



Republic of the Philippines  
Province of Ilocos Sur  
Municipality of Narvacan



**OFFICE OF THE SANGGUNIANG BAYAN 2019-2022**

Vice Mayor/Presiding Officer:

  
HON. PABLITO V. SANIDAD, SR.

Sangguniang Bayan Members:

  
HON. EDNA C. SANIDAD

  
HON. JOSEPH A. TEJADA

  
HON. JOVENIANO B. AMPO, JR.

  
HON. CHARITO C. VILORIA

  
HON. BERNADETTE C. LIM

  
HON. LORETO C. CABALLES

  
HON. EMILIANO C. CLARIN

  
HON. REINA ALEXA V. ANTOLIN

ABC President:

  
HON. ROMULO C. REA

SK Federated President:

  
HON. JOEMAR GREY A. CABICO

Attested:

  
MARIBEL C. CORRALES  
SB Secretary

Approved:

  
HON. LUIS "CHAVIT" C. SINGSON  
Municipal Mayor

EXCERPTS FROM THE MINUTES OF THE 40TH REGULAR SESSION OF THE SANGGUNIANG BAYAN OF NARVACAN, ILOCOS SUR HELD ON OCTOBER 19, 2020 AT THE MUNICIPAL SESSION HALL

**ORDINANCE NO. 53**  
Series of 2020

**ORDINANCE UPDATING ORDINANCE NO. 6, SERIES OF 2006, ENACTING THE GENDER AND DEVELOPMENT (GAD) CODE OF THE MUNICIPALITY OF NARVACAN, ILOCOS SUR AND MANDATING THE IMPLEMENTATION OF A COMPREHENSIVE AND SUSTAINABLE GAD PROGRAM**

**BE IT ENACTED** by the Sangguniang Bayan of Narvacan, Ilocos Sur to wit:

**CHAPTER I**  
GENERAL PROVISIONS

**ARTICLE I**  
TITLE, DECLARATION OF PRINCIPLES AND POLICIES AND DEFINITION OF TERMS

**SECTION 1.** Title. This ordinance shall be known and cited as the "Gender and Development Code of the Municipality of Narvacan" hereinafter referred to as the Code.

**SECTION 2.** Declaration of Principles and Policies. It shall be the policy of the Local Government of the Municipality of Narvacan 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 of men in the development of our nation, sharing equality in their responsibilities and enjoying equally in the fruits thereof.

The Local Government of the Municipality of Narvacan, 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.

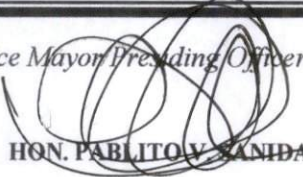
The Local Government of the Municipality of Narvacan, fully cognizant of women's efforts towards empowerment and self-determination, shall vigorously pursue and implement gender-responsive development policies, design an integrated gender and development support systems, and implement measure to protect and promote their rights.





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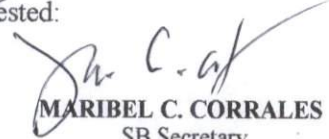
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**TO ATTAIN THE FOREGOING POLICY**

1. A reasonable amount from the official development assistance received from foreign governments and multilateral agencies and organizations shall be set aside to support programs and activities for women in accordance with the provisions of RA 7192, otherwise known as the Women in Development and Nation Building Act, by the Local Government of the Municipality of Narvacan provided that it shall conform with the requirement and conditions set forth by the finding agencies.
2. The local government of the municipality of Narvacan shall ensure that women benefit equally and participate directly in the government programs and projects of said agencies specifically those funded under foreign development assistance to ensure in the development process pursuant to RA 7192.
3. All government project proposals shall ascertain the inclusions of gender responsive indicators and guidelines focusing on roots of women's oppression, pursuant to the United Nations Declarations of which the Philippine Government is a signatory.
4. All local governments departments and agencies in the municipality of Narvacan shall review and revise all their regulations, circulars, issuances and procedures to remove gender biases herein and shall complete the same within two years.
5. The Gender and Development Inter-Agency Committee of the Municipality of Narvacan shall be actively consulted in matters dealing with official development assistance of local as well as foreign aid so as to determine gender biases and implications on women

**SECTION 3. Related Principles.** To facilitate the development of the full potentials 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 ordinance.

3.1 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;

3.2 Women have the right to freely and duly participate, individually or collectively in the political process of their communities and nation;





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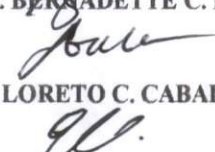
  
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3.3 Women have the right to the means for assuring their economic welfare and security;

3.4 Women have the right to the necessary knowledge and means for the full exercise of their reproductive choice with the constitution and their beliefs and preferences;

3.5 Women have the right to choose a spouse in accordance with their values and preferences, maintain equality in marriage or its dissolution, and receive adequate support for rearing and caring of their children;

3.6 Women have the right to an adequate, relevant and gender-fair education throughout their lives, from childhood to adulthood;

3.7 Women have the right to adequate nutrition, proper health care and humane living conditions;

3.8 Women have the right to nurture their personhood, collectively and individually, to secure an image of themselves as a whole and valuable beings, to build relationships based on respect, trust and mutuality;

3.9 Women have the right to equality before the law, in principle and in practice. However, it is unfortunate that as of the moment a macho image of our society still exists as it continues to view women as the "weaker sex", men are traditionally the heads of the households and in most organizations. Aside from ramp modeling and beauty contests, women today do not share the power and prestige, status and societal positions as men. They rather play supportive roles to men and tend to live to the idea that major decisions are made prerogatives.

Oftentimes, women are exploited in media, commercial 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.





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In light of these historical gender biases, inequalities, this piece of local legislation will provide the Municipal Government a policy direction to formulate programs and strategies, among others, that will:

1. Mainstream gender concerns in sectoral development plans, policies and program.
2. Intensify awareness campaign on gender issues and concerns.
3. Strengthen GO-PO-NGO- partnership to maximize the effectiveness of programs and services addressing Gender and Development (GAD) concerns.
4. Encourage, support and expand the participation of grassroots women in the planning, implementation, monitoring and evaluation of development programs and projects.
5. Recommend appropriate curricula academic that are gender-sensitive.
6. Provide gender-responsive relief and rehabilitation programs with special focus on women and children's needs.
7. Involve men in family planning programs, health and childcare and nutrition concerns and engage them in projects that enhance the well-being of the family.
8. Set-up crisis intervention centers and shelter in the Municipality of Narvacan 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 members of women in decision and policy-making posts in the locality through implementation of capability building programs.

**SECTION 4.** Definition of Terms. The following terms and phrases used in this Code shall mean as follows:

1. Battering – a series of physical, emotional and psychological abuse. It is repeated and habitual cyclic patterns as means of intimidation and imposition of the batterer's will and control over the survivor's life. It constitutes the following kind of behavior but is not limited to:
  - a. Sexual battering – this includes physical attacks on the woman's breast, genital or forces sexual activity;





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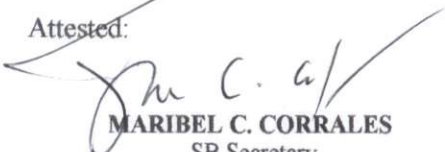
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- b. Psychological battering – this includes threats of suicide, violence against women or her family, punching holes on the walls, threatening to take the children away, threatening deportation of views with foreign citizenship, threatening to kidnap 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 or 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.
  - c. Economic battering – this includes deprivation of women of economic resources, their generation and mobilization so as to create dependency and submissiveness to men and to any established structures of domination.
  - d. Premeditated and Intentional- destruction of property and pets usually the victim's favorite.
2. Benefit Dance/Disco – refers to a dance in the locality where women are commodified for fund raising purposes.
  3. Collateral relatives – next of kin who are not indirect line or inheritance such as cousin.
  4. Commodification of Women – is 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 of money or goods so that women have no power or control to reject such utilization or manipulation.
  5. Development – the improvement of the quality of life of all regardless of age, sex, gender, tribe, race, creed and religion. It is characterized by sustained and equitable growth in a balance ecology.
  6. Differently-abled Persons – are survivors of physical impairments that have differentiated needs and potentials.





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7. Discrimination against women – any distraction, 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.
8. Equity- is a concept of distributive justice, which is remedial and is intended to overcome bias, favoritism, inequalities.
9. Empowerment- refers to process by which women are mobilized to understand, identify and overcome gender discrimination.
10. Feminization of Poverty - a condition when the gap between the rich and the poor widens and grassroots women bear the brunt as in economic instability and equal distribution of wealth. Such gap reinforces non-response to both practical and strategic needs of grassroots women.
11. Fund Raising Initiatives – refers to any activity, whether in whole or in part integrated in any raffle draw, benefit or disclosure, premier showing of movies, or any similar fund raising undertaking where women are used as door prize, substitute for cash prizes won, a companion package for an award prize or recognition or any manner, activity, come-on display or exhibits which depicts a woman as central, partial or special focus in order to raise funds.
12. Gender-refers to the differentiated social roles, behavior, capacities and intellectuals, emotional and social characteristics attributed by a given culture to women and men, in short all differences besides the strictly biological. There are two kinds of gender: masculine ascribed to the male sex and feminine ascribed to the female sex.
13. Gender and Development – shall refer to a development perspective, which promotes greater focus on people both as development agents and participant. It encourages the equal contributions of women and men in all aspects/sectors of development. Such as perspective involves the process of searching of new and innovative initiatives which helps transform unequal gender relations into opportunities which equally/equitably both men and women. It recognizes that the unequal relation 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.





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14. Gender Equality – is the role required by or expected of women and men as prescribed by society. As a key to development, gender equality means the equal empowerment and participation of women and men in all spheres of public and private life.
15. Gender Mainstreaming – refers to the strategy of integrating gender and development concerns and issues at all level.
16. Gender Perspective – way of viewing issues and problems that take into consideration the different realities of women’s and men’s lives and recognizing that there is an equal relationship between the two.
17. Gender Planning – means taking account of gender issues in planning. In development planning, it means that gender issues are recognized in the identification of problems and addressed in development objectives.
18. Gender sensitive/responsive- having an understanding of the marginalized position of women continuously challenging the attitudes and behavior that reinforce women’s subordinate status.
19. Gender sensitization – is an experimental and critical process of learning and unlearning of an individual female or male of the causes and effects of the culturally determined roles of women and men.
20. Gender sensitivity training – means providing people with formal learning experience in order to increase their awareness. The overall purpose of the training is to provide the knowledge and skills necessary to recognize and address gender issues in the programming process. At the center of the learning process is the conscientization, involving the ability to recognize the underlying issues of gender inequality, which form a pervasive obstacle to program progress.
21. Indecent shows – are shows, which include nude or other provocative gestures, which further project and exhibit men and women as sex objects.
22. Indigenous people – a group of people who have continuously lived as organized community or 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 language, customs,





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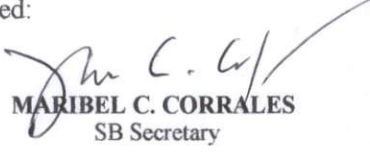
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- traditions and other distinctive cultural traits, they are regarded as indigenous on account of their descent from the populations who inhabited the country at the time of conquest or colonization and who retain some or all of their own social, economic, cultural and political institution and have displaced from their traditional domains or who may have remitted outside their ancestral domain.
23. Minors – refers to the persons below 18 years of age and unable to take care of themselves from abuse, neglect, cruelty, exploitation or discrimination.
  24. Land-based projects – are projects 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.
  25. Mail Order Bride – is a practice where a woman establishes personal relationships with a male foreign national via mail or similar means upon recruitment by an agency operating for the purpose.
  26. Other Places of Amusement – include all other places of amusement not specifically enumerated or otherwise provided for in this code, included but not limited to night clubs or day clubs, cocktail lounge, super or family clubs, disco houses, minus-one or sing-along houses, bars or beerhouse gardens, fast food center showing sports competitions, replay videocassette films/movies and other places of amusement where one seeks admission to entertain oneself by seeing or viewing or by direct participation.
  27. Places of amusement- includes theaters, cinemas, concert halls, circuses and other places of amusements when one seeks admission to entertain oneself by viewing the show or performances.
  28. Pornography Scenes, Pictures, Publications -written or graphic or other forms of communications intended to entertain lascivious feelings.
  29. Prostitution – is the sale, purchase and exchange of women and minors for sexual exploitation for each or other economic considerations by an individual including but not limited to pimp, procurer of the service parents, owner of





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establishments such as hotels and restaurants and any other persons who uses various schemes to prostitute women and minors. It is the act as defined under the Revised Penal Code of the Philippines and shall be recognized as violation of human rights and exploitation of women who have no real choices for survival.

30. Reproductive Health – is a state of complete physical, mental and social well-being and not merely the absence of disease and infirmity, in all matters relating to the reproductive system and to its function and process. It constitutes 10 elements namely:

- a. Maternal and Child Health and Nutrition
- b. Family Planning
- c. Prevention and Treatment of Reproductive Tract Infection (RT) including STD, HIV and AIDS
- d. Prevention and Management of Abortion Complication
- e. Education and Counseling on Sexuality and Sexual Health
- f. Breast and reproductive Tract Cancers and other Gynecological Situation
- g. Prevention and Treatment of Infertility and Sexual Disorders
- h. Men's Reproductive Health
- i. Violence Against women
- j. Adolescent Reproductive health

**ARTICLE II**

**GENDER AND DEVELOPMENT PROGRAM**

**SECTION 5. Integrated Gender and Development Program**

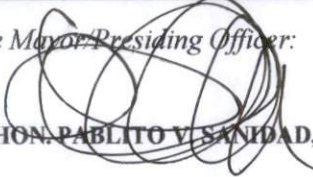
5.1 The Local Government of the Municipality of Narvacan shall ensure the integration of Gender and Development (GAD) in the local planning and budgeting system through the formulation of GAD plans as stipulated in DILG-DBM-NCRFW Joint Memorandum Circular No. 2001-01 "GUIDELINES FOR INTEGRATING GENDER AND DEVELOPMENT (GAD) IN THE LOCAL PLANNING SYSTEM THROUGH THE FORMULATION OF GAD PLANS" as amended by Joint memorandum Circular No. 2013-01.





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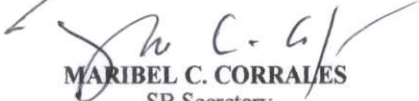
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- 5.2 The Local government of the Municipality of Narvacan shall ensure that the Philippine Plan for Gender and Responsive Development (PDGD) which was adopted through Executive Order 273 is implemented for women in relation to the services stipulated in Republic Act 7160 or the Local government Code of 1991 particularly Section 16 and 17 and other related provisions.
- 5.3 The LGU of the Municipality of Narvacan shall ensure that all barangay under its jurisdiction shall prepare a GAD plan addressing gender issues of their locality following Section 16 and 17 of the Local Government Code of 1991 and other related provisions.
- 5.4 The LGU of the Municipality of Narvacan shall integrate gender concerns in the formulation of the Comprehensive Land Use Plan (CLUP) and Annual Investment Plan (AIP).
- 5.5 The formulation of the GAD plan shall follow the regular planning and budget calendar and shall anchor on the existing CDP, CLUP, and AIP.
- 5.6 It is the responsibility of the Municipal Planning Development Coordinator to ensure that GAD PPA's are integrated in the local planning process.

**SECTION 6.** Support to gender Studies. A sufficient amount shall be allotted to gender related documentation and researches, which shall form part of Municipality of Narvacan databased program.

**SECTION 7.** Popularization of Gender-fair materials. There shall be an active promotion and publication of gender-fair materials in popular forms in the Municipality of Narvacan.

**SECTION 8.** Integrated Gender Sensitive and Environment-Friendly Zonification Plan. An Integrated Gender-Sensitive and Environment-Friendly Zonification Plan for the Municipality of Narvacan shall be established making 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.
- c. Housing and industrial projects sites shall be those unproductive lands unsuitable for agricultural purposes.





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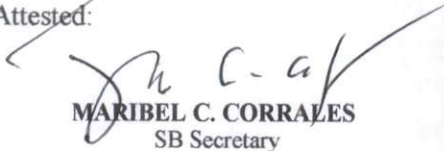
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HON. ROMULO C. REA

SK Federated President:

  
HON. JOEMAR GREY A. CABICO

Attested:

  
MARIBEL C. CORRALES  
SB Secretary

Approved:

  
HON. LUIS "CHAVIT" C. SINGSON  
Municipal Mayor

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**SECTION 9.** Community-Based Environment Plans and Programs. Both men and women shall participate in pollution control, zero waste technology development and management and other environment and natural resources based management programs.

**SECTION 10.** Gender-Sensitive Natural Resources-Based Management Program. The Local government of the Municipality of Narvacan shall engage itself in gender-sensitive natural resources based management program.

**SECTION 11.** Role of Women in Environment Impact Assessment Project. The Municipal Government shall promote the active role of women in environmental impact assessment projects.

**SECTION 12.** Promotion of Alternative Technology. The Municipal Government shall actively promote alternative technology that is appropriate and safe for everybody's well-being.

**SECTION 13.** 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 14.** Gender Sensitivity Training for Lupong Tagapamayapa. A special paralegal training for the Lupong Tagapamayapa shall be conducted along gender questions and related matters.

**SECTION 15.** Gender Sensitivity Training for Barangay Tanods. There shall be a gender sensitivity training for Barangay Tanods.

**SECTION 16.** Training on Non-Traditional Occupation. Women shall be given opportunity to acquire training on non-traditional occupations such as those related to science and technology.

**ARTICLE III  
HEALTH**


**SECTION 17.** Statement of Policy. No woman shall be denied basic health and services such as those declared by World Health Organization as necessary to respond to basic health needs especially those





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Municipal Mayor

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that relate to maternal health care on purely financial ground or lack of access thereto.

**SECTION 18.** Budget for Women's Health. A substantial portion of the health budget of the municipal government shall be allocated for women's health and services.

**SECTION 19.** Women's Right Over Their Bodies. Women's decision to prevent and control pregnancy without necessarily resulting to abortion shall be given appropriate support and guidance by all health, professionals, private and public at very minimal cost.

**SECTION 20.** Access to Safe Water in the Municipality. The Municipal Government shall provide easy access to safe water supply. Appropriate water systems shall be installed to ease women's workload brought about by the lack of this facility.

**SECTION 21.** Gender Fair Health Care Delivery Service. The Municipal Health Officer shall ensure that health care services are not discriminating on account of gender, age, religion or political affiliation.

**SECTION 22.** Reproductive Health Care. The Municipality shall adopt the Reproductive Health Care approach at the levels of health care delivery. Such approach shall integrate many issues not previously considered central to population such as sexuality, reproductive tract infection and gender relations and shall not be limited to family planning and child bearing.

**SECTION 23.** Reproductive Health Services. No hospital or medical facility operating within the territorial jurisdiction of the municipality of Narvacan shall deny reproductive health services to any woman by reason of the latter's poverty.

**SECTION 24.** Information Education on Women's Health. The Municipal Health Office in collaboration of the Municipal Health Board shall endeavor to improve the implementation of education/information campaign on women's health. In connection with this, the Municipal Government shall facilitate the celebration of the International Day of Action for the Women's Health every May 28 of each year where issues and concerns relative to the promotion of women's





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Municipal Mayor

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health shall be examined, deliberated, projected and government action sought.

**SECTION 25.** Protection Against Drug Abuse. A special task force shall be created and sustained by the by the municipality for the protection against drug abuse and proliferation of illicit drugs.

**ARTICLE IV  
EDUCATION AND TRAINING**

**SECTION 26.** Statement of Policy. The municipal government shall endeavor to improve access of women to technology-based education and training program.

**SECTION 27.** Women Literary and Adult Education. In cooperation with the Department of Education, non-formal education classes for all shall be held in identified schools in the municipality to facilitate working person's access to education. Anyone desiring to education. Anyone desiring to engage in functional and practical education shall be enlisted in the adult education program which shall be set-up in the municipality.

**SECTION 28.** Gender Fair class. Curricula. The municipality shall ensure that the curricula in all schools at all levels in the municipality promote roles between women and men and provide gender-sensitive materials and gender sensitivity orientation to every

**SECTION 29.** Special Education for Differently-Abled Women. The municipal government shall ensure that all interested differently-abled women of the municipality shall have access to special education programs.

**SECTION 30.** Sex Education. Sex education for the pre-puberty ages shall be introduced in the right way, at the right place and by the right people. Understanding human sexuality is an intimate and personal matter that is a concern not only of parents but also of other institutions that have the competence to carry out such obligation of molding children in the context of Godly life and love.





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Municipal Mayor

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**SECTION 31.** Scholarship Program. The municipality shall institutionalize its scholarship programs for poor but deserving students and shall not disqualify married women and mothers with infants.

**SECTION 32.** Alternative Learning System. The municipal shall also institutionalize the Alternative Learning System (ALS) to interested individuals.

**ARTICLE V**

**LABOR, EMPLOYMENT AND ECONOMIC OPPORTUNITIES**

**SECTION 33.** Statement of Policy. The municipality shall ensure that all departments and agencies shall engage in and expand their socio-economic 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 34.** Equal Access to Employment and Training Program. No one shall be denied of employment opportunity on account of gender, age, ethnicity, creed, religion and civil status, as prescribed in the Labor Code as amended by RA 6725. Likewise, no one shall be denied of training and promotion in employment.

**SECTION 35.** Wage and Benefits. Every employee shall comply with the minimum wage as prescribed by the Regional Wage Board and shall grant all benefits to all employee such as maternity/paternity leave, sick and vacation leave, retirement termination and other benefits provided by law.

**SECTION 36.** Facilities and Support system of Employees. The Municipal Government shall ensure the safety and health of women in appropriate cases, employees may:


- a. Establish separate toilet rooms and lavatories for men and women and provide at least a dressing room for women; and
- b. Breastfeeding, child bearing and early childhood care for working parents while on their respective jobs.





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Municipal Mayor

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**SECTION 37.** Orientation on Sexual Harassment. All local offices, school agencies and establishment of companies, government and private, operating in the municipality shall conduct or sponsor orientation on sexual harassment to their respective personnel.

**SECTION 38.** Organization and Functionalization of Local Councils for the Protection of Women and Children. The Municipality shall ensure the reactivation of the Barangay Councils for the protection of women and children.

**SECTION 39.** Equal Access to Livelihood Assistance. All municipal departments and agencies engaged in socio-economic programs shall increase their capital assistance and or subsidy to women especially on land-based projects.

**SECTION 40.** Access to Science and Women Friendly Farming Technology Education. The Municipal PESO officers shall work in collaboration with other related line agencies of the Municipal Government, and the private sector to ensure access to update and women friendly technology to facilitate women's under participation in the economic activities of their respective barangays.

**SECTION 41.** Farmland for Women Headed Families. Portion of agricultural lands, the ownership of which is transferred to the Municipal Government by legal fiat, shall be distributed to ladies and indigent families who are interested and committed to till the land giving priority to woman-headed household.

**SECTION 42.** Employment Opportunities to Differently-abled Women. The Municipal Government in partnership with appropriate national government agencies and private groups and other entities shall develop creative employment opportunities to differently-abled women recognizing their differentiated conditions and potentials as human being.

**SECTION 43.** Healthy and Gender Fair Work Environment. The Municipal Government shall ensure that the work place, private or public, actualizes the principles of equity between women and men in all aspects of their employment. For this purpose, employers are required to provide seats proper for women and permit to use such





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Municipal Mayor

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seats when they are free from each and during walking 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 position.

**SECTION 44.** Benefit for Post-Partum Women. Women with children 0-6 year old shall be entitled to a 30-day leave without pay to be availed of within the first six month of child delivery, provided that this benefit is separate and distinct from any existing maternity benefits provided for by existing law, provided further that if the employer is already providing similar benefit over and above what is existing laws, require such benefit being provided shall be credited in compliance thereof.

**SECTION 45.** Gender-Sensitive Physical Plan. A physical plan appropriate for gender sensitive environment shall be adopted by all offices, agencies and establishment or companies which will help prevent sexual harassment, sexual abuse and other forms of maltreatment in the work place.

**SECTION 46.** Employment Assistance Program. The Municipal Government in cooperation with the Department of Labor and Employment shall endeavor to assist poor students, the unemployed and underemployed in securing gainful employment.

**Section 47.** Municipal Based Registration of Helpers. The Municipality shall come up with an Annual Survey of domestic helpers in the barangay to monitor cases of sexual harassment, sexual abuse and other forms of maltreatment. Employees must provide their house helpers a recreational pay-off at terms and conditions mutually agreed by both parties.

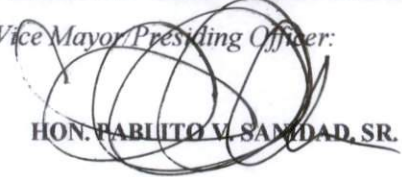
**Section 48.** Spousal Support. Women and their children are by law entitled to support from their spouses for this purpose. All agreements or settlements arrived at the barangay level relative to the support of the family shall be final and executor. Innovations of the agreement shall be allowed only if the same is advantageous to the children.





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SB Secretary

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Municipal Mayor

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**ARTICLE VI**

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

**Section 48.** Statement of Policy. The Municipality shall ensure the fundamental equality before the law of men and women open as arena of their active participatory role in the development process.

**Section 49.** Declaration of March 8 as Women's Day. As declared by the United Nations, March 8 shall be observed as Women's Day through an issuance of an Executive Order by the Municipal Mayor. There shall be municipal level set of articles, for women to increase their level of awareness and critical consciousness on the issues affecting them.

**Section 50.** Municipal Self Organization of Women. The municipal government through the Gender and Development Inter-agency Committee shall encourage and support the formation of community-based organizations, and facilitate their accreditation with the Sangguniang Bayan.

**Section 51.** National Children's Month. Pursuant to Presidential Proclamation No. 267 dated September 30, 1993, the municipality shall observe the month of October as National Children's Month and undertake projects in the observance thereafter.

**Section 52.** Participation of Women in Local Governance. To widen and enhance participation of women in local government decision-making and administration, the Municipal Government shall ensure the participation of women to the Sangguniang Bayan and all Local Special Bodies in the municipality. These women representatives shall be elected among the accredited women's organizations in the municipality as a concrete manifestation of women place in local governance and in accordance to RA 7160.

**Section 53.** Creation of the Municipal Gender and Development Inter-Agency Committee (Municipal Ordinance No. 2 Series of 2003). The Municipal Gender and Development Inter-Agency Committee (GAD-IAC) shall serve as the Focal Point of GAD programs.





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Vice Mayor/Presiding Officer:

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Sangguniang Bayan Members:

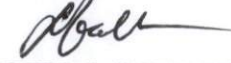
  
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SB Secretary

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HON. LUIS "CHAVIT" C. SINGSON  
Municipal Mayor

53.1. The GAD-IAC shall be composed of the following:

- Chairperson - Municipal Mayor
- Co-Chairperson - SB Chairperson of the Committee on Women and Family
- Members - Vice Mayor
- Members of the Committee on Women and Family
- MSWDO Women & Children Protection Desk
- MAO
- MARO
- DILG/MLGOO
- MIO
- Municipal Budget Officer
- CENRO
- ABC
- SK Federation President
- HRMO
- Department of Education
- MPDO
- Women Representative from NGOs, Pos, PNP
- Mun. Community Development Officer
- POPCOM
- NGO-Religious Sector
- RHU
- Representatives from Business Sector
- Representatives from Labor Sector
- Representatives from Bagnos Babbai Ti Narvacan

53.2. The GAD-Inter-Agency Committee 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 municipality.





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SB Secretary

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Municipal Mayor

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- b. Review the mandated tasks of the LGU 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 Plan and Program for women in the municipality and ensure the implementation thereof
- e. Establish a data bank unit
- f. Facilitate a Trainer's Training on GAD
- g. Ensure that GAD Activities of the LGU are replicated at the 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 NCRFW.

53.3. The Municipal Planning and Development Coordinator of the LGU shall act as Focal Point Officer of the Municipality and shall have the following functions:

- a. See to it that Gender and Development concerns especially for women and children are reflected in the Annual Development Plan both short and long term and that implementation are made thereof;
- b. Ensure that plans and programs of the GAD-IAC members are reflected in their performance evaluation reports, their targets and accomplishments;
- c. Ensure that GAD plans and programs of other agencies operating within the municipality are consolidated in the Annual Development Plan;
- d. Prepare the Annual Gad reports to be submitted to the NEDA for monitoring and evaluation which could be the basis for other financial funding and support;
- e. Ensure that observance of the month of March as "Women's and Children's Month" be given importance and shall be celebrated to give importance to motivate women of their role in nation building.

53.4. The Secretariat of the GAD-IAC shall have the following functions:

- a. Document matters taken up in the GAD-IAC during seminars, workshops and meetings; and





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SB Secretary

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HON. LUIS "CHAVIT" C. SINGSON  
Municipal Mayor

- page 20 -  
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b. Prepare and furnish the official minutes of meetings of the GAD-IAC signed by the Presiding Officer.

53.5. For the purpose of institutionalizing the Gender and Development Inter-Agency Committee, an amount of ONE HUNDRED THOUSAND PESOS (P100,000.00) shall be appropriated and taken from the 20% AIP of the municipality.

a. All formulated plans and programs on Gender Development approved by the Local Chief Executive including women and children will be funded from the 20% Annual Development Fund pursuant to Section 12 Rule V of RA 7192;

b. In cases where some critical activities cannot be funded from the regular budgets, concerned government department/agencies shall be advised to source these from supplemental budgetary requests and/or seek financial assistance in both local and foreign.





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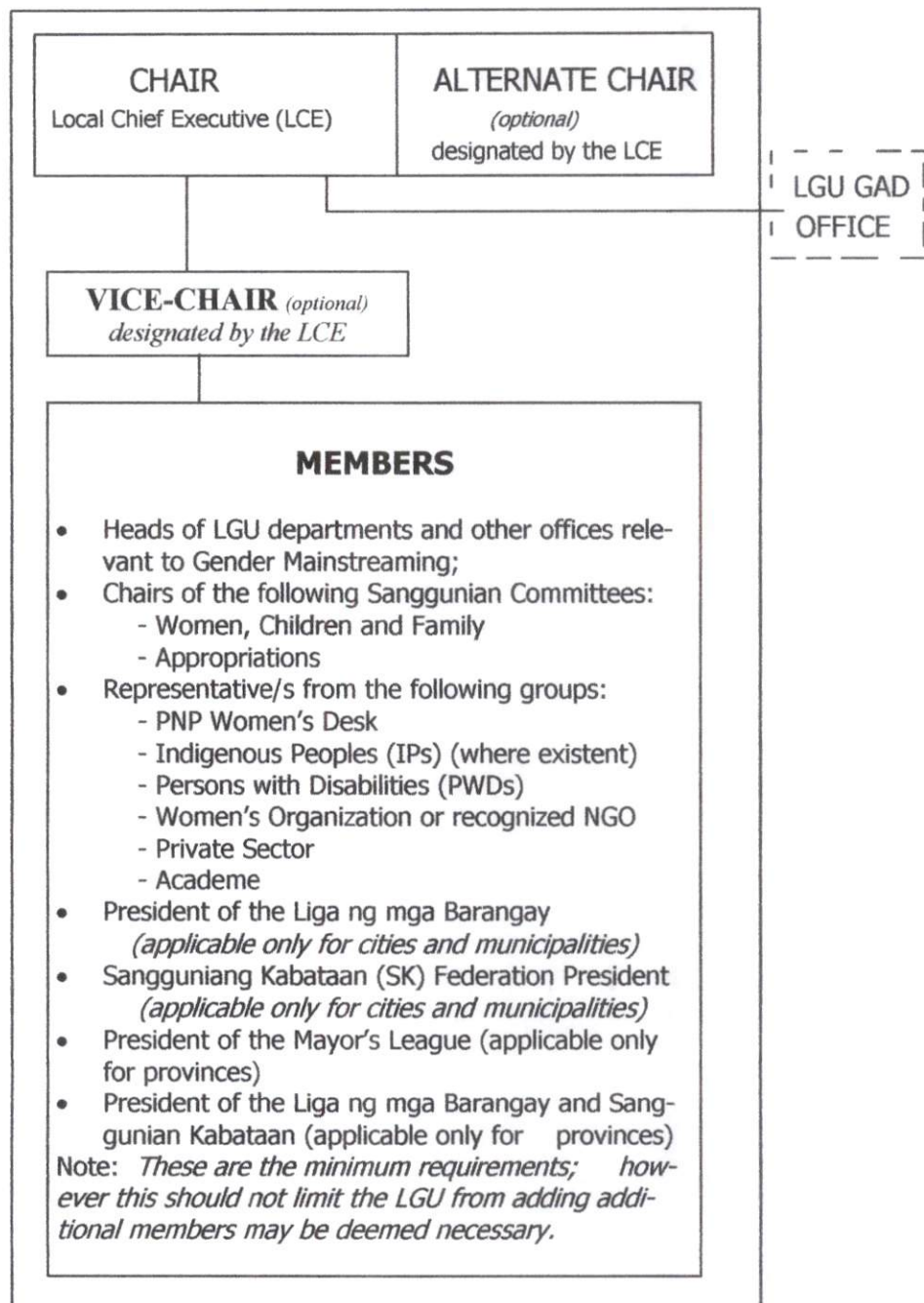
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Municipal Mayor

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**Section 54. GADFOCAL Point System Functions**

**EXECUTIVE COMMITTEE (EXECOM)**







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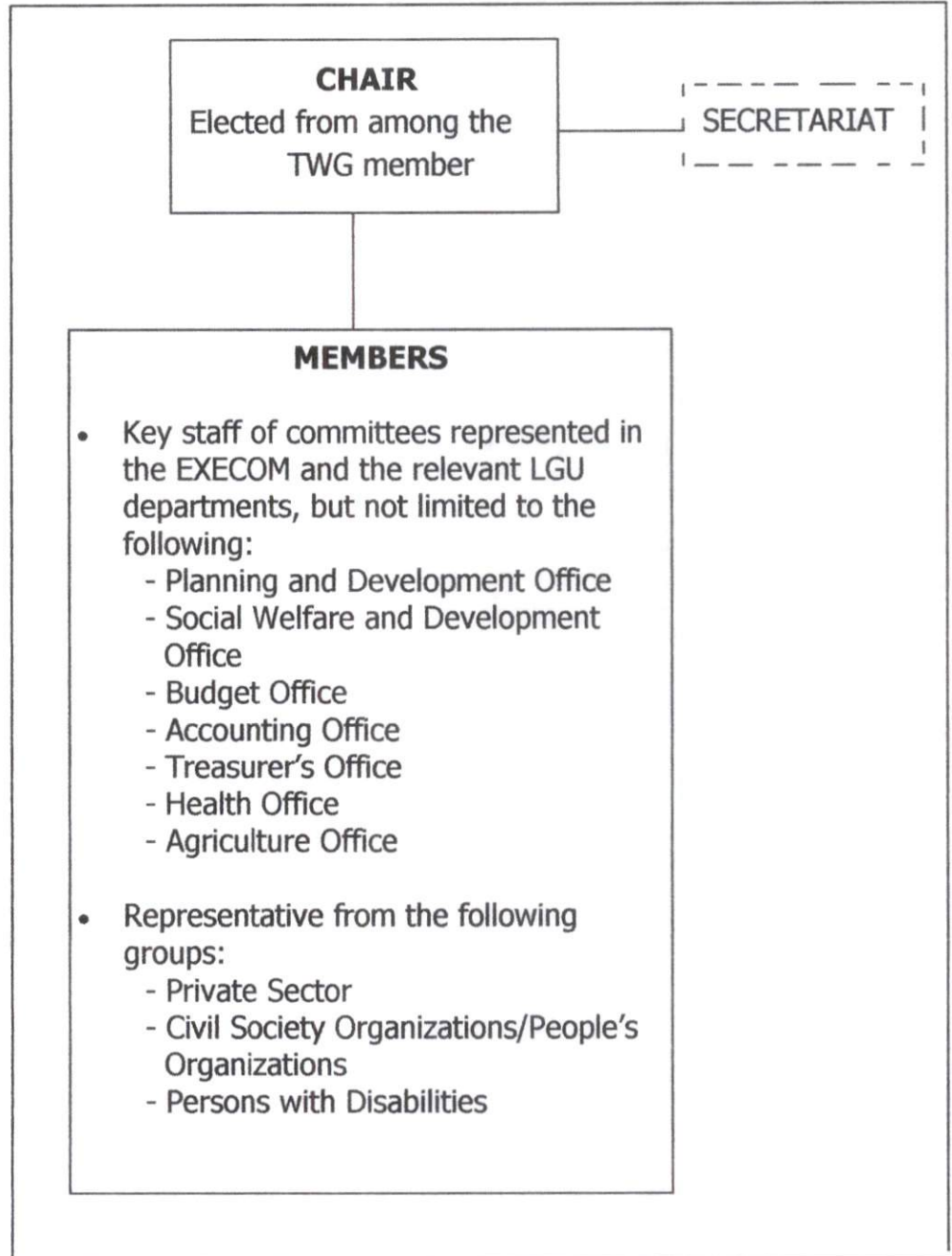
  
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Municipal Mayor

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**TECHNICAL WORKING GROUP (TWG)**



**LEGEND**  
Mandatory (unless stated otherwise) Optional





**OFFICE OF THE SANGGUNIANG BAYAN 2019-2022**

Vice Mayor/Presiding Officer:

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HON. PABLITO V. SANIDAD, SR.

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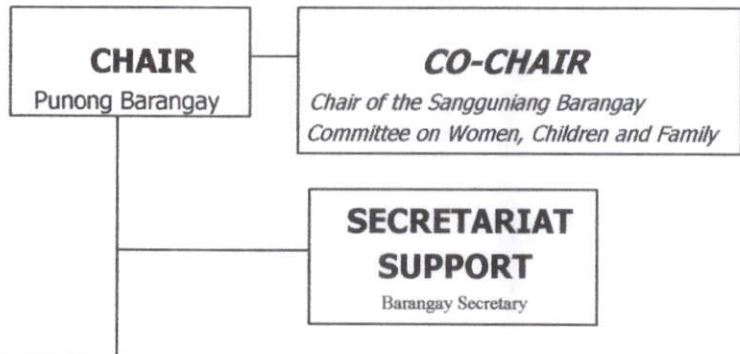
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*[Signature]*  
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Municipal Mayor

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Ordinance No. 53, Series of 2020 ...

**BARANGAY GFPS**



**MEMBERS**

- Barangay Health Worker
- Barangay Human Rights Action Officer (where existent)
- Barangay Nutrition Scholar
- Barangay Treasurer
- Day Care Worker
- Lupong Tagapamayapa member
- Sangguniang Barangay Committee on Appropriation
- SK Chairperson
- Tanod Executive Officer
- Violence Against Women (VAW) Desk Officer
- Representative from Women's Organization/s existing at the barangay level





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**Section 55.** Creation of Municipal Local Councils of Women. The Municipal Local Council of Women shall be organized in the municipality, which shall be composed of accredited women's organizations existing in the municipality.

**Section 56.** Organization of Differently Abled Women. The municipal government in collaboration with the Municipal Social Welfare Development Officer shall encourage and support the organization of differently-abled women in the municipality to give focus on and facilitate response to their special needs.

**Section 57.** Organization of Elderly Women. The Municipal Government's Office in the Senior Citizen's Affairs shall encourage and support the organization of elderly women in collaboration with the Municipal Senior Citizen's Federation to give special focus on and facilitate response to their special needs.

**Section 58.** Women's Summit. The municipal government through the Municipal Local Council of Women shall hold and convene Municipal Women's Summit (preferably March during the Women's Month Celebration) at least once every year to renew women's development in all aspects of community life and make appropriate recommendations for actions thereon.

**ARTICLE VII  
SUPPORT SERVICES**

**Section 59.** Support Programs to Survivors of Violence. The Municipal Government of Narvacan shall provide immediate support services to survivors of violence. Support services shall consist of the following but not limited to legal, medical, psychosocial, shelter and other forms of support services. These services shall be provided by the Municipal Social and Development Office in coordination with the Gender Development Office and other involved agencies in accordance with the provision of the Implementing Rules and Regulations of this Code.

**Section 60.** Psychological Program. Women and children who are survivors of all forms of violence shall be registered in psychological programs which shall be carried out by the Municipal Social Welfare and Development Office, Municipal Gender and Development Office, Municipal Health Office, and other related agencies as provided in Implementing Rules and Regulations of the Code.





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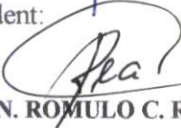
  
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**Section 61. Survivor's Support.** There shall be an organized group to whom survivors of violence voluntarily agrees to establish a professional helping process. All investigations/hearing involving rape cases and other forms of violence against women and children conducted in the police stations, prosecutor's office and trial courts shall recognize and allow the survivor's support group to be present in the court room as observers and to provide moral support to the survivors who are subject of litigation as expressly allowed or requested by the offended party to the extent allowed by existing laws or the rules of court.

**Section 62. Women's and Children's Protection Desk (WCD).** The Municipality shall establish and maintain the women and children's desk handled by women police officers and duly trained GAD personnel. The municipal police station shall have a separate WCD room.

**Section 63. Role of Female Police Officer.** 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 64. Crisis Intervention Center.** A crisis intervention center is hereby established to serve as temporary shelter with appropriate support services for women and children in crisis under the management and supervision of the Municipal Social Welfare and Development Office and Gender and Development Office.

**Section 65. Support Services for Women in the Entertainment Industry.** The Municipal Government shall provide socio-economic support services for women in the entertainment industry in its desire to concretely respond to their practical needs. The MSWDO and PESO shall make available alternate sources of income and livelihood to women engaged in entertainment industry or places of amusement.

**Section 66. Medical Routine Check-up.** Medical routine check-up and medicines if needed at socialized rates shall be afforded to women in the entertainment industry and those engaged in places of amusement by the Municipal Health Office.





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**Section 67.** Continuing Education Against Sexual Harassment. To foster a culture against sexual harassment, all government or private agencies and offices within the jurisdiction of the municipality shall conduct a continuing education against sexual harassment. For this Purpose, the Municipal Social Council for Women and the Municipal Labor Management Council shall work together to ensure that.

67.1. At least one (1) activity designed to equip workers and employees with the critical and practical knowledge on gender issues and concerns is conducted each year in these offices/ establishments or workplace.

67.2. The provisions of RA 7877 otherwise known as the Anti-Sexual Harassment Law and other provisions of the Labor Code affecting women are faithfully implemented, especially the formulation of the necessary policies and procedures in resolving complaints for sexual harassment.

67.3. Tools for Assessment and Strategies against gender bias are designed and established.

**Section 68.** Support Child Development Centers. The Municipal Government of Narvacan shall ensure that child development centers are set-up in all barangays. Child development centers existing in the barangays shall be responsive to the need of the community to provide children assistance to parents in order that they may be able to engage in economically productive activities. For this purpose, child development centers shall give priority to children aged 3-5 years old.

**Section 69.** Legal Education and Counseling. The Municipal Legal Officer or DILG Officer shall:

69.1. Undertake/initiate legal education and training for community leaders, Barangay Officials and members of the Lupong Tagapamayapa on legal counselling and arbitration to capacitate community workers to facilitate resolution of cases and family conflicts at the barangay level in coordination with the Municipal Social Welfare and Development Office and concerned non-government organizations (NGOs).





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69.2. Undertake a special para-legal training on gender issues and related matters for members of the Lupong Tagapamayapa for all barangays in the municipality in partnership with the Liga ng mga Barangay and other non-government organizations.

**Section 70.** Medico Legal Desk for Women. The Municipal Health Officer shall create a medico legal desk for women to attend to women's special medical needs.

**Section 71.** Support Fund for the Senior Citizens Affairs. The Municipal Government shall allocate funds for livelihood assistance, routine physical check-up, social group work programs and other appropriate socio-economic activities for the senior citizens.

**Section 72.** Support to persons in detention. The rights of all detainees shall be protected as follows:

72.1. Speedy trial of the cases shall be ensured by all concerned;

72.2. An appropriate program shall be designed to respond to their specific needs and problems as detainees;

72.3. Separate structure, space for detention and rehabilitation for women and men shall be established.

**CHAPTER II**  
MISCELLANEOUS AND PENAL PROVISIONS

**ARTICLE I**  
PROTECTION AGAINST VIOLENCE AND DISCRIMINATION OR ABUSE

**Section 73.** Sexual Abuse. Sexual abuse shall include but is not limited to the following:

73.1. When a man inserts or attempts to insert his penis into the mouth or anus of a woman against her will or under any of the following situations, through force, threat or intimidation by means of abuse of authority or relationship when the offended party is deprived of reason or otherwise unconscious.





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73.2. When an offended party is below 12 years old even though none of the above circumstance is present.

73.3. When a person inserts or attempts to insert part of his or her body other than the sexual organ or introduces any object or instrument into the genital or anus of a woman against her will or under any of the situation stated in paragraph 1 above.

73.4. When a person subjects another to have sexual intercourse with an animal under any of the circumstances stated in the paragraph or through any abnormal, unusual or ignominious sexual act.

73.5. Any intentional contact however slight of one's penis to the genital, mouth, breast or anus of a woman or intentional contact thereof, however slight, to any part of her body other than her sexual organ, or the use of any instrument or object which intentionally touches the genital breast or anus of a woman.

73.6. Sexual abuse in intimate marital relations. Forced sexual act committed under intimate or marital relations shall form part of sexual abuse such as those between man and woman, woman and woman, man and man relations, married or unmarried, legally separated or separated in fact. Any person found guilty of the commission of this Act shall suffer the penalty of imprisonment for a period of not less than 6 months and a fine of P2,500 or both at the discretion of the Court.

**Section 74.** Physical Violence. Any intentional act that causes physical harm or hurt to the victim.

**Section 75.** Psychological/Emotional Violence. Any intentional act that offers or causes harm or hurt in the feelings of the victim such as but not limited to the following:

75.1. Threats of suicide if the victim will not give in to the demands of the offender;

75.2. Threats of harm against the victim or her family;





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75.3. Punching, breaking or defacing or otherwise destroying the house or any part thereof or the personal belongings of the victim;

75.4. Threatening to kidnap the children or to take them to a foreign country;

75.5. Threatening to take the victim's children away;

75.6. Threatening deportation of the victim with foreign citizenship;

75.7. Forcing the victim to do things he/she considers as dehumanizing or degrading;

75.8. Controlling the victim's lawful or usual activities;

75.9. Use of fault and insulting words, language or statement against a woman;

75.10. Threats of abandonment and expression such as forcing the woman to leave the conjugal dwelling;

75.11. Shouting invectives against the victim and other forms of verbal abuse.

**Section 76.** Economic violence. This includes the depriving the victim of economic resources of their generation and mobilization so as to create forced dependence and submissiveness to the offender.

**Section 77.** Battering. This refers to a series of sexual physical psychological/emotional or economic abuse constituting a repeated cyclic pattern as means of intimidation and imposition of the batterer's will and control over another.

**Section 78.** Domestic Violence and Sex Trafficking. Any of the acts defined under Section 72 to 76 above shall constitute domestic violence when the offender or perpetrator is a member of the family of the victim or offender party within the fourth civil degree of





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consanguinity or affinity; provided, however that in case the violence committed is between persons living as husband and wife, parent and child or between persons with common child/children whether living together or not, the violence committed shall be deemed as domestic violence regardless of the legitimacy of the relationship between them. (RA 9208 as amended by RA 10364)

78.1 Sex Trafficking in Women. It is unlawful for any person, association, cult, religion or similar activities to commit the following acts:

- a. Establish or carry on a business for the purpose of exploiting women for purpose of sex, sex slavery, sex trade, sex tours and other immoral activities;
- b. Advertise, publish, print or distribute or cause the advertisement, publication, printing or distribution of any brochure, flyer or propaganda material calculated to promote the above mentioned prohibited acts;
- c. Solicit, enlist or attract/endorse any woman to join any club, association or organization whose objective is to match women for marriage to foreigners either on mail to orders basis or through personal introduction or cyberspace or any other forms which facilitate the commission of the following acts:
  1. To buy or sell a woman, or any of her body parts;
  2. To act as a procurer of a sex worker;
  3. To threaten or force a woman to become a mail order bride.

**Section 79.** Solicitation. It is unlawful for any person to solicit a woman's service for sexual purposes regardless of whether the solicitor profits or not from such acts. Penalty for the commission of these acts shall be dependent to the prevailing laws and regulations.

**Section 80.** Other Forms of Trafficking in Women. Any person or agency who encourages, influences or recruits for work abroad or locally for a particular job on a promise of a fee instead, forced and deceived to engage in prostitution domestic help or other odd jobs shall be penalized by imprisonment of four (4) months or fine of P2,500.00 or both, at the discretion of the court. Persons liable





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thereof, may also be prosecuted and penalized in accordance with RA 8955, an act which outlaws the practice of matching Filipinos for marriage to foreign nationals on mail order basis.

**Section 81.** Sexual Harassment. Other than the acts defined as constitutive of sexual harassment under RA 7877, the following shall constitute sexual harassment punishable under this ordinance, some of which are covered by the Revised Penal Code under acts of Lasciviousness:

- 81.1 Persistent telling of offensive jokes or other analogous statements despite having been previously requested from doing so;
- 81.2 Taunting a person with constant talk about sex and sexual innuendos;
- 81.3 Displaying offensive or loud pictures and publication in the workplace;
- 81.4 Interrogating someone about their sexual activities or private life except on physical or examination purposes;
- 81.5 Making offensive hand or body gestures at someone;
- 81.6 Repeatedly asking for dates despite verbal rejection;
- 81.7 Staring or leering maliciously;
- 81.8 Touching, pinching or brushing up against someone's body unnecessarily or deliberately;
- 81.9 Kissing or embracing someone against her will;
- 81.10 Requesting sexual favors in exchange for a good grade, obtaining a good job, promotion;
- 81.11 Cursing, whistling, or calling a woman in public with words having dirty connotations or implications which ridicules, humiliates or embarrasses the woman, as "puta", "peste", "punita", etc.;
- 81.12 Any other unnecessary acts during physical examinations;
- 81.13 Requiring a woman to wear suggestive or provocative attire during interviews, such as on job hiring, promotions.

**Section 82.** Other Prohibited Acts. The following acts are hereby declared prohibited:

- 82.1 Pornographic Pictures and Publication. Printing, publication, display in any place openly accessible to children or distribution of visual materials where women appears scantily clad or otherwise depicting women as sex objects;





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82.2 Indecent Shows. Public staging of indecent shows offensive to the sensibilities of the public or lends to corrupt the morality of the youth.

Commission of any of these acts shall be subjected to an imprisonment of not less than one (1) week but not more than one (1) month or a fine of P 5,000.00 or both at the discretion of the court.

**Section 83.** Commodification of Women. Any activities or form of beauty contest which tends to commodify, abuse, humiliate or threat women as sex objects shall be strictly prohibited within the territorial jurisdiction of the Municipality of Narvacan. For this purpose, the staging of beauty contests shall be permitted if it showcases not only the physical beauty of a person but also her talents and abilities. For this purpose, the 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 of shows on beauty contests involving women and children.

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

- a. For business organizations – cancellation of business permit or a fine of not less than P 1,000.00 but not more than P 2,500.00 or as prescribed in the implementing rules and regulations;
- b. For representatives of agencies, departments or local government units – suspension of one (1) month without pay or a fine of not less than P 1,000.00 but not more that P 2,000.00 or as may be prescribed in the implementing rules and regulations;
- c. For educational institutions, charity or welfare organizations – a fine as may be prescribed in the implementing rules and regulations.

**Section 84.** Forced Marriage. No woman shall be forced to marry without her consent. Any person committing fraudulent or coercive acts to effect a forced marriage shall be held liable under this code by imprisonment of six (6) months and a fine of P 1,000.00 or both at the discretion of the court. However, the customs and traditions if the indigenous people shall be taken into consideration and duly respected.





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**Section 85. Husband and Wife Battering.** Husband and wife battering shall be punishable for one (1) month to one (1) year imprisonment or a fine of P 1,000.00 to P 2,000.00 or both subject to the discretion of the court. Other forms of battering as defined in this Code shall be covered by the same penalty. Person liable thereof, may also be prosecuted and penalized in accordance with the provisions of the Revised Penal Code and other penal statutes.

**Section 86. Fund Raising Initiatives.** Fund raising initiative refers to any activity whether in whole or in part, integrated in any raffle draw, benefit or disco dance or any similar fund raising undertaking where women are used as donor prizes, substitute for cash prizes won, companion package for an award, prize or recognition or any manner, activity come-on display or exhibit which depicts a woman as central, partial or special focus in order to raise funds. Violations of this provision as defined in this Code shall cover the same penalty prescribed in Section 81.3 or subject to the discretion of the court.

**ARTICLE II  
LABOR AND EMPLOYMENT**

**Section 87. Equal Access to Job Training and Promotion.** No woman shall be deprived of job training and promotion on account of her gender, age, ethnicity, cruel religion and cruel status. Violation by private employers shall constitute a fine of P 2,500.00 and cancellation of business permit or as prescribed by the Court. A government unit or agency head of office that violates this provision shall be held liable through a penalty of one (1) month suspension or a fine of P 1,000.00 or as prescribed by the prevailing rules and regulations.

**Section 88. 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 as maternity leave, retirement, termination and other benefits provided by law. Violation of these provisions by private employers shall constitute a fine of P2,500.00 and cancellation of business permit or as prescribed by the court. A government unit or head of office that violates these provisions shall be held liable through a penalty of one (1) month suspension or a fine of P1,000.00.





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**Section 89.** Facilities and Support System for Women. The Municipal Government of Narvacan shall ensure the safety and health of women employees in appropriate cases as defined in this Code. Violation by private employers shall constitute a fine of P2,500.00 and cancellation of business permits or as prescribed by the court. A government unit or head of office that violates these provisions shall be held liable through a penalty of one (1) month suspension and a fine of P1,000.00.

**Section 90.** Reproductive Health Services. Establishments within the Municipality of Narvacan, as well as, Labor-intensive establishment shall provide access to reproductive health services to worker's regardless of sex and civil status as a manifestation of concerned for women's role in social production. Cancellation of business permit or license to operate shall be recommended for imposition by the LGU concerned and/or a fine of P2,500.00 shall constitute the penalty for violation of this provision.

**Section 91.** Operation on Local Harassment. All local offices agencies and establishments or companies, government or private, within the Municipality shall conduct orientation on sexual harassment. Failure to comply with this provision shall mean payment of a fine of not more than P2,500.00.

**Section 92.** Gender-Sensitive Physical Plan. A physical plan appropriate for gender sensitivity shall be adopted by all offices, agencies and establishments, which shall help prevent sexual harassment in the workplace. Failure to comply with this provision shall constitute a fine of P2,500.00 and suspension of business permit or license for three (3) months.

**ARTICLE III**  
SOCIO ECONOMIC BENEFIT FOR WOMEN

**Section 93.** Banks, Financial Institutions and Cooperative Support System. All banks, financial institutions and cooperatives are encouraged to open special windows for lending to women including young women who lack access to traditional sources of collateral. This process ensures and protects the economic right of women.





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**ARTICLE IV**  
SPECIAL GROUP OF PERSONS

**Section 94.** Municipal Local Sanction on Cases of Harassment Committed Against Differently-Abled Persons. The Municipal Government shall formulate sanctions on cases of harassment committed against differently-abled persons.

**ARTICLE V**  
WOMEN AND CHILDREN

**Section 95.** Support to Women and Children. All governments or settlements envisioned at the barangay level relative to the support of children shall be final and executory. Violation of such agreements shall be subjected to a fine of P2,000.00.

**ARTICLE VI**  
PROMOTION OF ENVIRONMENT FRIENDLY TECHNOLOGIES

**Section 96.** Gender and Development Orientation Training. All schools, office establishment of companies, department and agencies including Municipal and Barangay Officials shall initiate gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender issues and concerns. Likewise, schools, colleges and universities shall develop assessment tools for gender-bias. Non-compliance of this provision shall require the concerned party to pay a fine of P2,000.00 and issuance of warning by the Municipality through the Gender and Development Council.

**ARTICLE VII**  
GENDER AND DEVELOPMENT ORIENTATION TRAINING

**Section 97.** Gender and Development Orientation Training. All schools, office establishment of companies, department and agencies including Municipal and Barangay Officials shall initiate gender sensitivity orientation and training, which shall equip them with theoretical and practical knowledge on gender issues and concerns. Likewise, schools, colleges and universities shall develop assessment tools for gender-bias. No compliance of this provision shall require the concerned party to pay a fine of P 2,000.00 and issuance of warning by the Municipality through the Gender and Development Council.





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Sangguniang Bayan Members:

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HON. JOSEPH A. TEJADA

HON. JOVENNIANO B. AMPO, JR.

HON. CHARITO C. VILORIA

HON. BERNADETTE C. LIM

HON. LORETO C. CABALLES

HON. EMILIANO C. CLARIN

HON. REINA ALEXA V. ANTOLIN

ABC President:

HON. ROMULO C. REA

SK Federated President:

HON. JOEMAR GREY A. CABICO

Attested:

MARIBEL C. CORRALES  
SB Secretary

Approved:

HON. LUIS "CHAVIT" C. SINGSON  
Municipal Mayor

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**CHAPTER III  
PROVISIONS FOR IMPLEMENTATION**

**Section 98.** The Gender and Development Inter-Agency Committee. The GAD-IAC is duly created by virtue of Executive Order No. 10A Series 2003 and constituted through Municipal Ordinance 02-2003, "An Ordinance Creating a Gender and Development Inter-Agency Committee". Refer to Section 53 of this Code.

**Section 99.** Creation of Gender and Development Desk. The GAD Desk shall be created by virtue of this ordinance, which shall be under the Special Project Division of the Municipal Planning and Development Office. The GAD Desk shall be responsible for the implementation of this ordinance in close coordination with the Gender and Development Inter-Agency Committee, a consultative assembly on the Municipal GAD Program.

**Section 100.** Composition of the Municipal Gender and Development Desk. The GAD Desk shall be composed of three personnel coming from the Municipal Planning and Development Office under the Special Project Division:

- GAD Desk Coordinator
- GAD Monitoring Officer
- Clerk

**Section 101.** Functions of GAD Desk. The GAD Desk shall act as lead conveyor and Secretariat to the GAD-IAC. For this purpose it shall:

- a. Coordinate with different NGA's, PGAs, LGUs, and private sector
- b. Provide Administrative and technical assistance to the GAD-IAC
- c. Mobilize various sectors for gender programs and projects
- d. Design capability building program in relation to GAD
- e. Conduct advocacy program and trainings in relation to GAD
- f. Provide assistance to women and children in especially difficult circumstances
- g. Evaluate and monitor the GAD Program of the municipality

**Section 102.** Rules and Regulations. The GAD-IAC shall promulgate the rules and regulations to carry out the provisions of this ordinance. It shall be convened periodically throughout the formulation of the





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Implementing Rules and Regulations (IRR). Official representatives of the various agencies of the Municipal Government and women NGO's involved in the process of drafting of this code shall be involved in the formulation of the IRR.

A technical Working Committee shall be formed for effective and efficient formulation of the Implementing Rules and Regulations. Such rules and regulations shall take effect upon their publication in two local newspaper of general circulation.

**Section 103.** Funding. For the effective Implementation of this ordinance, the Municipal Government of Narvacan shall appropriate the amount necessary from the Special Development Assistance as stipulated in RA 7192. It shall also appropriate five (5%) from its Annual Development Fund.

**CHAPTER III  
FINAL PROVISIONS**

**Section 104.** Repealing Clause. All ordinance, resolution, circulars, memoranda, or rules, rules and regulations inconsistent with the provisions of this code are hereby repealed and modified accordingly.

**Section 105.** Separability Clause. If for any reason, any portion 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 106.** Supplementary Clause. On matters not provided for in this code, any existing applicable laws and their corresponding Implementing Rules, Executive Orders and relevant issuance issued thereof shall apply in a supplemental manner.

**Section 107.** Effectivity Clause. This code shall take effect upon compliance of the mandatory posting and publication requirement prescribed under RA 7160 otherwise known as the Local Government Code of 1991.

**ENACTED.**