the Solo Parent's Welfare act of 2000, the municipal government of Bayambang hereby adopts and implements a comprehensive program of services for solo parents and their families which shall be carried out by the Municipal Social Welfare and Development Office, Municipal or Rural Health Office, Human Resource Management Office, Department of Education, Department of Interior and Local Government and other government and non-government agencies that shall initially include the following:

- a. Livelihood opportunities which shall include, but not limited to, training and seminars on livelihood skills, business entrepreneurship, provision of seed capital, and job placement;
- b. Individual, peer group, and/or family counseling services with special focus on the inter-personal relationship and role conflicts;
- c. Parent development and effectiveness seminar;



- d. Psychosocial Care and Support strategies;
- e. Special Programs and activities for individuals in need of protection;
- f. Dis-aggregated database on solo parents of Municipality of Bayambang.

SECTION 66. FLEXIBLE WORK SCHEDULE FOR SOLO PARENTS. The municipal government shall devise and implement a flexible working schedule for solo parent-employees, provided, that the same shall not affect individual and agency or office productivity and is based on meritorious ground/s; provided further, that the schedule shall be approved by the Civil Service Commission.

SECTION 67. SOLO PARENT LEAVE. In addition, to leave privileges allowed by existing laws and issuances, parental leave of not more than seven (7) working days every year shall be granted to any solo parent-employee of the municipal government and other entities who have rendered service of one (1) year.

ARTICLE X VIOLENCE AGAINST WOMEN AND THEIR CHILDREN

SECTION 68. VIOLENCE AGAINST WOMEN AND THEIR CHILDREN. - as defined under R.A. 9262 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 or had a sexual relationship or dating relationship, or with whom he has a common child, or against a child whether legitimate or illegitimate, within or without the family abode, which results or is likely to result in physical, sexual, psychological harm or suffering, or economic abuse including threats of such acts as, battering, assault, coercion, harassment or arbitrary deprivation of liberty.

Penalty for acts of violence against women and their children shall be dealt with and penalized in consonance with the provisions of R.A. 9262.

SECTION 69. BATTERING. - is a series of physical, emotional, and psychological abuse. It is a repeated and habitual cyclic pattern as a means of intimidation and imposition of the batterer's will and control over the survivor's life.

Penalty for the crime of battering shall be dealt with and penalized in consonance with the pertinent national law.

SECTION 70. SEXUAL HARASSMENT - is a form of misconduct involving an act or a series of unwelcome sexual advances, requests for sexual favors, or other verbal or physical behavior of a sexual nature, made directly, indirectly, or impliedly.

Penalty for the crime of sexual harassment shall be dealt with and punished in consonance with the provisions of RA 7877 and the Revised Penal Code under Acts of Lasciviousness.

SECTION 71. SEX TRAFFICKING. It is unlawful for any person or groups to commit the following acts:

- a) Establish or carry on a business for the purpose of exploiting women for purposes of sex, sex slavery, sex trade, sex tours, and other immoral activities;
- b) Advertise, publish, print or distribute, or cause the advertisement, publication, printing, or distribution of any brochure, flyer, or propaganda material calculated to promote the above-prohibited acts;
- c) Solicit, enlist, or attract/induce any woman to join any club, association, or organization, whose objective is to match women for marriage to foreigners either on a mail-order basis or through a personal introduction or cyberspace;
- d) Use the postal services, cyberspace, or satellite TV to promote the above-mentioned prohibited acts;
- e) To buy or sell a woman or any of her body parts;
- f) To act as a procurer of a sex worker;



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- g) To threaten or use violence and force a woman to become a mail-order bride.

SECTION 72. OTHER FORMS OF TRAFFICKING. Any person or agency who encourages, influences or recruits women to work abroad or locally for a particular job on a promise of a fee, but instead force and deceive the women to engage in prostitution, be a domestic helper, or do other odd jobs. Persons liable thereof may also be prosecuted and penalized in accordance with R.A. 6955, an act which Outlaws the Practice of Matching Filipino Women for Marriage to Foreign Nationals on Mail-order Basis.

Penalty for the commission of these acts of trafficking shall be dealt with and penalized in consonance with the provisions of the pertinent national law.

SECTION 73. RAPE. Rape is committed by having carnal knowledge of a woman under any of the following circumstances:

- a) by using force or intimidation;
- b) when the woman is deprived of reason or otherwise unconscious;
- c) By means of fraudulent machination or grave abuse of authority;
- d) when the offended party is under twelve years of age or is demented even though none of the circumstances mentioned above be present (R.A. 8353, amending Art 335, Revised Penal Code).

SECTION 74. PROTECTIVE MEASURES. At any stage of the preliminary examination or investigation, prosecution, and trial of a complaint about rape the following protective measures shall be observed:

- a) the right to a closed-door hearing unless expressly waived by the offended party;
- b) the right of a social support group to witness hearing as expressly allowed or requested by the offended party;
- c) non-disclosure of the name and personal circumstances of the offended party, or any information tending to establish his or her identity;
- d) any other analogous measures that will ensure the protection of the identity of the offended party and his or her family from undue and sensationalized publicity.

The crime of Rape shall be dealt with and penalized in consonance with the pertinent laws.

SECTION 75. PROSTITUTION – which is the sale, purchase, and exchange of women and minors for sexual exploitation, cash, profit, or other economic considerations by an individual, included but not limited to a pimp, procurer of the service, parents, owners of establishments such as disco houses, bars, sauna baths, massage clinics, hotels and restaurants and any other persons who use various schemes to prostitute women and minors.

The crime of prostitution shall be dealt with and penalized in consonance with pertinent national laws.

SECTION 76. BEAUTY CONTESTS AND INDECENT SHOWS. Only beauty contests that project the beauty, strength, skills, and intelligence of men and women participants are hereby allowed everywhere in the municipality. Beauty contests that commodify, humiliate and treat men or women as sex objects are hereby prohibited whether in schools and in the barangays. Indecent shows are prohibited in any place in the municipality.

SECTION 77. PORNOGRAPHY. The distribution, lending, selling, and display of posters, publications, video materials of pornographic nature are hereby prohibited in any place in the municipality.

The crime of Pornography shall be dealt with and penalized in consonance with pertinent national laws.



ARTICLE XI
PROVISIONS FOR IMPLEMENTATION

SECTION 78. CREATION OF THE BAYAMBANG GENDER AND DEVELOPMENT (BGAD) Council. The Bayambang Gender and Development Council (BGADC) is hereby created by this Ordinance and shall be the office responsible for the implementation of the provisions of this Gender and Development (GAD CODE) Code. It addresses itself the convergence of the local government efforts towards district-level coordination and cooperation in facilitating gender and development program planning, development, implementation, monitoring, and evaluation.

SECTION 79. MEMBERSHIP OF THE BAYAMBANG GAD COUNCIL. The following shall be the members of the BGADC. A representative by the member Officer may be sent in cases that the officer member cannot attend.

- Chairperson: Municipal Mayor
- Vice Chairperson: Vice Mayor
- Members:
 - Chairperson, SB Committee on Women, Children and Social Welfare
 - Municipal Social Welfare and Development Officer
 - Municipal Administrator
 - Municipal Health Officer /Human Resource Management Officer/
 - Rural Health Physician
 - MLGOO Officer
 - School District Supervisor
 - Municipal Agriculturist
 - Municipal Environment & Natural Resources Officer
 - LDRRM Officer
 - Municipal State Colleges/Universities Administrator
 - PNP WCPD Officer
 - Municipal Population Officer
 - Municipal Budget Officer
 - Municipal Treasurer
 - President, Liga ng mga Barangay
 - SK Federation, President
 - President, Federation of Women's Associations or Clubs
- GAD Secretariat: Municipal Planning and Development Officer

SECTION 80. FUNCTIONS OF THE BAYAMBANG GENDER AND DEVELOPMENT COUNCIL (BGADC). The Municipality of Bayambang Gender and Development Council (BGADC) shall be created specifically to realize the provisions of this Ordinance. It shall be the coordinative, regulatory, and monitoring body of the Local Government of the Municipality of Bayambang with a focus on gender-sensitive projects and activities.

The BGADC shall have the following function:

- a) Formulate a medium-term (3 years) and annual comprehensive and integrated plan and program responsive to the needs and situation of the women in Municipality of Bayambang;



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- b) Monitor and evaluate the implementation of local gender and development policies, programs, and activities through regular review and evaluation of legislation, policies, and programs to measure the extent of the mainstreaming of GAD in all aspects and its impact on women's lives;
- c) Monitor and appropriately address all issues and concerns related to women and gender which are brought before the attention of the Council;
- d) Initiate and ensure sustained gender sensitivity training, advocacy, and education on discrimination and violence against women in all barangays and for the different sectors in the Municipality, and facilitate trainers' training for GAD whenever necessary;
- e) Approve and recommend funding requirements for the formulation and implementation of the GAD Plan, Programs, and Projects (PPAs) of both the Municipality GAD Council and the Barangay GAD Council.
- f) Ensure the maintenance of updated sex and age disaggregated data bank through the conduct of regular review of these data;
- g) Encourage the active participation of non-governmental organizations, PO's, the private sector, and government units in the mainstreaming of GAD in all programs, projects, and activities;
- h) Avail of educational and training seminars so as to be in step with the of the times regarding gender and development;
- i) Create functional committees in the performance of its functions, as the need arises;

SECTION 81. THE GAD FOCAL POINT TEAM. The composition of the GAD Focal Point Team shall be appointed by the Local Chief Executive from among the members of the BGADC and shall have the following functions:

- a) to serve as the Technical Working Group (TWG) to catalyze, coordinate, direct, and facilitate the preparation, implementation, and monitoring of the municipality's GAD Plan;
- b) to coordinate and assist in all activities related to women and gender within the Municipality of Bayambang;
- c) to serve as technical adviser for programs/projects on women/gender and development concerns within the municipality;

SECTION 82. THE GAD FOCAL POINT CHAIRPERSON. A Chairperson shall also be appointed from this GAD Focal Point Team to lead and be responsible for the accomplishment of the tasks of the team. He/She shall also work in close coordination with the municipality's Budget Officer in the preparation of the GAD Budget.

SECTION 83. BARANGAY GENDER AND DEVELOPMENT COMMITTEE. The Barangay Committee on Gender and Development shall be tasked to address all gender and development related issues within the Barangay and enact ordinances or pass resolutions responsive to these issues.

SECTION 84. BARANGAY GENDER AND DEVELOPMENT COUNCIL. A Barangay Gender and Development Council shall be created to approximate the relevant functions of the Municipal GAD Council. Plans, programs, and activities of the Barangay Gender and development Council shall be submitted to the Municipal GAD Council for review and funding recommendation.

SECTION 85. ROLE OF THE MUNICIPALITY OF BAYAMBANG LOCAL COUNCIL OF WOMEN'S ASSOCIATION. Local Council of Women's Association shall become the consultative-assembly of the Bayambang Gender and Development Council for its periodic planning and programming, programs implementation, monitoring, assessment, and evaluation.

SECTION 86. IMPLEMENTING RULES AND REGULATIONS. Through an Executive Order, an Executive Committee composed of the Municipal Administrator, Municipal Social Welfare Development Office, the Sanggunian Bayan Committee on Women, Children and Social Welfare two other members of the BGADC with the secretariat services of the Municipal Planning and Development Office shall promulgate the rules and regulations necessary to carry on the provisions of this Ordinance.



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Representatives from the Local Council of Women's Associations and from the various agencies of the Local Government Unit shall be consulted during the formulation of the Implementing Rules and Regulations of this Ordinance.

SECTION 87. COMPLIANCE REPORT. Within six (6) months from the effectivity of this Code and every six (6) months thereafter, all Local Government departments, including its agencies and instrumentalities, shall submit a report to the Sangguniang Bayan on their compliance with pertinent Sections of this Code.

SECTION 88. APPROPRIATIONS. For the effective implementation of this Ordinance, the Municipal Government of Bayambang shall implement the amount appropriate from official development assistance as stipulated in RA 7192. It shall also appropriate five (5%) from its total annual appropriation.

CHAPTER IV
FINAL PROVISIONS

SECTION 89. REPEALING CLAUSE. – All ordinances, resolutions, circulars, memoranda, or rules and regulations, inconsistent with the provisions of this Code are hereby repealed or modified accordingly.

SECTION 90. SEPARABILITY CLAUSE. – If for any reason, any portion or provision of this Code is declared unconstitutional or invalid, the other sections or provisions hereof which are not affected thereby shall continue in full force and effect.

SECTION 91. SUPPLEMENTARY CLAUSE. - On matters not provided for in this Code, any existing applicable laws and their corresponding Implementing Rules and Regulations, executive fiats, and relevant issuances issued therefore shall apply in a supplemental manner.

SECTION 92. EFFECTIVITY CLAUSE. – This Code shall take effect upon compliance with the mandatory posting and publication requirements prescribed under RA 7160, otherwise known as the Local Government Code of 1991.

ENACTED this 1st day of December 2020.

Certified to be duly adopted and approved:

JOEL V. CAMACHO
 Secretary to the Sanggunian

ATTESTED:

HON. RAUL R. SABANGAN
 Municipal Vice Mayor &
 Presiding Officer



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AN ORDINANCE ENACTING
 GENDER AND DEVELOPMENT
 CODE OF THE MUNICIPALITY OF
 BAYAMBANG, PANGASINAN,
 AND FOR OTHER PURPOSES

WE CONCUR:
SANGGUNIANG BAYAN MEMBERS

HON. MYLVIN T. JUNIO

HON. PHILIP R. DUMALANTA

HON. JOSEPH VINCENT E. RAMOS

HON. BENJAMIN FRANCISCO S. DE VERA

HON. GERARDO DC. FLORES

HON. MARTIN E. TERRADO II

HON. AMORY M. JUNIO

HON. LEVINSON NESSUS M. UY

HON. RODELITO F. BAUTISTA
 Pangulo, Liga ng mga Barangay

HON. GABRIEL TRISTAN P. FERNANDEZ
 President, SK Federation



APPROVED:
 HON. CEZAR T. QUIAMBAO
 Municipal Mayor