



Sangguniang Panlalawigan

BATAAN CAPITOL, BALANGA CITY



EXCERPT FROM THE MINUTES OF THE 81ST REGULAR SESSION OF THE SANGGUNIANG PANLALAWIGAN OF BATAAN ON MARCH 4, 2024 HELD AT THE SESSION HALL, THE BUNKER, CAPITOL COMPOUND, BALANGA CITY, BATAAN

PRESENT:

Hon. Antonino B. Roman III, J.D., LL.M., Acting Vice Governor and Temporary Presiding Officer

FIRST DISTRICT:

Hon. Benjamin C. Serrano, Jr., Board Member
Hon. Jomar L. Gaza J.D., Board Member

SECOND DISTRICT:

Hon. Maria Margarita R. Roque, Board Member
Hon. Manuel N. Beltran, Board Member
Hon. Noel Joseph L. Valdecañas, Board Member

THIRD DISTRICT:

Hon. Romano L. Del Rosario, Board Member
Hon. Jorge S. Estanislao, M.D., Board Member
Hon. Angelito M. Sunga, Board Member
Hon. Roman Harold R. Espeleta, Board Member

Hon. Jovy Z. Banzon, Board Member (PCL President)
Hon. Romeo A. Austria, Board Member (FABC President)
Hon. Lovely Joy A. Poblete, Board Member (SKF President)
Hon. Feliciano G. Magay, Jr., Board Member (IPMR)

ABSENT:

None

PROVINCIAL ORDINANCE NO. 05 Series of 2024

AN ORDINANCE ENACTING THE REVISED GENDER AND DEVELOPMENT (GAD) CODE OF THE PROVINCE OF BATAAN.

AUTHORED AND SPONSORED BY:
HON. MARIA MARGARITA R. ROQUE
HON. JOMAR L. GAZA J.D.

BE IT ORDAINED BY THE SANGGUNIANG PANLALAWIGAN OF THE PROVINCE OF BATAAN, IN SESSION ASSEMBLED:

CHAPTER I GENERAL PROVISIONS

ARTICLE I TITLE, DECLARATION OF PRINCIPLES AND POLICIES AND DEFINITIONS OF TERMS

Section 1. Title. This ordinance shall be known and cited as "The Revised GAD Code of Bataan."

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"EXCELLENT PUBLIC SERVICE TOWARDS A BETTER QUALITY OF LIFE FOR ALL"

Section 2. Declaration of Principles and Policies. It shall be the policy of the Provincial Government of Bataan (PGB) to uphold the rights of women, believe in their worth, and protect their dignity as human beings. Women shall be recognized as full and equal partners with men in the development of our nation, sharing equality in their responsibilities and enjoying equally the fruits thereof.

The PGB, in its commitment to the establishment of a national and international order based on sustainable and equitable growth, undertakes to facilitate the full development of women's potentials towards the improvement of the quality of their lives, their families and that of their communities.

The PGB, fully cognizant of women's efforts towards empowerment and self-determination, shall vigorously pursue and implement gender-responsive development policies, design integrated gender and development support systems, and implement measures to protect and promote their rights.

Specifically, the following are hereby declared as principles and policies:

A. PRINCIPLES

- a. That women's rights are human rights;
- b. That women are full and equal partners of men in all spheres of life;
- c. That women's empowerment and gender equality must be pursued in all aspects of local governance to ensure that women and men equally contribute to and benefit from development;
- d. That local development must be rights-based and gender-responsive to ensure that human dignity, social justice, and equality are upheld.

B. POLICIES

- a. Mainstream GAD in all plans, programs, projects, activities, and services to ensure that the enforcement of The Revised GAD Code (Code) is a responsibility of all the offices in the Province with active partnership of the Civil Society Organizations (CSOs) and the private sector;
- b. Allocate, utilize and monitor the use of GAD budget;
- c. Institute affirmative actions for women in various areas of concern and enhance women's participation in local development and in decision-making;
- d. Eliminate gender biases in all policies, systems, and procedures, and maintain gender-fair language adherent to the principles of empowerment and equality;
- e. Maintain constant awareness and vigilance in addressing existing and emerging gender issues and concerns in the local government unit (LGU) to fully address discrimination and inequalities;
- f. Take measures aimed at eradicating all forms of abuse against women and children;


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g. Promote women's economic empowerment.

Section 3. Related Principles. To facilitate the development of the full potential of women, the following rights defined and declared under the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) are hereby declared under this Code:

- 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 duly participate, individually or collectively, in the political processes of their communities and the nation.
- c. Women have the right to the means of ensuring their economic welfare and security.
- d. Women have the right to the necessary knowledge and means for the full exercise of their reproductive choice under the Constitution, laws, and their own beliefs and preferences.
- e. Women have the right to choose their respective spouse in accordance with their values and preferences to maintain equality in marriage or its dissolution and receive adequate support for the rearing and caring of their children.
- f. Women have the right to an adequate, relevant, and gender-fair education throughout their lives, from childhood to adulthood.
- g. Women have the right to adequate nutrition, proper health care, and humane living conditions.
- h. Women have the right to nurture their personhood, collectively and individually, to secure an image of themselves as whole and valuable human beings, and to build relationships based on respect, trust, and mutuality.

Oftentimes, women are exploited in media and commercials, impressing upon the public that without their attractive and pleasing features, products would be less appealing. But in reality, women should not be viewed as second class to men but as partners of men in development.

In the light of these historical gender biases, inequalities, and inequities, the PGB adopts the following policy direction for purposes of formulating programs and strategies, among others:

1. Mainstream gender concerns on sectoral development plan, policies, and programs;
2. Intensify awareness campaign on gender issues and concerns among constituents;
3. Strengthen Government Organizations, People's Organizations and Non-Government Organizations (NGOs) partnerships to maximize the effectiveness of programs and services addressing GAD concerns;

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4. Encourage, support, and expand the participation of grassroots women in the planning, implementation, monitoring, and evaluation of development programs and projects;
5. Recommend to the Department of Education (DepEd) and Commission on Higher Education (CHED) to incorporate in its curricula gender sensitivity orientation and have appropriate academic curricula that are gender-sensitive;
6. Provide gender-responsive relief and rehabilitation programs with special focus on women's and children's needs;
7. Increase women's involvement in family planning programs, health and child care, and nutrition concerns and engage them in projects that enhance the well-being of the family;
8. Establish crisis intervention centers and shelters in the Province of Bataan for survivors of violence against women and children and other social conflicts;
9. Promote gender sensitivity in local media and advertising agencies;
10. Increase the representation of women in decision and policy-making posts in the locality through the implementation of capacity-building programs.

Section 4. Definition of Terms. The following terms or phrases which are relevant to the implementation of this Code shall have the following meaning:

- a. Battering - refers to an act of inflicting physical harm upon the woman or her child, resulting in physical, psychological or emotional distress. It constitutes the following kind of behavior, but is not limited to:
 1. Sexual battering - refers to physical attacks on the women's breast, genital or forced sexual activity accompanied by either physical violence or the threat of physical violence;
 2. Psychological battering - refers to acts or omissions causing or likely causing the mental and/or emotional suffering of the victim, which includes, but is not limited to:
 - a. Threats of suicide;
 - b. Violence against women or her families;
 - c. Punching holes in the walls;
 - d. Threatening to take the children away;
 - e. Threatening deportation of wives with foreign citizenship;
 - f. Threatening to kidnap children or take them to a country and forcing the victim to do degrading things.

It may also include controlling the victim's lawful or usual activities, the use of foul words or statements and threats of abandonment, and expulsion, such as forcing the wife to leave the conjugal dwelling. This provision shall likewise apply to common-law relations but does not include adulterous ones as contemplated in the Revised Penal Code.

3. Economic battering - refers to the deprivation of women, and their child if any, in economic resources, their generation, and

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mobilization so as to create dependency and submissiveness to men and to any established structures of domination.

- b. Benefit Dance/Disco - a dance in the locality where women or men are commoditized for fund-raising purposes.
- c. Commoditization of Women - a practice which puts women in a subordinated situation, which results in the treatment of women as both consumers and objects of consumption.

As consumers, women are allured to buy beauty products to enhance their physical attractiveness. As objects of consumption, women are reduced to a sexual commodity for manipulation and utilization for one's sexual desire or interest, usually in exchange for money or goods, so that women have no power or control to reject such utilization or manipulation.

- d. Development - the improvement of the quality of life for all, regardless of age, sex, gender, tribe, race, and religion. It is characterized by sustained and equitable growth in a balanced ecology.
- e. Differently-abled Persons - survivors of physical impairments that have differentiated needs and potentials.
- f. Discrimination against women - any gender-based distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women of their rights irrespective of their marital status.
- g. Equity - a concept of distributive justice which is remedial and intended to overcome bias, favoritism and inequalities.
- h. Empowerment - a process by which a person is mobilized to understand, identify and overcome gender discrimination.
- i. Feminization of Poverty - a condition when the gap between the rich and the poor widens and grassroots women bear the brunt of economic instability and unequal distribution of wealth. Such a gap reinforces non-response to both practical and strategic needs of grassroots women.
- j. Fund-Raising Initiatives - any activity, whether in whole or in part integrated in any raffle draw, benefit dance or disco, premier showing of movies, or any similar fund-raising undertakings where any person is used as donor prize, substitute for cash prizes won, a companion package for an award prize or recognition, or any manner, activity, come-on display or exhibit which depicts a person as central, partial or special focus in order to raise funds.
- k. Gender - differentiated social roles, behavior, capacities and intellectuals, emotional and social characteristics attributed by a given culture to women and men.
- l. GAD - as defined in RA 9710 or the Magna Carta for Women, is a development perspective which promotes greater focus on people both as development agents, and participants. It encourages the equal contributions of women and men in all aspects or sectors of development.

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Such a perspective involves the process of searching for new and innovative initiatives which help transform unequal gender relations into opportunities where equality for both men and women exists. It recognizes that the unequal relationship between women and men is a major deterrent to social and economic progress. It acknowledges that the difficulties encountered by women have to be addressed to ensure their effective participation in development. It envisions a future society where women and men equally contribute to and benefit from development.

- m. Gender Equality - as defined in RA 9710 or the Magna Carta for Women, is the principle 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 PGB recognizing that all human beings are free and equal in dignity and rights.
- n. Gender Mainstreaming - as defined in RA 9710, is the strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies and programs in all political, economic, and societal spheres so that women and men benefit equally and inequality is not perpetuated. It is the process of assessing the implications for women and men of any planned action, including legislation, policies, or programs in all areas and at all levels.
- o. Gender Perspective - a way of viewing issues and problems that takes into consideration the different realities of women's and men's lives and recognizing that there is an unequal relationship between the two.
- p. Gender Planning - taking account of gender issues in planning. In development planning, gender issues are recognized in the identification of problems and addressed in development objectives.
- q. Gender Sensitive - having an understanding of the marginalized position of women and consciously challenging the attitudes and behaviors that reinforce women's subordinate status.
- r. Gender Sensitization - an experiential and critical process of learning and unlearning by an individual, female or male, about the causes and effects of the culturally determined roles of women and men.
- s. Gender sensitivity training - training that provides people with formal learning experiences 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 conscientization, which involves the ability to recognize the underlying issues of gender inequality, which form a pervasive obstacle to program progress.
- t. Indecent shows - are shows which include nude and/or other provocative gestures which further project and exhibit men and women as sex-objects.
- u. Indigenous people - a group of people who have continuously lived as organized community in communally bounded and defined territory, and who have, under claims of ownership since time immemorial, occupied, possessed, and utilized such territories, sharing common bonds of

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language, customs, traditions, and other distinctive cultural traits. They are regarded as indigenous on account of their descent from the populations who inhabited the country at the time of conquest or colonization, who retain some or all of their own social, economic, cultural, and political institution, and have been displaced from their traditional domains or may have resettled outside their ancestral domain.

- v. Minor – refers to persons below 18 years of age.
- w. Land-based projects – activities designed systematically in order to provide women the opportunity to have full-access and control over the maximum utilization of land and other indigenous resources.
- x. Mail Order Spouse – a practice where a Filipino, for money, profit, material, economic or other consideration, has for its purpose the matching or offering of a Filipino to a foreign national for marriage or common law partnership on a mail-order basis or through personal introduction, email, or websites on the internet.
- y. Other Places of Amusement – include all other places of amusement not specifically enumerated or otherwise provided for in this Code, including but not limited to nightclubs or dayclubs, cocktail lounges, super or family clubs, disco houses, minus-one or sing-along houses, bars or beer houses or gardens, fast food centers showing sports competitions, replay shows directly hooked up via satellite or those showing videocassette films or movies and other places of amusement where one seeks admission to entertain oneself by seeing, viewing or by direct participation or being venues primarily used to stage spectacles or hold public shows, exhibitions, performances, and other events meant to be viewed by an audience.
- z. Persons With Disabilities - those suffering from restriction or different abilities, as a result of a mental, physical or sensory impairment, to perform an activity in the manner or within the range considered normal for a human being;
- aa. Physical Plan - the physical structure or design of an office or building in accordance with existing laws and policies.
- bb. Places of amusement – includes theaters, cinemas, concert halls, circuses, and other places of amusement where one seeks admission to entertain oneself by viewing the show or performances.
- cc. Pornography – written, graphic or other forms of communication intended to excite lascivious feelings.
- dd. Prostitution - as defined in RA 10364 or the Expanded Anti-Trafficking in Persons Act of 2012, is any act, transaction, scheme or design involving the use of a person by another for sexual intercourse or lascivious conduct in exchange for money, profit or any other consideration.
- ee. Psychological Program - an intervention using a system approach to conditions of women as it views women's differentiated needs in a social context.
- ff. Reproductive Health – is a state of complete physical, mental and social well-being, not merely the absence of disease and infirmity, in all matters

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relating to the reproductive system and to its function and process. This implies that people are able to have a responsible, safe, consensual and satisfying sexual life, that they have the capability to reproduce and that they have the freedom to decide if, when, and how often to do so. This further implies that women and men attain equal relationships in matters related to sexual relations and reproduction.

gg. Reproductive health care - the access to a full range of methods, facilities, services and supplies that contribute to reproductive health and well-being by addressing reproductive health-related problems. It also includes sexual health, the purpose of which is the enhancement of life and personal relations. The elements of reproductive health care include the following:

1. Family planning information and services, which shall include, as a first priority, making women of reproductive age fully aware of their respective cycles to make them aware of when fertilization is highly probable as well as highly improbable;
2. Maternal, infant and child health and nutrition, including breastfeeding;
3. Proscription of abortion and management of abortion complications;
4. Adolescent and youth reproductive health guidance and counseling;
5. Prevention, treatment and management of reproductive tract infections (RTIs), human immunodeficiency virus (HIV) and acquired immunodeficiency syndrome (AIDS) and other sexually transmittable infections (STIs);
6. Elimination of violence against women and children and other forms of sexual and gender-based violence;
7. Education and counseling on sexuality and reproductive health;
8. Treatment of breast and reproductive tract cancers and other gynecological conditions and disorders;
9. Male responsibility and involvement and men's reproductive health;
10. Prevention, treatment and management of infertility and sexual dysfunction;
11. Reproductive health education for adolescents; and
12. Mental health aspects of reproductive health care.

hh. Sex trafficking - covert or overt recruitment of men, women and children into the sex trade industry, whether local or international.

ii. Sexual Harassment - a form of misconduct involving an act or a series of unwelcome sexual advances, requests for sexual favors, or other verbal or physical behaviour of a sexual nature, made directly, indirectly or impliedly.


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- jj. Sexuality - the expression of a person's thoughts, feelings, sexual orientation, and relationships, as well as the biology of their sexual response system.
- kk. Women as Sex Objects - 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.
- ll. Violence against women and their children - 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 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 result in or is likely to result in physical, sexual, psychological harm or suffering, or economic abuse including threats of such acts, battery, assault, coercion, harassment or arbitrary deprivation of liberty. It includes, but is not limited to, the following acts.
 - A. Physical Violence - acts that include bodily or physical harm;
 - B. Sexual violence - acts which are sexual in nature, committed against a woman or her child. It includes, but is not limited to:
 - a. 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 her/him to watch obscene publications and indecent shows or forcing the woman or her child to do indecent acts and/or make films thereof, forcing the wife and mistress/lover to live in the conjugal home or sleep together in the same room with the abuser;
 - b. acts causing or attempting to cause the victim to engage in any sexual activity by force, threat of force, physical or other harm or threat of physical or other harm or coercion;
 - c. Prostituting the woman or child.
 - C. Psychological violence - 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 mental infidelity. It includes causing or allowing the victim to witness the physical, sexual or psychological abuse of a member of the family to which the victim belongs, or to witness pornography in any form or to witness abusive injury to pets or to unlawful or unwanted deprivation of the right to custody and/or visitation of common children.
 - D. Economic abuse - acts that make or attempt to make a woman financially dependent which includes, but is not limited to the following:
 - 1. 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

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objects on valid, serious and moral grounds as defined in Article 73 of the Family Code;

2. deprivation or threat of deprivation of financial resources and the right to the use and enjoyment of the conjugal, community or property owned in common;
3. destroying household property;
4. controlling the victims' own money or properties or solely controlling the conjugal money or properties.

**ARTICLE II
GENDER AND DEVELOPMENT PROGRAMS**

Section 5. Integrated Gender and Development Program.

- a. The PGB shall ensure the integration of GAD in the local planning and budgeting system through the formulation of GAD plans as stipulated in DILG-DBM-NCRFW Joint Memorandum Circular No. 2001-01 "GUIDELINES FOR INTEGRATING GENDER AND DEVELOPMENT (GAD) IN THE LOCAL PLANNING SYSTEM THROUGH THE FORMULATION OF GAD PLANS";
- b. The PGB shall ensure that the Philippine Plan for Gender-Responsive Development, which was adopted through Executive Order 273 S. 1995 is implemented in relation to the services stipulated in Republic Act 7160 of the Local Government Code of 1991, particularly Sections 16 and 17 and other related provisions;
- c. The PGB shall ensure that all barangays and municipalities/city under its jurisdiction prepare a GAD plan addressing gender issues in their locality following Sections 16 and 17 and other related provisions of the Local Government Code of 1991;
- d. The PGB shall integrate gender concerns in the formulation of the Comprehensive Development and Physical Framework Plan (CDPFP), Comprehensive Land Use Plan (CLUP), and Annual Investment Program (AIP);
- e. The formulation of the GAD plan shall follow the regular planning and budget calendar and shall anchor on the existing CDPFP, CLUP, and AIP;
- f. It is the responsibility of the Provincial Planning & Development Coordinator to ensure that GAD projects/programs/activities (PPAs) are integrated into the local planning process.

Section 6. Support for Gender Studies. A sufficient amount shall be appropriated to gender-related documentation and research design, as well as the establishment, maintenance and utilization of a sex-disaggregated database with gender related information that could be used for the PGB's data bank for situational assessment of women's concerns in the Province.

Section 7. Popularization of Gender-fair Materials. There shall be an active promotion and publication of gender-fair materials in popular forms in the entire Province.


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Section 8. Integrated Gender Sensitive and Environment-Friendly Zoning Plan. An Integrated Gender-Sensitive and Environment-Friendly Zoning Plan for the Province shall be established, taking into consideration, among others, the following:

- a. Relocation of communities shall not deprive anyone of their sources of livelihood;
- b. Allocation sites shall not contribute to an increase in anyone's burden in economic, home and social production; and
- c. Housing and industrial project sites shall be those unproductive lands unsuitable for agricultural purposes.

Section 9. Community-Based Environment Plans and Programs. Everyone shall participate in pollution control, zero waste technology development, management, and preservation of forests, marine and aquatic resources, as well as indigenous reforestation, with due respect to indigenous people's rights to self-determination.

Section 10. Gender-Sensitive Natural Resources-Based Management Program. The PGB shall engage itself in a gender-sensitive natural resources-based management program.

Section 11. Role of Women in the Environment Impact Assessment Project. The PGB shall promote the active role of women in environmental impact assessment projects.

Section 12. Sufficient Budget for Basic Social Services. An amount necessary to underwrite basic social services for women and children in extremely difficult circumstances shall be allocated from any available source of funds.

Section 13. Training on Non-Traditional Occupation. Women shall be given an opportunity to acquire training in non-traditional occupations such as those related to science and technology.

**ARTICLE III
HEALTH**

Section 14. Statement of Policy. No woman shall be denied basic health and services such as those declared by the World Health Organization as necessary to respond to basic health needs, especially those that relate to maternal health care on purely financial grounds or due to a lack of access thereto.

Section 15. Budget for Women's Health. A substantial portion of the health budget of the PGB shall be allocated for women's health and services.

Section 16. Women's Control Over Their Bodies. Women's decision to prevent and control pregnancy without necessarily resulting in abortion shall be given appropriate support and guidance by all health professionals, private and public, at very minimal cost.

Section 17. Inclusive Health Care Delivery Service. The Provincial and Municipal/City Health Officers shall ensure inclusivity such that health care services are accessible to all regardless of one's sex, sexual orientation, gender

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identity, gender expression, age, race, disability, ethnicity, status, religion, or political affiliation.

Section 18. Reproductive Health Care. The PGB shall adopt the Reproductive Health Care approach at all levels of health care delivery. Such an approach shall integrate issues not previously considered central to the population, such as sexuality, reproductive tract infection and gender relations, which shall not be limited to family planning and childbearing.

Section 19. Reproductive Health Services. No hospital or medical facility operating within the territorial jurisdiction of the Province shall deny reproductive health services to any woman by reason of the latter's poverty.

Section 20. Information Education on Women's Health. The Office of the Provincial Health Officer in collaboration with the Office of the Provincial Population Officer and City/Municipal Health Offices shall endeavor to improve the implementation of education/information campaigns on women's health.

In connection with this, the PGB shall facilitate the celebration of the International Day of Action for Women's Health every May 28, where issues and concerns relative to the protection of and promotion of women's health shall be examined, deliberated, projected and government action sought.

Section 21. Protection Against Drug Abuse. A special task force shall be created and sustained by the PGB for the protection against drug abuse and the proliferation of illicit drugs.

**ARTICLE IV
EDUCATION AND TRAINING**

Section 22. Statement of Policy. The PGB shall endeavor to improve women's access to technology-based education and training programs.

Section 23. Literacy and Adult Education. In cooperation with the DepEd, non-formal education classes for all shall be held in identified schools in the Province. Anyone desiring to engage in functional and practical education shall be enlisted in the Adult Education Program, which shall be set-up in the city/municipalities in the Province.

Section 24. Gender-Fair Curriculum. The Province, in cooperation with the DepEd and CHED, shall ensure that the curriculum in all schools at all levels in the Province promotes complementary roles between women and men, and provides gender-sensitive material and gender-sensitivity orientation in all classes.

Section 25. Special Education for Women with Disabilities. The PGB shall ensure that all interested differently-abled women in the Province have access to special education programs.

Section 26. Sex Education. Sex education for the youth shall be introduced applying appropriate methodology.

Section 27. Scholarship Program. The PGB shall continue its inclusive scholarship programs for poor but deserving students.

**ARTICLE V
LABOR, EMPLOYMENT AND ECONOMIC OPPORTUNITIES**

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Section 28. Statement of Policy. The PGB shall ensure that all departments and offices engage in and expand their socioeconomic programs to include women as beneficiaries and implement programs and projects designed to further capacitate women to empower them to access medium and large-scale economic opportunities.

Section 29. Equal Access to Employment and Training Program. No one shall be denied employment opportunity on account of sex, sexual orientation, gender identity, gender expression, status, age, race, disability, ethnicity, religion, political affiliation or civil status as prescribed in the Labor Code of the Philippines, as amended by R.A. 6715.

Section 30. Wage and Benefits. Every employer shall comply with the minimum wage as prescribed by the Regional Tripartite Wage and Productivity Board and shall grant all benefits to all employees, such as maternity/paternity or solo parent leaves, sick and vacation leaves, retirement benefits, terminal leave, and other benefits provided by law.

Section 31. Facilities and Support System for Employees. The PGB shall ensure the safety and health of all employees. All government offices and establishments shall:

- a) Build separate clean toilet rooms, lavatories, lounges for men and women, and changing facilities available for men and women; and
- b) Construct breastfeeding, child rearing, and early childhood care centers/rooms for working parents while on their respective jobs.

Section 32. Orientation on Gender Sensitivity and Sexual Harassment. All government and private offices, schools, establishments, or companies, operating in the Province shall conduct or sponsor an annual orientation on gender sensitivity and sexual harassment for their respective personnel. Certificate of Compliance shall be submitted to the Provincial GAD Division.

Section 33. Organization and Functionalization of Local Councils for the Protection of Women and Children. The PGB shall ensure the functionality of the City/Municipal and Barangay Councils for the protection of women and children.

Section 34. Equal Access to Livelihood Assistance. All Provincial as well as City/Municipal departments and offices engaged in socio-economic programs shall increase their capital assistance, and/or subsidy to women, especially on land-based projects.

Section 35. Access to Science and Women Friendly Farming Technology Education. The Provincial/City/Municipal Public Employment Service Office Managers shall work in collaboration with other related line agencies of the Province and the private sector to ensure access to updated and women friendly technology to facilitate women's participation in the economic activities of their respective city/municipalities /barangays.

Section 36. Farmland for Women-Headed Families. Portions of agricultural lands, the ownership of which is transferred to the PGB by legal fiat, may be distributed to landless and indigent families who are interested and committed to tilling the land, giving priority to woman-headed households.


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Section 37. Employment Opportunities for Women with Disabilities. The PGB, in partnership with appropriate national government agencies, private groups and other entities, shall develop creative employment opportunities for differently-abled women, recognizing their differentiated conditions and potential as human beings.

Section 38. Healthy and Gender Fair Work Environment. The PGB shall ensure that the workplace, private or public, actualizes the principle of equality between women and men in all aspects of their employment. For this purpose, employers are required to provide seats proper for women, permit them to use such seats when they are free from each other and during working hours, provided they can perform their duties in this position without detriment to efficiency, and provide workers with the necessary gear to guard against the detrimental effects of the nature of their functions, such as the special support stocking for female workers required to perform their functions in standing positions.

Section 39. Benefit for Postpartum Women. Women with children 0-6 months old shall be entitled to a 15-day leave without pay to be availed of within the first six months of child delivery, provided that this benefit is separate and distinct from any existing maternity benefits provided for by existing laws, provided further that if the employer is already providing similar benefits over and above what existing laws require, such benefit shall be credited in compliance thereof.

Section 40. Gender-Sensitive Physical Plan. A physical plan appropriate for a gender-sensitive environment shall be adopted by all offices, agencies, establishments or companies which shall help prevent sexual harassment, sexual abuse and other forms of maltreatment in the workplace.

Section 41. Employment Assistance Program. The PGB, in cooperation with the Department of Labor and Employment, shall endeavor to assist poor students, the unemployed, and the underemployed in securing gainful employment.

Section 42. Provincial Based Registration of Domestic Workers or Kasambahay. The PGB shall come up with an annual survey of domestic workers or kasambahay in the barangays to monitor cases of sexual harassment, sexual abuse and other forms of maltreatment.

Employers must provide their domestic workers or kasambahay with a recreational day-off at terms and conditions mutually agreed upon by both parties.

Section 43. Spousal Support. While the spouses are jointly responsible for the support of the family, the relevant provisions of RA 9262 with regard to the entitlement of women and their children to support shall always be monitored and upheld.

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

Section 44. Statement of Policy. The PGB shall ensure fundamental equality before the law of men and women opens as an arena for their active participatory role in decision-making and development process.

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Section 45. Declaration of March 8 as Women's Day. As declared by the United Nations, March 8 shall be observed as International Women's Day. There shall be a provincial-level set of articles for women to increase their level of awareness and critical consciousness of the issues affecting them.

Section 46. Provincial Self-Organization of Women. The PGB, through the GAD Focal Point System (GFPS), shall encourage and support the formation of community-based organizations and facilitate their accreditation with the Sangguniang Panlalawigan.

Section 47. Participation of Women in Local Governance. To broaden and improve the participation of women in local government decision-making and administration, the PGB shall ensure the participation of women in the Sangguniang Panlalawigan and all Local Special Bodies in the Province. These women representatives in the Local Special Bodies shall be elected from among the accredited women's organizations in the Province as a concrete manifestation of women's participation in local governance as stipulated in RA 7160.

Section 48. National Children's Month. Pursuant to Republic Act No. 10661 and the Revised Bataan Children's Welfare Code, the PGB shall observe the month of November as National Children's Month and undertake projects in the observance thereafter.

Section 49. Creation of the Provincial GAD Focal Point System. The Provincial GFPS is hereby created and shall serve as the Focal Point of all GAD programs. The GFPS shall be composed of the following:

- | | |
|-----------------------|--|
| Chairperson | Provincial Governor |
| Co-Chairperson | SP Chairperson of the Committee on Women and Family |
| Members | Provincial Legal Officer
Provincial Administrator
Provincial Engineer
Provincial Agriculturist
Provincial Veterinarian
Provincial Environmental and Natural Resources Officer
Provincial Treasurer
Provincial Social Welfare and Development Officer
Provincial Human Resource Management Officer
Provincial Health Officer
Provincial Population Officer
Provincial Accountant
Provincial Assessor
Provincial Budget Officer
Provincial Information Officer
Provincial Public Employment Service Manager
Provincial Planning and Development Coordinator
Provincial General Services Officer
Provincial Cooperative and Enterprise Development Officer
Provincial Tourism Officer
Chief of Hospital, Orani District Hospital
Chief of Hospital, Jose C. Payumo Jr. Memorial Hospital
Chief of Hospital, Bagac Community and Medicare Hospital
SP Chairperson Committee on Appropriations |


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Provincial Director, Bataan Police Provincial Office
Provincial Women's Desk Officer
SP Indigenous People Mandatory Representative
Representative, Organization of Person with Disabilities
Representative, Academe
Representative, Recognized and/or Accredited NGO/CSO
Representative, Bataan Chamber of Commerce and
Industry (BACCI)
Representative, Provincial Women's Council

The GFPS shall be tasked with the following:

- a. Catalyze, coordinate, provide direction, monitor and serve as technical adviser on programs/projects on women/gender and development concerns within the province;
- b. Review the mandated tasks of the PGB as per RA 7192 and other Presidential directives on the course of action to be taken;
- c. Conduct a Gender-Responsive Planning Workshop;
- d. Make a comprehensive and integrated GAD Plan and Program for women in the Province and ensure the implementation thereof;
- e. Establish a GAD data bank system;
- f. Facilitate trainers' training on GAD;
- g. Ensure that GAD activities of the PGB are replicated at the city/municipal/barangay level;
- h. Assess the performance of the committee and learn from the experience of others by attending Annual Focal Point Assemblies; and
- i. Establish linkage with the Philippine Commission on Women (PCW).

The GAD Focal Point Officer that will be designated by the Provincial Governor shall have the following functions:

- a. See to it that GAD concerns, especially for women and children, are reflected in the Annual Budget of the PGB, both short- and long-term, and that implementation are made thereto;
- b. Ensure that plans & programs of the GFPS members are reflected in their performance evaluation reports, their targets, and accomplishments;
- c. Ensure that GAD plans & programs of other agencies operating within the Province are consolidated in their respective Development Plans;
- d. Prepare the Annual GAD reports to be submitted to the PPDC & DILG for monitoring & evaluation, which could be the basis for other financial funding and support; and
- e. Ensure that the observance of the month of March as "Women's Month" is given importance and shall be celebrated to motivate women about their role in nation-building.

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The Secretariat of the GFPS shall have the following functions:

- a. Document matters taken up in the GFPS during seminars, workshops, and meetings; and
- b. Prepare and furnish to the members the official minutes of meetings of the GFPS attested by the Presiding Officer.

For the purpose of institutionalizing the GFPS, certain amount shall be appropriated and taken from the five percent (5%) allocation for GAD PPAs:

- a. All formulated plans & programs on GAD approved by the Provincial Governor, including women and children, will be funded from the five percent (5%) appropriation for GAD-related activities;
- b. In cases where some critical activities cannot be funded from the regular budgets, concerned government departments or offices shall be advised to source these from supplemental budgetary requests and/or seek financial assistance, both local & foreign.

Section 50. Creation of Provincial Local Councils of Women. The Provincial Local Councils of Women shall be organized in the Province and shall be composed of accredited women's organizations existing in the Province.

Section 51. Organization of Women with Disabilities. The PGB, through the Office of the Provincial Social Welfare and Development Officer, shall encourage and support the organization of Women with Disabilities in the Province to focus on and facilitate responses to their special needs.

Section 52. Organization of Elderly Women. The Provincial Government Office of the Senior Citizen's Affairs shall encourage and support the organization of elderly women in collaboration with the Provincial Senior Citizen's Federation to give special focus on and facilitate response to their special needs.

Section 53. Women's Summit. The PGB, through the Provincial Local Council of Women, shall hold and convene a periodic Provincial Women's Summit to review women's development in all aspects of community life and make appropriate recommendations for actions thereon. Part of the summit's objectives is the attainment of higher outcomes such as gender equality, reduction of gender inequality, and elimination of discrimination against women with representation from various sectors.

**ARTICLE VII
SUPPORT SERVICES**

Section 54. Support Programs to Survivors of Violence. The PGB shall provide immediate support services to survivors of violence. Support services shall consist of, but are not limited to, legal, medical, psychosocial, shelter, and other forms of support services. These services shall be provided by the Office of the Provincial Social Welfare and Development Officer in coordination with the Office of the Provincial Population Officer and other involved agencies in accordance with the provisions of the Implementing Rules and Regulations (IRR) of this Code.

Section 55. Psychological Program. Women and children who are survivors of all forms of violence shall be registered in psychosocial programs which shall

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be carried out by the offices of the Provincial Social Welfare and Development Officer, Provincial Population Officer, Provincial Health Officer and other related agencies as provided in the IRR.

Section 56. Survivors' Support Group. There shall be an organized group to whom survivors of violence voluntarily agree to establish a professional helping process.

All investigations/hearing involving rape cases and other forms of violence against women and children conducted in the police stations, Prosecutor's Office and Trial Courts shall recognize and allow the Survivors' Support Group to be present in the courtroom as observers and to provide moral support to the survivors who are subject to litigation as expressly allowed or requested by the offended party, to the extent allowed by existing law or the Revised Rules of Court.

Section 57. Women's and Children's Desk (WCD's). The PGB shall ensure that local police stations have WCDs handled by women police officers who are duly trained GAD personnel.

Section 58. Role of Female Police Officers. Complaints of battering and other forms of abuse against women and children shall be handled by female officers in the local police who shall undergo special courses on handling cases affecting abused women and whose character and credibility do not violate the accepted ethical standards in handling such cases.

Section 59. Crisis Intervention Center. A crisis intervention center is hereby established to serve as a temporary shelter with appropriate support services for women and children in crisis under the management and supervision of the offices of the Provincial Social Welfare and Development Officer and Provincial Population Officer.

Section 60. Support Services for Women in the Entertainment Industry. The PGB shall provide socio-economic support services for women in the entertainment industry in its desire to concretely respond to their needs. The Office of the Provincial Social Welfare and Development Officer and the Office of the PES Manager shall make available alternate sources of income and livelihood to women engaged in the entertainment industry or places of amusement.

Section 61. Medical Routine Check-up. The Office of the Provincial Health Officer shall provide medical routine check-ups and medicines, if needed, to women in the entertainment industry and those engaged in places of amusement.

Section 62. Support and Development of Day Care Centers. The PGB shall ensure that day care centers are set-up in all barangays. Day Care Centers existing in the barangays shall be responsive to the need of the community to provide child care assistance to parents in order that they may be able to engage in economically productive activities. For this purpose, day care centers shall give priority to children aged 3-4 years old.

Section 63. Legal Education and Counseling. The PGB shall:

- a. Provide legal education and training for the community leaders, Barangay Officials, and members of the Lupong Tagapamayapa on legal counseling


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and arbitration to capacitate community workers to facilitate resolution of cases and family conflicts at the barangay level in coordination with the Office of the Provincial Social Welfare and Development Officer, GFPS, and other concerned NGOs;

- b. Provide a special paralegal training on gender issues and related matters for members of the Lupong Tagapamayapa for all barangays in the different municipality/city in partnership with the Liga ng mga Barangay and other NGOs.

Section 64. Medico-Legal Desk for Women. The Provincial Health Officer shall create a Medico-Legal Desk for Women to attend to women's medico-legal needs.

Section 65. Support Fund for the Senior Citizens Affair. The PGB shall allocate funds for livelihood assistance, routine physical check-ups, social group work programs and other appropriate socio-economic activities for the senior citizens charged to the GAD Budget of the Province.

CHAPTER II PENAL PROVISIONS

ARTICLE I VIOLENCE, DISCRIMINATION OR ABUSE

Section 66. Violence Against Women and their Children. Commission of VAWC, as defined herein, shall be punished and prosecuted under RA 9262.

Section 67. Sex Trafficking. Under RA No. 9208 or the Anti-Trafficking in Persons Act of 2003, as amended by RA Nos. 10364 and 11862, it shall be unlawful for any person, natural or juridical, to commit by means of a threat, or use of force, or other forms of coercion, or through abduction, fraud, deception, abuse of power or of position, or through taking advantage of the vulnerability of the person, or by giving or receiving payment or benefit to obtain the consent of a person having control over another person, any of the following acts:

- a. To recruit, obtain, hire, provide, offer, transport, transfer, maintain, harbor, or receive a person by any means, including those done under the pretext of domestic or overseas employment or training or apprenticeship, for the purpose of prostitution, pornography, sexual abuse or exploitation, production, creation, or distribution of child sexual abuse or exploitation material (CSAEM) or child sexual abuse material (CSAM), forced labor, slavery, involuntary servitude, or debt bondage;
- b. To introduce or match for money, profit, or material, economic or other consideration, any person or, as provided for under Republic Act No. 10906 or the Anti-Mail Order Spouse Act, any Filipino to a foreign national, for marriage for the purpose of acquiring, buying, offering, selling or trading him/her to engage in prostitution, pornography, sexual exploitation, forced labor, slavery, involuntary servitude or debt bondage;
- c. To offer or contract marriage, real or simulated, for the purpose of acquiring, buying, offering, selling, or trading them to engage in prostitution, pornography, sexual exploitation, forced labor or slavery, involuntary servitude or debt bondage;


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- d. To undertake or organize tours and travel plans consisting of tourism packages or activities for the purpose of utilizing and offering persons for prostitution, pornography or sexual exploitation;
- e. To maintain or hire a person to engage in prostitution or pornography;
- f. To adopt persons by any form of consideration for exploitative purposes or to facilitate the same for purposes of prostitution, pornography, sexual exploitation, forced labor, slavery, involuntary servitude or debt bondage;
- g. To adopt or facilitate the adoption of persons with or without consideration for the purpose of prostitution, pornography, sexual exploitation, forced labor, slavery, involuntary servitude or debt bondage, or to facilitate illegal child adoptions or child laundering, or for other exploitative purposes;
- h. To recruit, hire, adopt, transport, transfer, obtain, harbor, maintain, provide, offer, receive, or abduct a person, for the purpose of removal or selling the organs of said person;
- i. To recruit, transport, obtain, transfer, harbor, maintain, offer, hire, provide, receive, or adopt a child to engage in armed activities or participate in activities in the context of an armed conflict in the Philippines or abroad;
- j. To recruit, transport, transfer, harbor, obtain, maintain, offer, hire, provide, or receive a person by means defined in R.A. No. 9208, as amended by R.A. Nos. 10364 and 11868, for purposes of forced labor, slavery, debt bondage and involuntary servitude, including a scheme, plan, or pattern intended to cause the person either:
 - 1. To believe that if the person did not perform such labor or services, he or she or another person would suffer serious harm or physical restraint; or
 - 2. To abuse or threaten the use of law or legal processes.
- k. To recruit, transport, harbor, obtain, transfer, maintain, hire, offer, provide, adopt, or receive a child for purposes of exploitation or trading them, including the act of buying or selling a child, or both for any consideration or for barter for purposes of exploitation. Trafficking for purposes of exploitation of children shall include:
 - 1. All forms of slavery or practices similar to slavery, involuntary servitude, debt bondage, and forced labor, including recruitment of children for use in armed conflict;
 - 2. The use, procuring or offering of a child for prostitution, for the production of CSAEM or CSAM, or for pornographic performances;
 - 3. The use, procuring or offering of a child for the production and trafficking of drugs; and
 - 4. The use, procuring or offering of a child for illegal activities or work which, by its nature or the circumstances in which it is carried out, is likely to harm their health, safety or morals.
- l. To organize, provide financial support, or direct other persons to commit the offenses defined as acts of trafficking under R.A. No. 9208, as amended; and

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- m. To recruit, transport, obtain, transfer, harbor, maintain, offer, hire, provide, receive, or adopt a child for deployment abroad as migrant workers.

The commission of any acts enumerated in this section shall be prosecuted and penalized under RA 9208, as amended, and other relevant laws.

Section 68. Solicitation. It is unlawful for any person to solicit a person's service for sexual purposes, regardless of whether the solicitor profits or not from such acts. The commission of this act shall be punished and prosecuted under relevant laws.

Section 69. Other Forms of Sexual Harassment. Other than the acts defined as constitutive of sexual harassment under RA 7877 and RA 11313, the following shall constitute sexual harassment punishable under this Code:

- a. Displaying offensive or lewd pictures and publications in the workplace;
- b. Interrogating someone about their sexual activities or private life during interviews for employment, scholarship grant, or any lawful activity applied for except on physical or examination purposes;
- c. Repeatedly asking for dates despite verbal rejection;
- d. Staring or leering maliciously;
- e. Requesting sexual favors in exchange for a good grade, obtaining a good job, promotion;
- f. Any other unnecessary acts during physical examinations;
- g. Requiring a woman to wear suggestive or provocative attire during interviews, such as on-job hiring, promotions.
- h. Other analogous acts.

Violators of any of these acts shall be subjected to an imprisonment of six (6) months or a fine of Php 5,000.00 or both at the discretion of the Court.

Section 70. Indecent Shows. Public staging of indecent shows or shows offensive to the sensibilities of the public or depicting men and women as sex objects in private or public places, or tends to corrupt the morality of the youth shall be prosecuted under the Revised Penal Code or other applicable law.

Section 71. Commoditization. Any activity or form of beauty contest which tends to commodify, abuse, humiliate or treat women and men as sex objects shall be strictly prohibited within the territorial jurisdiction of the Province. For this purpose, the staging of beauty contests shall be permitted if it showcases not only the physical beauty of a person but also his/her talents and abilities. The City/Municipal Councils for the Protection of Women and Children are hereby mandated to jointly draw up and promulgate the guidelines that shall be adhered to in the conduct of staging or shows on beauty contests involving women, men and children.

Organizers of beauty contests violating these provisions shall be subject to a penalty such as the following:

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- a. For business organizations – a fine of Php 5, 000.00 and shall occasion a recommendation to the LGU concerned for the cancellation of business permit.
- b. For representatives of agencies, departments or local government units – a fine of Php 5,000.00, without prejudice to the filing of appropriate administrative offense.
- c. For educational institutions, charities, or welfare organizations - a fine of Php 5,000.00 and shall occasion a recommendation to the LGU concerned for the cancellation of license to operate.

Section 72. Forced Marriage. No person shall be forced to marry. Any person committing fraudulent or coercive acts to effect a forced marriage shall be held liable under this Code by imprisonment of one (1) year and a fine of Php 5,000.00 or both at the discretion of the Court. However, the customs and traditions of the indigenous people shall be taken into consideration and duly respected.

Section 73. Fund-Raising Initiatives. It shall be unlawful to conduct fund-raising initiatives as defined in this Code.

Violators of this provision shall be penalized by a fine of P5,000.00 or imprisonment of six months, or both, at the discretion of the Court.

**ARTICLE II
LABOR & EMPLOYMENT**

Section 74. Equal Access to Job Training and Promotion. No one shall be denied employment opportunities on account of sex, sexual orientation, gender identity, gender expression, status, age, race, disability, ethnicity, religion, political affiliation or civil status.

Violation by private employers shall constitute a fine of Php 5,000.00 and shall occasion a recommendation to the LGU concerned for the cancellation of the business permit. A government unit or agency head of office that violates this provision shall be held liable to a fine of Php 5,000.00, without prejudice to the filing of an appropriate administrative offense.

Section 75. Wage Benefits for Women. Employers shall comply with the minimum wage requirement as stipulated by the Regional Wage Board or passed by Congress and shall grant all the benefits to all women employees, such as maternity/paternity or solo parent leaves, sick and vacation leaves, retirement benefits, terminal leave, and other benefits provided by law.

Violation by private employers shall constitute a fine of Php 5,000.00 and shall occasion a recommendation to the LGU concerned for the cancellation of the business permit. A government unit or agency head of office that violates this provision shall be held liable for a fine of Php 5,000.00, without prejudice to the filing of an appropriate administrative offense.

Section 76. Facilities and Support System for Women. The employers shall ensure the safety and health of women employees in appropriate cases, as defined in Section 31 of this Code.

Violation by private employers shall constitute a fine of Php 5,000.00 and shall

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occasion a recommendation to the LGU concerned for the cancellation of the business permit. A government unit or head of office that violates this provision shall be liable for a fine of Php 5,000.00, without prejudice to the filing of an appropriate administrative offense.

Section 77. Reproductive Health Services. Establishments within the Province as well as labor-intensive industries shall provide access to reproductive health services to workers.

Violation by private employers shall constitute a fine of Php 5,000.00 and shall occasion a recommendation to the LGU concerned for the cancellation of the business permit or license to operate.

Section 78. Orientation on Sexual Harassment. All government and private offices, schools, establishments, or companies operating in the Province shall conduct orientations on sexual harassment.

Failure to comply with this provision by private employers shall constitute a fine of Php 5,000.00 and shall occasion a recommendation to the LGU concerned for the cancellation of the business permit. A government unit or head of office that violates this provision shall be liable for a fine of Php 5,000.00, without prejudice to the filing of an appropriate administrative offense.

Section 79. Gender-Sensitive Physical Plan. A physical plan appropriate for gender sensitivity shall be adopted by all offices, agencies, establishments, and companies which shall help prevent sexual harassment, sexual abuse and other forms of maltreatment in the workplace.

Failure to comply with this provision shall constitute a fine of Php 2,500.00 and shall occasion a recommendation to the LGU concerned for the suspension of the business permit or license for three (3) months.

**ARTICLE III
WOMEN IN THE ENTERTAINMENT INDUSTRY**

Section 80. Women in the Entertainment Industry. Women in the entertainment industry shall be recognized as wage earners, shall receive minimum wages and benefits afforded to workers, and shall render services only in the place of work as specified in the business permit of the establishment concerned.

Violation of this provision shall be penalized by a fine of Php 5,000.00 and shall occasion a recommendation to the LGU concerned for the cancellation of the business permit.

**ARTICLE IV
HEALTH RIGHT**

Section 81. Socialized Reproductive Health Services. All hospitals in the Province shall offer equitable and affordable reproductive health services for all. They shall not unduly deny any woman access to reproductive health services. In case of an emergency, a social worker or any authorized personnel shall be designated to conduct a rapid appraisal of the socio-economic status of the patient for admission purposes.

The President or the Chief of the hospital who unduly denies reproductive health services shall be penalized by a fine of Php 5,000.00.

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**ARTICLE V
SUPPORT**

Section 82. Support for Women and Children. All agreements or settlements reached at the barangay level relative to the support of a woman financially dependent on her spouse or their children shall be final and executory. Violators of such agreements or settlements shall be subjected to a fine of Php 5,000.00.

**ARTICLE VI
SPECIAL GROUP OF PERSONS**

Section 83. Sanction on Cases of Harassment Committed Against Differently-abled Persons. It shall be unlawful to commit harassment against differently-abled persons. The commission of such shall be penalized and prosecuted under relevant laws.

**ARTICLE VII
GENDER AND DEVELOPMENT ORIENTATION**

Section 84. GAD Orientation Training. All schools, office establishments or companies, departments and agencies including City/Municipal and Barangay agencies shall initiate gender sensitivity orientation and training which shall equip staff and students with theoretical and practical knowledge on gender issues and concerns. Likewise, schools, colleges and universities shall develop assessment tools for gender-bias.

Failure to comply with this provision shall constitute a fine of Php 5, 000.00.

**CHAPTER III
MISCELLANEOUS PROVISIONS**

**ARTICLE I
SOCIO ECONOMIC BENEFIT FOR WOMEN**

Section 85. Banks, Financial Institution and Cooperative Support System. All banks, financial institutions, and cooperatives are encouraged to open special windows for lending to women who lack access to traditional sources of collateral. This process ensures and protects the economic rights of women.

**ARTICLE II
PROVINCIAL GENDER AND DEVELOPMENT DIVISION**

Section 86. Creation of the Gender and Development Division. The GAD Division shall be created by virtue of this Code, which shall be under the Office of the Provincial Population Officer. It shall be responsible for the implementation of this Code in close coordination with the GFPS.

Section 87. Composition of the Provincial GAD Division. The GAD Division shall be composed of the following personnel:

1. Planning Officer II (SG-15);
2. Planning Officer I (SG-11); and
3. Administrative Aide II (SG-8),

subject to the formal creation of the foregoing positions through a separate proper issuance.

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Section 88. Functions of the GAD Division. For this purpose, the GAD Division shall:

- a. Assist the GFPS in the facilitation of gender mainstreaming efforts in the province through the GAD planning and budgeting process and formulation of the GAD Plan and Budget;
- b. Provide administrative and technical assistance and serve as the Secretariat to the GFPS;
- c. Coordinate with different NGAs, PGAs, LGUs, and private sector;
- d. Mobilize various sectors for gender programs and projects;
- e. Design capability building programs in relation to GAD mainstreaming of offices and units of the province;
- f. Conduct advocacy program and trainings in relation to GAD;
- g. Provide assistance to women and children in especially difficult circumstances, and
- h. Evaluate and monitor the GAD program in the Province.

**CHAPTER IV
FINAL PROVISIONS**

Section 89. Implementing Rules and Regulations (IRR). Within 60 days from the effectivity of this Code, a Technical Working Committee shall be formed for the effective and efficient formulation of the IRR.

Section 90. Funding. For the effective implementation of this Ordinance, at least five percent (5%) of the annual budget of the PGB is hereby appropriated.

Section 91. Repealing Clause. All ordinances, resolutions, circulars, memoranda, or, rules and regulations inconsistent with the provisions of this Code are hereby repealed and modified accordingly.

Section 92. Separability Clause. If for any reason, any portion or provision of this Code is declared unconstitutional or invalid, the other sections or provisions hereof, which are not affected thereby, shall continue to be in full force and effect.

Section 93. Supplementary Clause. On matters not provided for in this Code, any existing applicable laws and their corresponding IRR, Executive Orders, and relevant issuances issued therefore shall apply in a supplemental manner.

Section 94. Effectivity Clause. This Code shall take effect after compliance with the relevant requirements set forth under the Local Government Code of 1991.

UNANIMOUSLY ENACTED this 4th day of March 2024.

I HEREBY CERTIFY to the enactment of the foregoing Ordinance.



ATTY. MARK LORENZ C. QUEZON
Secretary to the Sangguniang Panlalawigan



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Acting Provincial Governor

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- Bottom: A signature.


BENJAMIN C. SERRANO, JR.
Board Member


MARIA MARGARITA R. ROQUE
Board Member


JOMAR L. GAZA, D.
Board Member


MANUEL N. BELTRAN
Board Member


ROMANO L. DEL ROSARIO
Board Member


NOEL JOSEPH L. VALDECAÑAS
Board Member


JORGE S. ESTANISLAO, M.D.
Board Member


ANGELITO M. SUNGA
Board Member


JOVY Z. BANZON
Board Member
(PCL President)


ROMAN HAROLD R. ESPELETA
Board Member


ROMEO A. AUSTRIA
Board Member
(FABC President)


LOVELY JOY A. POBLETE
Board Member
(SKF President)


FELICIANO G. MAGAY, JR.
Board Member
(IPMR)

ATTESTED:


ANTONINO B. ROMAN III, J.D., LL.M.
Acting Vice Governor & Temporary Presiding Officer

APPROVED:


MA. CRISTINA M. GARCIA
Acting Provincial Governor
Date: _____

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