



# 24<sup>th</sup> SANGGUNIANG BAYAN



SANGGUNIANG BAYAN

June 20/23 1:59 PM  
PROVINCE OF LEYTE

Republic of the Philippines  
**PROVINCE OF LEYTE**  
Municipality of Alangalang  
-000-

JUSTICE  
01-29-23  
1:38

## OFFICE OF THE SANGGUNIANG BAYAN

**EXCERPTS FROM THE MINUTES OF THE REGULAR SESSION OF THE SANGGUNIANG BAYAN OF ALANGALANG, LEYTE HELD AT THE LEGISLATIVE BUILDING SESSION HALL ON DECEMBER 12, 2022.**

### PRESENT:

- Vice Mayor Mario V. Bague -Presiding officer
- SB Member Gina Balderamos
- SB Member Ketchie Rex A. Barrantes
- SB Member Claire G. Yu
- SB Member Kenneth Spice M. de Veyra
- SB Member Kent Jefflord C. Guillermo
- SB Member Elmer D. Matobato
- SB Member Sheila Antoni-Rebato
- SB Member Ricardo Neil O. Eusores
- Punong Barangay Milagros E. Salazar - LIGA President
- SB Member Jan Reian Niño C. Saavedra -PPSK President

### MUNICIPAL ORDINANCE NO. 2022- 06

**GENDER AND DEVELOPMENT CODE OF ALANGALANG, LEYTE  
“(GAD CODE)”**

### SPONSOR: HON. GINA BALDERAMOS

**Chairman on Committee on Women, Children and Family Welfare  
Chairman Committee on Human Rights and Protection and Police Matters  
Chairman Committee on Senior Citizens and PWD**

### CO-SPONSORS:

- HON. KETCHIE REX A. BARRANTES
- HON. SHEILA ANTONI-REBATO
- HON. CLAIRE G. YU
- HON. KENT JEFFLORD C. GUILLERMO
- HON. JAN REIAN NIÑO C. SAAVEDRA

**APPROVED on 3<sup>rd</sup> and final reading on December 12, 2022.**

On motion of SB Member Gina Balderamos duly seconded en masse by all Sangguniang Bayan Members present be it-

**Section 84. Supplementary Clause.** On matters not provided for in this Code, any existing applicable law and its corresponding implementing rules and regulations, executive orders and relevant issuances issued therefore shall apply in supplementary manner.

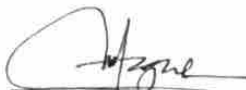
**Section 85. Repealing Clause.** All ordinances, resolutions, memoranda, orders and other issuances which are inconsistent with this Code are hereby repealed or modified accordingly.

**Section 86 Effectivity.** This Code shall take effect upon approval by the Municipal Mayor and upon compliance with the mandatory posting and publication requirements prescribed under Republic Act No. 7160, otherwise known as the Local Government Code of 1991.

I **HEREBY CERTIFY** to the correctness of the foregoing ordinance enacting  
Municipal Ordinance No. 2022-06

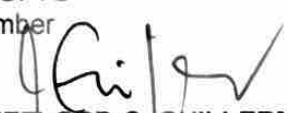
  
**DANI R. DE VEYRA**  
Board Secretary V

**ATTESTED AND CERTIFIED  
TO BE DULY ENACTED:**

  
**MARIO V. BAGUE**  
Municipal Vice Mayor  
Presiding Officer


  
**GINA BALDERAMOS**  
SB Member

  
**CLAIRE G. YU**  
SB Member

  
**KENT JEFFLORD C. GUILLERMO**  
SB Member

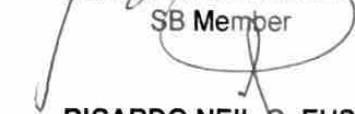
  
**SHEILA ANTONI-REBATO**  
SB Member

  
**MILAGROS E. SALAZAR**  
SB Member  
LIGA President

  
**KETCHIE REX A. BARRANTES**  
SB Member


  
**KENNETH SPICE M. DE VEYRA**  
SB Member

  
**ELMER D. MATOBATO**  
SB Member

  
**RICARDO NEIL O. EUSORES**  
SB Member

  
**JAN REINALDO C. SAAVEDRA**  
SB Member  
PPSK President

**APPROVED:**

  
**LOVELL ANNE YU-CASTRO**  
Municipal Mayor



## TABLE OF CONTENTS

<b>CHAPTER 1 – GENERAL PROVISIONS</b>	<b>GENERAL PROVISIONS</b>	<b>1</b>
	<b>ARTICLE I – Title and Statement of Policy and Definition</b>	<b>1</b>
	Section 1. Title	1
	Section 2. Declaration of General Policy	1
	Section 3. Scope	2
	Section 4. Legal Mandates	2
	Section 5. Definition of Terms	7
<b>18</b>	<b>ARTICLE II – Related Principles</b>	
	Section 6. Principles of Human Rights and Women’s Rights	
	Section 7. Rights of Women Defined	
<b>21</b>	<b>CHAPTER 2 – STRUCTURE, GOVERNANCE AND INSTITUTIONAL MECHANISM</b>	
<b>21</b>	<b>ARTICLE I – Gender and Development (GAD) Unit Establishment</b>	
	Section 8. Establishment of Gender and Development (GAD) Unit.	
<b>21</b>	Section 9. Composition of the Gender and Development Unit	21
	Section 10. Appointment, Qualifications, Duties and responsibilities of GAD Unit Personnel	22
	Section 11. Functions of the GAD Unit.	23
	<b>ARTICLE II – Creation and Strengthening of the LGU Gender and Development (GAD) Focal Point System</b>	<b>23</b>
	Section 12. Creation of the Municipal GAD Focal Point System (GFPS)	23
	Section 13. General and Specific Functions of GAD Focal Point System (GFPS)	23
	Section 14. Structure of the GAD Focal Point System.	24
	Section 15. GFPS Executive Committee	25
	Section 16. GFPS Technical Working Committee	25
	Section 17. GAD Monitoring and Evaluation Team	25
	Section 18. Creation of the Barangay GAD Focal Point System	26
	Section 19. GAD Unit as GFPS Secretariat	26
	Section 20. Responsibilities of the GAD Focal Point System	26
	<b>ARTICLE III – ESTABLISHMENT OF GAD DATABASE SYSTEM</b>	<b>29</b>
	Section 21. LGU GAD Database	29
	<b>ARTICLE IV – Integrated Gender and Development Programs</b>	<b>30</b>
	Section 22. Gender and Development Programs, trainings, events and celebration	30
	Section 23. Develop and Support for Gender and Development Studies	31
	Section 24. Gender-responsive facilities and support system to employees and other constituents.	31
	Section 25. Creation of Committee on Decorum and Investigation (CODI)	31
	Section 26. Gender-responsive local development plans and programs and policies	32
	Section 27. Gender responsive Environmental programs	32
	Section 28. Use and Promotion of Gender-fair language and IEC materials.	33
<b>33</b>	<b>CHAPTER 3 – DEVELOPMENT AREAS AND GAD RELATED INTERVENTIONS</b>	
	<b>ARTICLE I – Expanded Economic Opportunities</b>	<b>33</b>
	Section 29. Women’s Economic Empowerment	33
	A. Trade, Industry and Services	33

*Alvin A. Yus*

B. Agriculture, Fishery and Forestry .....	37
Section 30. Labor and Employment .....	38
<b>ARTICLE II – Accelerated Human Capital Development Through Investing in Gender Equality .....</b>	<b>39</b>
Section 31. Health, Nutrition, Sexual and Reproductive Health .....	39
Section 32. Nutrition Program .....	42
Section 33. Mental Health Protection and Prevention Program .....	43
Section 34. Strengthening the technical Capability of Municipal Health Office .....	43
Section 35 Gender-responsive approach on Pre-Marriage Counselling and Responsible Parenthood Counselling .....	44
Section 36. Gender responsive parent effectiveness Service .....	44
Section 37. Education, Trainings and Scholarship .....	44
Section 38. Special Education for Differently-Abled Persons .....	46
Section 39. Accessible and Affordable Shelter and Housing .....	46
<b>ARTICLE III – GENDER-BASED VIOLENCE AND ENHANCE GENDER JUSTICE SYSTEM .....</b>	<b>47</b>
Section 40. Protection of Women and Children from Violence .....	47
Section 41. Establishment of a Barangay Violence Against Women and Children (VAWC) Desk .....	47
Section 42. Creation of plantilla or permanent position as VAWC Desk Officer .....	47
Section 43. Comprehensive Support to Women and children’s survivors of gender-based violence .....	47
Section 44. Enhance Psychological/Psychiatric Intervention Programs .....	44
Section 45. Advocacy Campaigns on Gender-based violence .....	48
Section 46. Enforcement of Anti-Sexual Harassment Act and Safe Spaces Act. ....	49
Section 47. Creation and Strengthening of Municipal Inter-Agency Council against Trafficking (IACAT)-VAWC .....	49
Section 48. Institutionalization of the Bantay Panimalay .....	50
<b>ARTICLE IV – SECURITY AND CONFIDENTIALITY PROVISIONS .....</b>	<b>51</b>
Section 49. Secure and Conducive Environment for Investigation .....	51
Section 50. Establishment of a Crisis Intervention Unit (CIU) at the GAD Unit .....	51
Section 51. Survivor’s Support Group .....	51
Section 52. Rehabilitation Service for VAWC Perpetrators through Counselling .....	51
Section 53. Raids .....	51
<b>ARTICLE V- JUSTICE, PEACE AND ORDER .....</b>	<b>52</b>
Section 54. Strengthening of Women and Children Protection Desk (WCPD) .....	52
Section 55. Investigation/Examination of rape Survivors .....	52
Section 56. Protective Measures .....	52
<b>ARTICLE VI – EXPANDED OPPORTUNITIES FOR WOMEN’S PARTICIPATION, LEADERSHIP AND BENEFITS IN DISASTER RESILIENCE AND HUMANITARIAN ACTION .....</b>	<b>53</b>
Section 57. Disaster Risk Reduction and Management .....	53
<b>ARTICLE VII – WOMEN’S PARTICIPATION, LEADERSHIP AND BENEFITS IN SCIENCE, TECHNOLOGY &amp; INNOVATION, ICT, INFRASTRUCTURE AND ENERGY .....</b>	<b>55</b>
Section 58. Science, technology and Innovation & Information, Communication Technology (ICT) .....	55
Section 59. Infrastructure and Transportation .....	56
Section 60. Energy .....	57
<b>ARTICLE VIII– ENHANCED WOMEN’S PARTICIPATION AND BENEFITS IN POLITICS AND GOVERNMENT SERVICE .....</b>	<b>57</b>
Section 61. Women and Politics .....	57
Section 62. Representation of Women’s Council in Local Special Bodies and Committees .....	58

*Whai Aps*

Section 63. Women and Civil Service	58
<b>ARTICLE IX – TRANSFORMING SOCIAL NORMS AND CULTURE, PROMOTE GENDER EQUALITY AND WOMEN’S EMPOWERMENT</b>	<b>58</b>
Section 64. Transforming Social Norms	58
Section 65. Communications, Media, Film and Arts	59
<b>ARTICLE X – ANTI -DISCRIMINATION AND SOCIAL PROTECTION</b>	<b>60</b>
Section 66. Prohibiting Discrimination on the basis of Sexual Orientations and Gender Identity	60
Section 67. Advocacy of Differently-Abled Women and Men’s rights	61
Section 68. Reporting of cases of harassment committed against differently-abled persons	61
Section 69. Create and strengthen organizations of differently -abled persons.	61
Section 70. Provision of support and access, and enforcement of RA 8972 Solo Parent Welfare Act, RA 10361 Domestic Worker or Batas Kasambahay Act and RA 9994 “Expanded Senior Citizens Act of 2010”	61
Section 71. Enhanced Access to Social Protection of Marginalized Sector	61
<b>CHAPTER 4 PENAL PROVISIONS</b>	<b>62</b>
Section 72 Violation of the Provision of this Code	62
Section 73. Adoption of Section 42 MCW	62
Section 74. The Sangguniang Ethics Committee	62
Section 75. Non-disclosures of survivors and offender identities	62
Section 76. Immediate Action on report and /or delivery of Service	62
Section 77. Adoption of existing national laws and its penal provisions	63
<b>CHAPTER 5 – TRANSITORY AND IMPLEMENTATION PROVISION</b>	<b>64</b>
Section 78. Implementing Rules and Regulations	64
Section 79. GAD Budget	64
Section 80. Attribution of GAD Budget	64
<b>CHAPTER 6 – FINAL PROVISIONS</b>	<b>65</b>
Section 81. GAD Code Implementation	65
Section 82. Compliance Report	65
Section 83. Separability Clause	65
Section 84. Supplementary Clause	65
Section 85. Repealing Clause	65
Section 86. Effectivity	65

*Phel A. Jr.*

Republic of the Philippines  
PROVINCE OF LEYTE  
Municipality of Alangalang

Office of the Sangguniang Bayan

RESOLUTION NO. \_\_\_\_\_

**GENDER AND DEVELOPMENT CODE OF ALANGALANG, LEYTE  
“(GAD CODE)”**

**CHAPTER 1 – GENERAL PROVISIONS**

**ARTICLE I**

**TITLE AND STATEMENT OF POLICY AND DEFINITION**

**Section 1. Title.** This Enacting Ordinance shall be known as the “Gender and Development Code of Alangalang, Leyte”, hereinafter referred to as the GAD Code.

**Section 2. Declaration of General Policy**

It shall be the policy of the local Government unit of Alangalang, Leyte to uphold the rights of women, men and children and the belief in their worth and dignity as human beings. Women shall be recognized as full and equal partners of men in development and nation building. This GAD Code is a concrete manifestation of the Municipal Government’s strong adherence to democratic principles and significant initiative aimed at mainstreaming women’s practical and strategic needs, ensuring the fundamental equality before the law, attaining their full potentials in the development process and achieving gender equality and justice.

The Local Government Unit of Alangalang, Leyte shall actively contribute to the establishment of national and international economic order based on sustained, equitable growth and balance ecology. Development efforts undertaken should enhance women’s full potentials, uplift their status and lead to the improvement of their quality of lives, their families and that of their communities and co- create safe, equal environment for everyone regardless of sexual orientation, gender and status.

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

Towards this end, the Local Government Unit of Alangalang, Leyte shall pursue and implement vigorously gender-responsive development policies, designs integrated gender inclusive economic development support system, taking into considerations women's immediate economic survival with support for their efforts to empowerment and self-determination, adopt and implement measures to protect and promote human and women's rights.

**Section 3. Scope.** This ordinance shall be implemented within the territorial jurisdiction of the Municipality of Alangalang including all individuals, public and private institutions and agencies.

**Section 4. Legal Mandates.** The adoption of this GAD Code is in line with the Municipality's promotion, recognition and fulfillment of human and women's social and economic empowerment rights, gender-responsive development policies and programs and gender transformative governance, pursuing gender equality and justice to attain a sustainable, just and equal society.

The enactment of GAD Code is in consonance with the existing national laws, policies and international commitments for the Local Government Unit to address all gender-based discrimination, inequalities and injustice.

**1. International Laws and Conventions and treaties that protect women's rights and promote gender equality:**

- a. *The 1948 Universal Declaration of Human Rights which establishes women's rights as human rights*
- b. *The 1979 UN Convention on the Elimination of All forms of Discrimination Against Women (CEDAW), a landmark international bill of rights of women which articulates the economic, political and socio-cultural rights:*
- c. *The 1995 Beijing Platform of Action (BPA). Twelve (12) key areas where urgent action was needed to ensure greater equality and opportunities for women and men, girls and boys. It also laid out concrete ways for countries to bring about change. UN Women works with governments and partners to ensure such change is real for women and girls around the world.*
- d. *The 2030 Agenda for Sustainable Development Goals giving emphasis on SD 5 Gender Equality – Achieve Gender Equality and Empower All Women and Girls*
- e. *The Equal Remuneration Convention and Discrimination (Employment and Occupation) of the International Labour Organization (ILO)*
- f. *The International Covenant on Civic and Political Rights (ICCPR)*
- g. *The International Covenant on Economic, Social and Cultural Rights (ICESCR)*
- h. *Convention against Torture (CAT)*

*Handwritten signature*

*Handwritten mark*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

- i. *International Convention on Civil and Political Rights (ICCPR)* *Convention on the Rights of Persons with Disabilities (CRPD)* *Convention on the Rights of the Child (CRC)*

## 2. National Laws and Policies

- ✓ *The Philippine Constitution of 1987.*
  - *a.1 Section 14, Article II* states that "the State recognizes the role of women in nation building and shall ensure the fundamental equality before the law of women and men";
  - *a.2. Section 11, Article II* "The State values the dignity of every human person and guarantees full respect for human rights;
  - *a.3. Section 1 (a), Article XIII,* "the enactment of measures that protect and enhance the right of the people to human dignity, reduce, social and economic, and political inequalities and remove cultural inequities shall be given highest priority.
  - *Section 1, Article III,* that no person shall be deprived of life, liberty and property without due process of law, nor shall any person be denied the equal protection of the law.
- ✓ *Republic Act 7160, The Local Government Code of 1991* that articulates responsibilities as public servants to strengthen their mandates to work for the public good that aims to empower disadvantaged sectors and communities and or enhances the capability of local officials to make government truly serve the people while promoting the participation of constituents in the development of locality.
- ✓ *Republic Act 7192 or the Women in Development and Nation Building Act* which promotes the integration of women as full and equal partners of men in development and nation building;
- ✓ *Republic Act 9710 or An Act Providing for the "Magna Carta of Women".* A comprehensive women's human rights law that seeks to eliminate discrimination through the recognition, protection, fulfillment, and promotion of the rights of Filipino women, especially those belonging in the marginalized sectors of society.
- ✓ *Executive Order 273* that states the approval and adoption of Philippine Plan for Gender-Responsive Development 1995-2025 and directing all government agencies
- ✓ *Republic Act 11648- An Act Providing Stronger Protection Against Rape and Sexual Exploitation and Abuse, Increasing the Age for Determining the Commission of Statutory Rape,* amending for the purpose Act No. 3815 as Amended, otherwise Known as Revised Penal Code, Republic Act No. 8553 also known as "The Anti-Rape Law of 1997, "and

*Handwritten signature*

*Handwritten mark*

*Philippines*

*Handwritten signature*

*Handwritten mark*

*Handwritten initials*

3  
*Handwritten signature*



Republic Act 7610, as amended, otherwise known as The Special Protection of Children Against Abuse, Exploitation and Discrimination Act".

- ✓ Republic Act 11596, An Act Prohibiting the Practice of Child Marriage and Imposing Penalties for violations thereof.
- ✓ Republic Act 11210, An Act Increasing the Maternity Leave Period to One Hundred Five (105) Days for Female Workers With an Option to Extend for an Additional Thirty (30) Days Without Pay, and Granting an Additional Fifteen (15) Days for Solo Mother, and For Other Purposes.
- ✓ Republic Act 11148. Kalusugan at Nutrisyon ng Mag-Nanay Act.
- ✓ Republic Act 11313, Safe Spaces Act
- ✓ Republic Act 10906, Anti Mail Order Spouse Act, An Act Providing Stronger Measures Against Unlawful Practices, Businesses, and Schemes of Matching and Offering Filipinos to Foreign Nationals for Purposes of Marriage of Common Law Partnership, Repealing for the Purpose Republic Act No. 6955, Also Referred to as the "Anti-Mail Order Bride Law"
- ✓ Republic Act 10398, An Act Declaring November Twenty-Five of Every Year as "National Consciousness Day for the Elimination of Violence Against Women and Children"
- ✓ Republic Act 10361, Domestic Workers Act or Batas Kasambahay.
- ✓ Republic Act 10354, The Responsible Parenthood and Reproductive Health Act of 2012.
- ✓ Republic Act 10364, "Expanded Anti-Trafficking in Persons Act of 2012", An Act to Institute Policies to Eliminate Trafficking in Person Especially Women and Children, Establishing the necessary Institutional Mechanisms for the Protection and Support of Trafficked Persons, Providing Penalties for its Violations and For other Purposes.
- ✓ Republic Act 10174, An Act Establishing the People's Survival Fund to Provide Long-Term Finance Streams to Enable the Government to Effectively Address the Problem of Climate Change
- ✓ Republic Act 10121, "Philippine Disaster Risk Reduction and Management Act of 2010"
- ✓ Republic Act 9995, Anti-Photo and Video Voyeurism Act of 2009.
- ✓ Republic Act 9994 "The Expanded Senior Citizens Act of 2010".
- ✓ Republic Act 9775, "Anti-Child Pornography Act of 2009".
- ✓ Republic Act 9729, "Climate Change Act of 2009".
- ✓ Republic Act 9501, "Magna Carta for Micro, Small and Medium Enterprises".
- ✓ Republic Act 9344 Juvenile Justice and Child Welfare
- ✓ Republic Act 9262 Anti Violence Against Women and their Children Act of 2004
- ✓ Republic Act 9208, "Anti-Trafficking in Persons Act of 2003"
- ✓ Republic Act 8980, "Early Childhood Care and Development Act".
- ✓ Republic Act 9178, "Barangay Micro Business Enterprises Act of 2002".
- ✓ Republic Act 8972, "Solo Parents Welfare Act of 2000".

*Handwritten signature*

*Handwritten mark*

*Handwritten signature*

*Handwritten signature*

*Handwritten mark*

*Handwritten mark*

*Handwritten mark*

*Handwritten mark*

4  
*Handwritten signature*

- ✓ Republic Act 8289, *Magna Carta for Small Enterprises*".
- ✓ Republic Act 8353, *"The Anti-Rape Law"*.
- ✓ Republic Act 8344, *"An Act Penalizing the Refusal of Hospitals and Medical Clinics to Administer Appropriate Initial Medical Treatment and Support in Emergency of Serious Cases"*.
- ✓ Republic Act 7877, *"Anti-Sexual Harassment Act of 1995"*.
- ✓ Republic Act 7600, *"The Room-in and Breast-feeding Act of 1992"*.
- ✓ Republic Act 7305, *"Magna Carta of Public Health Workers"*.
- ✓ Republic Act 7277, *"Magna Carta for Disabled Persons"*.
- ✓ Republic Act 6972, *"Barangay -Level Total Development and Protection of Children", An Act Establishing a Day Care Center in Every Barangay"*.
- ✓ Republic Act 6949, *"National Women's Day", An Act to Declare March Eight of every year as a Working Special Holiday to be Known as National Women's Day"*.
- ✓ Republic Act 6657, *"Comprehensive Agrarian Reform Law"*.
- ✓ Republic Act 10679, *Youth Entrepreneurship Act* promoting entrepreneurship and financial education among Filipino youth
- ✓ Republic Act 11032, *Ease of Doing Business Act*, to promote efficiency in the delivery of government service to the public by reducing bureaucratic red tape, preventing graft and corruption.
- ✓ *Joint Memorandum Circular (JMC)*
  - *Joint Memorandum Circular 2022 -001 -DOH-DILG-POPCOM-PCW Strengthening the Local Implementation of RPRH-Related Programs, Projects and Activities (PPA) Through Various Fund Sources –*
  - *Joint Memorandum Circular 2021-001 DILG-DSWD-DOJ-Guidelines in Handling Violence Against Women and Children (VAWC) and other Gender-based Violence Emergencies Reported Through Emergency 911 National Emergency Hotline*
  - *Joint Memorandum Circular –2020-001 - DILG-PCW, Guidelines on the Localization of the Safe Spaces Act*
  - *Joint Memorandum Circular 2018-04 PCW MC Revised Guidelines in the Preparation of GAD Agenda*
  - *Joint Memorandum Circular 2013-01 Guidelines on the localization of the Magna Carta of Women*
  - *Joint Memorandum Circular 2016-01 – Amendments to PCW-DILG-DBM-NEDA JMC No. 2013-01 Guidelines on the Localization of the Magna Carta of Women.*
  - *Joint Memorandum Circular – 2016-01 Creation of Regional Development GAD Council*

*clio*

*f*

*per*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

- *PCW Memorandum Circular 2016-01 – Allowing Married Women to Retain and Use their Maiden name in lieu of their Husband's Surname in accordance to existing laws and pertinent jurisprudence.*

### 3. Local Ordinances and Policies

- a. Municipal Ordinance No. 07-07 Series of 2007 Minors Ordinance of the Municipality of Alangalang
- b. Municipal Ordinance No. 08-02- Series of 2008, Creating the Local Youth Dev. Council of the Municipality of Alangalang for other purposes
- c. Municipal Ordinance No. 01- Series of 2015, Ordinance Adopting the women friendly spaces as one of the projects under GAD
- d. Municipal Ordinance No. 05- Series of 2015 Children Welfare Code of the Municipality of Alangalang
- e. Municipal Ordinance No.12-02 Series of 2012, The Barangay Officials & Barangay Workers Welfare Act of the Municipality of Alangalang
- f. Municipal Ordinance No. 10 Series of 2016 creating a Municipality Drinking Water Quality Monitoring Committee & its TWG
- g. Municipal Ordinance No. 06- S of 2016, An ordinance implementing the Tuberculosis Care Assistance Program (TBCAP) & its Implementing Rules & Regulation
- h. Municipal Ordinance No. 05 – Series of 2016, An Ordinance Establishing Water Conservation Program in the Municipality
- i. Municipal Ord. No. 04 Series of 2017 An ordinance enacting the sanitation code of the Municipality pursuant to local code of 1991
- j. Municipal Ordinance No. 03 – A Series of 2017, Mandating the Establishment of VAWC Desk in every Barangay. Municipal Ordinance No. 03 Series of 2017, An Ordinance Regulating the Sale & use of fire crackers, fireworks & any other pyrotechnic devices the municipality & providing penalty
- k. Municipal Ordinance No. 01 Series of 2017, An Ordinance Establishing the Municipal Environment & Natural Resources Office of Alangalang, Leyte
- l. Municipal Ordinance No. 02 Series of 2017, An Ordinance Establishing & Creating the Office of the Senior Citizens Affair (OSCA) in the Municipality of Alangalang
- m. Municipal Ordinance No. 07 Series of 2018, An Ordinance Requiring to Plant Avocado Tree as a Pre- Requisite of Couples applying for Issuance of Marriage License in the Municipality

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

6  
*Handwritten signature*

- n. Municipal Ordinance No. 06 Series of 2018, An Ordinance Prohibiting the use, of Sale Distribution & Advertisement of Cigarettes in certain places, imposing penalties for violations thereof and Providing Funds thereof and other purposes.
- o. Municipal Ordinance No. 04 Series of 2018, Comprehensive Anti- Rabies ordinance of Municipality of Alangalang, Leyte.
- p. Municipal Ordinance No. 04 Series of 2019, An Ordinance Implementing the animal bites Package and it's implementing Rules and Regulations.
- q. Municipal Ordinance No. 01 Series of 2019, Regulating the use of plastic bags in the Commercial establishments in the Municipality and provide penalties for violations thereof.

*Handwritten signature*

**Section 5. Definition of Terms.** For the purpose of this ordinance, the following terms shall mean as follows:

**Access** - is an opportunity for a person to make use of existing political, economic and time resources or benefits.

**Anticipatory Action** – is a set of actions taken to prevent or mitigate potential disaster impacts before a shock or before acute impacts are felt. It is increasingly recognized as a key solution to reducing the impacts of climate change and extreme weather events.

**Child Labor** – employment of children below 15 years of age in public and private undertaking as provide in RA 7610 and as amended in RA 7858

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

**Control** – is the ability of a person to define the use of resources and impose on others.

**Discrimination Against Women** - refers to any gender-based distinction, exclusion, or restriction which has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil, or any other field.

**Empowerment**- individual or collective action by the disadvantage to overcome the barriers brought by structural inequalities and be able to reach its full potential socially, economically and politically.

**Feminism** – a worldwide movement that seeks to raise women's political, economic and social status and fights for gender equality in all aspects and social status and fights

*Handwritten signature: Phil A. Per...*

*Handwritten mark: a downward arrow with a horizontal line*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

**Feminist** – one who recognizes women’s oppression and discrimination and works towards its elimination.

**Gender**- refers to roles, attitudes and values assigned by culture and society to women and men. These roles, attitudes and values define the behaviors of women and men and the relationship between them. They are created and maintained by social institutions such as families, governments, communities, schools, churches and media. Because of gender, certain roles, traits and characteristics are assigned or ascribed distinctly and strictly to women or to men.

**Gender Analysis**- a systematic way of analyzing and comparing: a) the differential perspectives, roles, needs and interests of women, and men in a project area or institution: b) the relations between women and men pertaining to their access to and control over resources, benefits and decision-making processes: c) the potential differential impact of program or project interventions on women and men, girls and boys; and d) the social and cultural constraints, opportunities and entry points for reducing gender inequalities and promoting more equal relations between women and men.

**Gender Audit** – refers to a form of “social audit” or “quality audit” which determines the organization’s internal practices and related support systems for gender mainstreaming are effective, reinforcing each other and are being followed. This tool or process assists organizations in establishing a baseline, identifying critical gaps and challenges, and recommending ways of addressing them.

**Gender and Development (GAD)** refers to the development perspective and process that is participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices; seeks to transform society’s social, economic, and political structures and questions the validity of the gender roles they ascribed to women and men; contends that women are active agents of development and not just passive recipients of development assistance; and stresses the need of women to organize themselves and participate in political processes to strengthen their legal rights.

**Gender and Development (GAD) Focal Point System (GFPS)** - a mechanism created in all government agencies and local government units with the primary function of ensuring the development, implementation and monitoring and evaluation of agency /LGU GAD Policies, programs and projects. It also serves as the advisory body on GAD related matters; leads in assessing the policies, strategies and programs of agencies /LGUs with reference to the priority

*Handwritten signature*

*Handwritten mark*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature with the number 8 written above it*

needs and concerns of women in their area/sector and the performance vis a vis GAD-related targets of their agency/LGUs; generates statistic on the status of women persona and clients; and establishes strong linkages and partnership with NGOS/POS that have integrated gender concern in their institutions and promote their participation in the development planning cycle.

**Gender Discrimination** – overt behavior in which people are given different and unfavorable treatment on the basis of their race, class, sex and cultural status; any practice, policy or procedure that denies equality of treatment to an individual or group. It is any distinction, exclusion or restriction made on the basis of sex, which has the purpose or effect of denying equal exercise of human rights and fundamental freedoms in all fields of human endeavor.

**Gender Issues and Concerns** – problems and concerns that arise from the unequal status of women and men including the differential characteristics, roles and expectations attributed by society to women and men. These societal expectations and perceptions, which are reflected in and perpetuated by laws, policies, procedures, systems, programs, projects and activities of government, could impede women's full development and their participation in and equal enjoyment of the fruits of development. Common gender issues are political subordination, economic marginalization, disempowerment, discrimination, stereotyping, multiple burdens, violence against women and personal dehumanization.

**Gender Division of labor** – The allocation of differential tasks, roles, responsibilities and activities to women and men according to what is considered socially and culturally appropriate.

**GAD Perspective** – ability to analyze the socio-economic, political, cultural and psychological implications of an issue to understand how the difference between the sexes affects and is affected by policies, programs and projects. It assesses how these factors relate to discrimination based on sex and how they impose obstacles to a person's opportunities and self-development.

**Gender Equality** - refers to the principle asserting the equality of men and women and their right to enjoy equal conditions realizing their full human potentials to contribute to and benefit from the results of development, and with the State recognizing that all human beings are free and equal in dignity and rights.

**Gender Equity** - refers to the policies, instruments, programs, services, and actions that address the disadvantaged position of women in society by providing preferential treatment and

*Claris*

*Shirley A. Per...*

*de*

*[Handwritten signatures and scribbles]*

affirmative action. Such temporary special measures aimed at accelerating gender equality between men and women shall not be considered discriminatory but shall in no way entail as a consequence the maintenance of unequal or separate standards. These measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

**Gender Identity** - It refers to a person's inner sense of belonging to the category of male or female. In time, the term came to include people who identify in other ways. It refers to a person's own sense of their gender, regardless of the sex a doctor assigned to them at birth.

**Gender Mainstreaming** - refers to 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, programs and projects in all political, economic, social and civil 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 executive, administrative, and regulatory instruments, policies, and practices aimed at accelerating gender equality of women in specific areas.

**GAD Planning and Budgeting** - is a systematic approach to gender mainstreaming, carried out by all government instrumentalities, through the annual development and implementation of programs, activities and projects and addressing gender issues and concerns in their respective organizations, sectors and constituencies by utilizing at least five percent (5%) of their total budget allocation.

**Gender-responsive** - characterized policies and programs that systematically incorporate or address gender issues and concerns that aims to reduce inequalities between women and men with gender analysis.

**Gender-responsive governance** - is a concept in which the processes can be understood through a gendered framework. It discusses the evolving and expanding notion of governance. It deals with gender concepts and includes the latest insights in gender responsive governance. It identifies and implements strategies to increase participation and representation of women and the marginalized groups in an organization or society at large. It also adopts tools for conducting gender analysis, gender responsive budgeting and mainstreaming gender in programs or projects. In broader terms, gender responsive governance begins with putting gender equality and social justice issues at its core. It is needed to recognize the different needs, interests, priorities and responsibilities of not only women but also men and challenge entrenched gender inequalities.

*Handwritten signature*

*Handwritten signature*

*Handwritten mark*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

10  
*Handwritten signature*

**Gender Roles** – are culturally defined attitudes, behaviors and social status, that are based on sex. It also pertains to the duties and responsibilities assigned, expected/imposed tasks by the society to men and women. Men are expected to do productive work while women are expected to do reproductive work which reinforce multiple burdens to women.

**Gender Sensitivity** – the ability to recognize gender issues and to recognize women's different perceptions and interests arising from their different social position and gender roles. It requires a process of (gender) awareness and sensitization that enable individuals and collectives to scrutinize the socialization which otherwise was not questioned and accepted as the gender norm. It also emphasizes why and how the realization of gender justice is important.

**Gender Norms** – refers to the standards, attributes, behaviours and expectations to which men and women are expected to conform that adheres to a particular culture, social group or community.

**Indecent Shows** - are shows which include nude, abundant, cruelty, exploitation and other conditions prejudicial to the welfare and development.

**Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual and Plus (LGBTQIA+)** – refers to a diverse and complex range of identities based on sexual orientation, gender identity and expression.

**Lesbian** - A woman whose enduring physical, romantic, and/or emotional attraction is to other women. Some lesbians may prefer to identify as gay or as gay women.

**Gay** - the adjective describes people whose enduring physical, romantic, and/or emotional attractions are to people of the same sex. Sometimes lesbian is the preferred term for women.

**Bisexual** - A person who can form enduring physical, romantic, and/or emotional attractions to those of the same gender or more than one gender. People may experience this attraction in differing ways and degrees over their lifetime. Bisexual people need not have had specific sexual experiences to be bisexual; they need not have had any sexual experience at all to identify as bisexual.

**Transgender** - An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth. People under the transgender umbrella may describe themselves using one or more of a wide variety of terms— including transgender or nonbinary. Some transgender people are prescribed hormones by their doctors to bring their bodies into alignment with their gender identity. Some undergo surgery as well. But not all transgender people can or will take those steps, and a transgender identity is not dependent upon physical appearance or medical procedures.

*Handwritten signature*

*Handwritten mark*

*Phai's A Plus*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

11  
*Handwritten signature*



**Queer** - An adjective used by some people whose sexual orientation is not exclusively heterosexual or straight. This umbrella term includes people who have nonbinary, gender-fluid, or gender nonconforming identities. Once considered a pejorative term, queer has been reclaimed by some LGBTQIA+ people to describe themselves; however, it is not a universally accepted term even within the LGBTQIA+ community.

**Questioning** - Sometimes, when the Q is seen at the end of LGBT, it can also mean questioning. This term describes someone who is questioning their sexual orientation or gender identity.

**Intersex** - An adjective used to describe a person with one or more innate sex characteristics, including genitals, internal reproductive organs, and chromosomes, that fall outside of traditional conceptions of male or female bodies. Do not confuse having an intersex trait with being transgender. Intersex people are assigned a sex at birth — either male or female — and that decision by medical providers and parents may not match the gender identity of the child. Not all intersex folks identify as being part of the LGBTQIA+ community.

**Asexual** - The adjective describes a person who does not experience sexual attraction. Sometimes shortened to “ace,” it is an umbrella term that can also include people who are demisexual, meaning they do experience some sexual attraction; graysexual, meaning those who may not fit the strictest definition of the word asexual; and aromantic, meaning they experience little to no romantic attraction and/or has little to no desire to form romantic relationships.

**Plus** – is used to signify all of the gender identities and sexual orientations that letters and words cannot yet fully describe.

**Marginalized** - refers to the basic, disadvantaged, or vulnerable persons or groups who are mostly living in poverty and have little or no access to land and other resources, basic social and economic services such as health care, education, water and sanitation, employment and livelihood opportunities, housing, social security, physical infrastructure, and the justice system.

(1) These include, but are not limited to, women in the following sectors and groups: **“Small Farmers and Rural Workers”** refers to those who are engaged directly or indirectly in small farms and forests areas, workers in commercial farms and plantations, whether paid or unpaid, regular or season-bound. These shall include, but are not limited to:

(1.1) **“small farmers”** who own or are still amortizing for lands that is not more than three (3) hectares, tenants, leaseholders, and stewards; and rural workers

*Handwritten signature*

*Handwritten mark*

*Plus (A/pe)*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

who are either wage earners, self-employed, unpaid family workers directly and personally engaged in agriculture, small-scale mining, handicrafts and other related farm and off-farm activities;

(1.2) **"Fisherfolk"** refers to those directly or indirectly engaged in taking, culturing, or processing fishery or aquatic resources. These include, but are not to be limited to, women engaged in fishing in municipal waters, coastal and marine areas, women workers in commercial fishing and aquaculture, vendors and processors of fish and coastal products, and subsistence producers such as shell-gatherers, managers, and producers of mangrove resources, and other related producers;

(1.3) **"Urban Poor"** refers to those residing in urban and urbanizable slum or blighted areas, with or without the benefit of security of abode, where the income of the head of the family cannot afford in a sustained manner to provide for the family's basic needs of food, health, education, housing, and other essentials in life;

(1.4) **"Workers in the Formal Economy"** refers to those who are employed by any person acting directly or indirectly in the interest of an employer in relation to an employee and shall include the government and all its branches, subdivisions and instrumentalities, all government-owned and controlled corporations and institutions, as well as non-profit private institutions or organizations;

(1.5) **"Workers in the Informal Economy"** refers to self-employed, occasionally or personally hired, subcontracted, paid and unpaid family workers in household incorporated and unincorporated enterprises, including home workers, micro-entrepreneurs and producers, and operators of sari-sari stores and all other categories who suffer from violation of workers' rights;

(1.6) **"Migrant Workers"** refers to Filipinos who are to be engaged, are engaged, or have been engaged in a remunerated activity in a State of which they are not legal residents, whether documented or undocumented;

(1.8) **"Senior Citizens"** refers to those sixty (60) years of age and above;

(1.9) **"Persons with Disabilities"** refers to those who are 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; and

(1.10) **"Solo Parents"** refers to those who fall under the category of a solo parent defined under Republic Act No. 8972, otherwise known as the "Solo Parents Welfare Act of 2000" of rights and freedoms contemplated under this Act. It encompasses de jure and de facto equality and also equality in outcomes.

**Mental Health Program** – support program provided to clients experiencing psychosocial and psychiatric crisis.

**Pornographic Shows** - includes live shows either nude or other proactive gestures that further project and exhibit women, men and children and sex objects.

**Pornography** - written, graphic or other forms of communications intended to excite lascivious feelings.

**Prostitution** - is the sale, purchase and exchange of women, men and minors for sexual exploitation, cash, profit, or other economic consideration by an individual, including but not limited to pimp.

**Reproductive Health** - a state of complete physical, emotional and mental social being and not merely the absence of diseases and infirmity in all matters 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 sex life, that they have the capability to reproduce and 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.

**Reproductive Health Care** - the access to full a 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.

**Reproductive Health Rights** - the rights of individuals and couples, to decide freely and responsibly whether or not to have children; the number, spacing and timing of their children; to make other decisions concerning reproduction, free of discrimination, coercion and violence; to have the information and means to do so; and to attain the highest standard of sexual health and reproductive health.

**Reproductive Health and Sexuality Education** – refers to a lifelong learning process of providing and acquiring complete, accurate and relevant age- and development – appropriate information and education on reproductive health and sexuality through life skills education and other approaches.

**Reproductive Tract Infection (RTI)** - includes sexually transmitted diseases and other types of infections affecting the reproductive system.

**Responsible Parenthood** - refers to the will and the ability to respond to the needs and aspirations of the family and children. It is likewise a shared responsibility between parents to determine and achieve the desired number of children, spacing and timing of their children

*Handwritten signature*

*Handwritten signature*

*Handwritten mark*

*Handwritten mark*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

14  
*Handwritten signature*

according to their own family life aspirations, taking into account psychological preparedness, health status, sociocultural and economic concerns consistent with their religious convictions.

**Sex** – refers to the natural distinguishing variable based on biological characteristics of being a woman or a man. It refers to physical attributes pertaining to a person’s body contours, features, genitals, hormones, genes, chromosomes and reproductive organs.

**Sexuality** – Sexuality is a word we use to talk about how we understand our bodies and how we understand our relationships. This understanding includes all aspects of who we are – our values and beliefs, bodies, desires, relationships, gender and our thoughts and feelings about all of these. Because our sexuality is made up of so many different components, our understanding of our own sexuality is ever-changing and unique to each person. It is a central aspect of human being throughout life and encompasses sex, gender identities and roles, sexual orientation, eroticism, pleasure, intimacy and reproduction.

**Sexual Health** – a state of physical, emotional, mental and social well-being in relation to sexuality,

**Sexual Rights** - as the right to the highest attainable standard of health in relation to sexuality including access to sexual and reproductive health care services.

**Sexual Harassment** - is a form of misconduct involving acts such as series of unwelcome sexual advances, requests for sexual favors, or other verbal or physical behavior of a sexual nature, made directly, indirectly or impliedly. R.A 7877 or Anti-Sexual Harassment Act of 1995. **Other forms of Sexual Harassments.** Other than the definition provided for under Republic Act. 7877, the following shall likewise constitute harassment, some of which are covered by the Revised Penal Code under Acts of Lasciviousness.

- a. Persistent telling of offensive jokes such as green jokes or other analogous statements to someone who finds them offensive or humiliating;
- b. Taunting a person with constant talk about sex and sexual innuendoes;
- c. Displaying offensive or lewd pictures and publications in the workplace;
- d. Interrogating someone about sexual activities or private life during interviews for employment, scholarship grant or any lawful activity applied for;
- e. Making offensive hand or body gestures at someone;
- f. Repeatedly asking for dates despite verbal rejection;
- g. Staring or leering maliciously;
- h. Touching, pinching or brushing up against someone’s body unnecessarily or deliberately;
- i. Kissing or embracing someone against his/her will;
- j. Requesting sexual favors in exchange for a good grade, obtaining a good job or promotion, etc;
- k. Cursing, whistling or calling a woman in public with words having connotations or implications which tend to ridicule, humiliate or embarrass the woman such as “puta”, “boring”, “peste”, etc.;

- l. Any other unnecessary acts during physical examination; and
- m. Requiring women to wear suggestive or provocative attire during interviews such as job hiring, promotion, admission.

**Sexual Orientation** - refers to the direction of emotional sexual attraction or conduct. This can be towards people of the same sex (homosexual orientation), towards people of both sexes (bisexual orientation), or towards people of the opposite sex (heterosexual orientation).

**Social Enterprise** - shall primarily refer to a social mission-driven organization that creates wealth while contributing to a social wellbeing and ecological sustainability. It can take the form of non-stock, non-profit corporations including NGO's, POs, Foundations, Associations, cooperatives, the sole proprietorships, partnerships and stock corporations.

**Social Norms** - are shared beliefs about what is typical and appropriate behavior in a group. Behavior is what a person does or how a person acts. "Typical means what people actually or commonly do, and "appropriate" means what people should do. Social norms provide the often unspoken rules or expectations of behavior.

**Social Protection**- refers to policies and programs that seek to reduce poverty and vulnerability to risks and enhance the social status and rights of all women, especially the marginalized by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving people's capacity to manage risk. Its components are labor market programs, social insurance, social welfare, and social safety nets.

**Trafficking in Persons** - it is unlawful:

- a. For any person, association, cult, religion or organization or similar entities to commit the following acts:
  1. Establish or carry on a business for the purpose of exploiting women, men and children for purpose of sex, sex slavery, sex trade, sex tours and other immoral activities;
  2. Advertise, publish print or distribute, or cause the advertisement, publication, printing and distribution of any brochure, flyer or propaganda material calculated to promote the above-mentioned prohibited act;
  3. Solicit, enlist or attract/induce any women to join any club, association or organization whose objectives is to match women for marriage to foreigners either on mail-order basis or through personal introduction or the cyberspace;
  4. Use the postal services, cyberspace or satellite TV to promote the above-mentioned prohibited acts;
  5. To buy or sell a woman, person, or any of her/his body parts.
  6. To act as procurer of sex worker.
  7. To violate the provisions of Republic Act 6955, otherwise known as the Anti-Mail order Bride Law.

*Relis*

*Phew + pe -*

*↓*

*[Handwritten signature]*

*[Handwritten signature]*

*[Handwritten signature]*

*[Handwritten signature]*

*[Handwritten signature]*

16  
*[Large handwritten signature]*

8. To violate the provisions of Republic Act 9208, otherwise known as the Anti-Trafficking on Persons Act of 2003 And Republic Act 10364, "Expanded Anti-Trafficking in Persons Act of 2012", An Act to Institute Policies to Eliminate Trafficking in Person Especially Women and Children, Establishing the necessary Institutional Mechanisms for the Protection and Support of Trafficked Persons, Providing Penalties for its Violations and For other Purposes

**Unpaid Care and Domestic Work** – refers to the work that women and girls do for which they are not paid, such as but no limited to, cooking, cleaning, washing, child-rearing, elder-care and collecting fuel or water among others. As unpaid work, these tasks occupy time that women and girls could alternatively use to attend school, pursue higher education, or hold full-time and meaningful employment.

**Violence Against Women and Children** - refers to any act of gender-based violence that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or in private life. It shall be understood to encompass, but not limited to, the following:

- (1) Physical, sexual, psychological, and economic violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, and other traditional practices harmful to women, non-spousal violence, and violence related to exploitation;
- (2) Physical, sexual, and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment, and intimidation at work, in educational institutions and elsewhere, trafficking in women, and prostitution; and
- (3) Physical, sexual, and psychological violence perpetrated or condoned by the State, wherever it occurs. It also includes acts of violence against women as defined in Republic Acts No. 9208 and 9262.

**Women's Economic Empowerment** - is the process of achieving women's equal access to and control over economic resource and ensuring that they can use to exert increased control over that areas of their lives. It is also a process of personal and social change, taking place over interlinked and mutually reinforcing psychological, political and economic domains and through which women individually and collectively gain power, meaningful choices and control over their lives.

**Women Empowerment** - refers to the provision, availability, and accessibility of opportunities, services, and observance of human rights which enable women to actively participate and contribute to the political, economic, social, and cultural development of the nation as well as

*Handwritten signature*

*Handwritten mark*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

17  
*Handwritten signature*

those which shall provide them equal access to ownership, management, and control of production, and of material and informational resources and benefits in the family, community, and society.

## **ARTICLE II RELATED PRINCIPLES**

**Section 6. Principles of Human Rights and Women's Rights.** Human rights are universal and inalienable. All people in the world are entitled to them. The universality of human rights is encompassed in Article of the Universal Declaration of Human Rights (UDHR) which states that all human beings are free and equal in dignity and rights.

**Section 7. Rights of Women Defined.** Women's rights are the rights defined and declared by the United Nations under the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Magna Carta of Women. It shall be the duty of the Municipality of Alangalang to uphold, promote and fulfill the rights of women. Two (2) main features of the law are women's human rights and women's empowerment, as follows:

### **A. Rights and Empowerment**

**1. Right to Protection from all forms of violence.** The State shall ensure that all women shall be protected from all forms of violence. Including protection from sexual exploitation and other sexual and gender-based violence.

**2. Right to Protection and security in times of disaster, calamities and other crisis situation.** Women have the right to protection and security in times of disaster, calamities, pandemic and other crisis situation especially in all phases of relief, recovery, rehabilitation and reconstruction efforts.

**3. Right to participation and representation of women.** The State shall undertake temporary special measures and affirmative actions to accelerate the participation and equitable representation of women in the third level civil service, in all spheres of society particularly in the decision-making, planning and policy making bodies and processes in government and private entities to fully realize their role as agents, partners and beneficiaries of development.

**4. Right to equal treatment before the Law.** The State shall take steps to review and when, necessary, amend and or/repeal existing laws that are discriminatory to women.

**5. Right to equal Access and Elimination of Discrimination in Education, Scholarships and Training.** The State shall ensure that gender stereotypes and images in existing educational

*Handwritten signature*

*Handwritten signature*

*Handwritten mark*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

materials and curricula are adequately and appropriately revised. Gender-sensitive language shall be used at all times.

**6. Right to equal participation in Sports.** The State shall develop, establish and strengthen programs for the participation of women and girl-children in competitive and non-competitive sports as means to achieve excellence, promote physical and social well-being, eliminate gender-role stereotyping and provide equal access to the full benefits of development for all persons regardless of sex, gender and other similar factors.

**7. Right to Non-discrimination in employment in the field of military, police and other similar services.** The State shall pursue appropriate measures to eliminate discrimination of women in military, police and other similar services including revising or abolishing policies and practices that restrict women from availing of both combat and non – combat training that are open or from taking on functions other than administrative tasks.

**8. Right to Non-discriminatory and Non-derogatory portrayal of Women in Media and Film –** to raise the consciousness of the general public in recognizing the dignity of women and the role and contribution of women in family, community and the society through the strategic use of mass media. The State shall formulate policies and programs for the advancement of women in collaboration with government and non-government media related organizations.

**9. Right to Comprehensive health services and health information and education covering all stages of a woman's life cycle.** The state shall at all times, provide comprehensive, culture-sensitive and gender-responsive health services and programs covering all stages of a woman's life cycle and which address the major causes of women's mortality and morbidity.

**10. Right to Special leave benefits for women due to gynecological disorders.** Any female employee in the public and private sector regardless of age and civil status shall be entitled to a special leave.

**11. Equal rights in all matters relating to marriage and family relations.** Relevant agencies shall set standards and develop gender-fair modules on marriage, family relations, parent effectiveness, shared parenting and care and domestic work responsibilities and non-sexist child rearing.

**B. Right and Empowerment of the Marginalized Sector.** The Magna Carta of Women guarantees the civic, political and economic rights of women in the marginalized sector, particularly:

*Handwritten signature*

*Phen's A. Per...*

*Handwritten mark*

*Handwritten signature*

*Handwritten signature*

*Handwritten initials*

19  
*Handwritten signature*



**12. Right to food security and productive resources.** The State recognizes the contribution of women to food production and shall ensure its sustainability and sufficiency including in the context of climate change with the active participation of women.

**13. Right to localized, accessible, secure and affordable housing.** The State and relevant agencies shall develop housing programs for women that are localized, simple, accessible with potable water and electricity, secure with viable employment opportunities and affordable amortization. Women shall be consulted and involve in community planning and development especially in matters pertaining in land use, zoning and relocation.

**14. Right to decent work.** The State shall progressively realize and ensure decent work standards for women that involve the creation of jobs of acceptable quality in conditions of freedom, equity, security and human dignity.

**15. Right to Livelihood, Credit, Capital and technology.** All possible assistance shall be provided to women including returning women migrants in their pursuit of owning, operating and managing business enterprises towards the promotion of their economic rights and independence and social protection.

**16. Right to Education and Training and Scholarships** especially in research and development. Women shall be given access to skills, trainings and scholarships opportunities.

**17. Right to representation and participation** in policy-making or decision-making bodies in the regional, national and international levels, and implement capability-building and leadership formation programs for grassroots women.

**18. Right to access Information.** All government agencies, instrumentalities and LGUs shall develop and make available information, education and communication (IEC) materials on their specific programs, services and funding outlays on women's empowerment and gender equality.

**19. Right to Social Protection.** The SSS and Philhealth shall support indigenous and community-based social protection schemes. Marginalized women shall be able to access special packages developed for their benefit. The State shall institute policies and programs that seek to reduce poverty and vulnerability to risks and enhance the social status and rights of the marginalized women by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving people's capacity to manage risks. Poor household identified in the NHTS shall be identified as priority beneficiaries of social protection programs of government.

*Handwritten signature*

*Handwritten mark*

*Phil's Ape*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

*Handwritten signature*

20  
*Large handwritten signature*