



REPUBLIC OF THE PHILIPPINES
Province of Eastern Samar
MUNICIPALITY OF GUIUAN
-OFFICE OF THE SANGGUNIANG BAYAN-



12th SANGGUNIANG BAYAN

Ordinance No. 024, Series of 2026

REVISED GUIUAN GENDER AND DEVELOPMENT CODE

*Sponsored by: Hon. Mary Charmaine G. Villar
(Co-sponsored by: Committee on Social Welfare, Family and Women's Welfare –
Members)*

ARTICLE I

TITLE, DECLARATION OF PRINCIPLES, POLICIES AND DEFINITION OF TERMS

Section 1. Title. This CODE shall be known as the “Guiuan Gender and Development Code.” Hereinafter referred to as the *GUIUAN GENDER AND DEVELOPMENT CODE*.

Section 2. Declaration of Principles and Policies. It shall be the policy of the Municipality to give due recognition to the inherent equality between men, women, children, LGBTQ+ communities, elderlies, PWDs, and other vulnerable sectors shall be recognized as full and equal partners in the development of our nation, sharing equality in their responsibilities and enjoying equally in the fruits thereof.

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

The Municipality fully cognizant of gender equality and social inclusion towards empowerment and self-determination, shall vigorously pursue and implement gender-transformative development policies, design integrated gender and development support systems, and implement measures to protect and promote their rights.

TO ATTAIN THE FOREGOING POLICIES

2.1 In compliance to JMC-2013-01 (PCW, DILG, DBM, NEDA) Joint Memorandum Circular): Guidelines on the Localization of the Magna Carta of Women (MCW), JMC 2016-01, amending the JMC 2013-01 and as mandated in the Special Provisions of the Annual General Appropriations Act (GAA), the municipality shall allocate at least 5% of the total LGU annual budget for the implementation of its annual Gender and Development Plan that shall be formulated to address gender concerns and issues and to support programs and activities for women in accordance with the Women in Development and Nation-Building Act and Magna Carta of Women.

2.2 The Municipality shall ensure that men, women, children, LGBTQIA+ community, elderlies, PWDs, and other vulnerable sectors benefit equally from and participate directly in the program and projects including those funded under foreign development assistance.

2.3. All programs and projects shall guarantee the inclusion of gender-transformative principles pursuant to the United Nations Declarations where the Philippine Government is a signatory.

2.4 The Municipality shall formulate an annual GAD Plan and Budget that shall contribute to poverty alleviation, the economic empowerment of men, women, children, LGBTQIA+ community, elderlies, PWDs, and other vulnerable sectors, the protection, promotion, and fulfillment of women's human rights, gender-responsive governance, and the achievement of the Sustainable Development Goals (SDG).

2.4 A. The Municipal GAD Focal Point System (MGFPS) through the Technical Working Group shall be actively consulted in matters dealing with official development assistance or foreign aid to determine gender responsiveness.

2.5 All departments of the Municipality and component barangay government units shall review and ensure that all regulations, circulars, and issuances shall have a gender-transformative perspective and to remove gender biases and other forms of gender barriers.

2.5 A. All government project proposals shall ascertain the inclusion of gender responsive indicators and guidelines as proposed by the Philippine Commission on Women based on the Philippine Development Plan for Women.

2.6. This Ordinance shall provide the Municipality a policy direction to formulate programs and strategies that will:

- a) Mainstream gender and development in sectoral development plans, programs, systems, and policies.
- b) Intensify GAD advocacy to address gender issues.
- c) Strengthen government, private organizations, NGOs, and People's Organizations partnership to maximize efficiency and effectiveness of GAD programs and services.
- d) Encourage, support, and expand the participation of gender inclusive planning, implementation, monitoring, and evaluation of gender responsive programs and projects.
- e) Mainstream gender-transformative measures in the thematic areas of disaster prevention and mitigation, preparedness, response, rehabilitation, and recovery with special focus on the vulnerable sectors.
- f) Enhance the well-being of families such as family planning, health, childcare, and nutrition.
- g) Establish and equip crisis intervention mechanisms for victims of social conflicts and violence against women and children.
- h) Promote gender sensitivity in local media and other advertising agencies.

- i) Encourage the representation of women in policy formulation, planning, and decision-making.
- j) Work for the increase of the number of women in the elective and appointive positions.
- k) Organize and enhance the gender inclusive capacities in responding to the development concerns on economic empowerment.
- l) Promote the establishment, development, and maintenance of safe, accessible, and gender-inclusive recreational spaces and sports facilities that are responsive to the needs of women, men, children, senior citizens, persons with disabilities, LGBTQIA+ individuals, and other marginalized sectors.

Section 3. Related Principles.

A. On Women

To facilitate the development of full potential of women, the following rights defined and declared under the United Nations Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and the Magna Carta of Women are hereby declared and adopted in 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 participate freely and fully, individually, or collectively, in the political processes of their communities, and enjoy freedom of speech to express their views and beliefs. Women have the right to access necessary information and means for the full exercise of their reproduction choice in conformity with their beliefs and preferences.

3.3 Women have the right to be assured of their economic welfare and security and to be paid equally based on the work they do. Women have the right to avail of loans and other forms of financial credit and to have equal access to jobs, benefits, and social security.

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

3.5 Women have the right to adequate, relevant and gender-fair education throughout their lives from childhood to adulthood.

3.6 Women have the right to adequate nutrition, proper health care, and humane living conditions.

3.7 Women have the right to nurture their personhood, collectively and individually, to secure an image of themselves as whole and valuable beings, to build relationship based on respect, trust, and mutuality.

3.8 Women have freedom of religion, the right to equality before the law, in principle, and in practice.

B. On Children (gender fair language)

3.9 The Child is one of the most important assets of the nation. Every effort should be exerted to promote children welfare and enhance their opportunities for a useful and happy life.

4.0 The Child is not a mere creature of the State. Hence, his individual traits and aptitudes should be cultivated to the utmost insofar as they do not conflict with the general welfare.

4.1 The molding of the character of the child starts at the home. Consequently, every member of the family should strive to make the home a wholesome and harmonious place as its atmosphere and conditions will greatly influence the child's development.

4.2 Attachment to the home and strong family ties should be encouraged but not to the extent of making the home isolated and exclusive and unconcerned with the interests of the community and the country.

C. On LGBTQIA+

4.3 The Municipality recognizes the fundamental right of every person, regardless of sex, age, class, social, and health status, ethnicity, color, disability, religious and political beliefs, sexual orientation, gender identity, expression, and sexual characteristics (SOGIESC), to be free from any form of discrimination.

4.4 LGBTQIA+ have the right to be protected from various forms of discrimination in private and public institutions, from discriminatory practices that excludes them from full and meaningful participation in work, education, and training institutions and which limit their access to basic services (e.g. health and social services, access to justice).

D. On Elderlies

4.5 The Municipality recognizes the rights of senior citizens to take their proper place in society and make it a concern of the family, community, and government.

4.6 To give full support to the improvement of the total well-being of the elderly and their full participation in society, considering that senior citizens are integral part of Philippine society.

4.7 To motivate and encourage the senior citizens to contribute to nation building.

4.8 To encourage their families and the communities they live with to reaffirm the valued Filipino tradition of caring for the senior citizens.

4.9 To provide a comprehensive health care and rehabilitation system for disabled senior citizens to foster their capacity to attain a more meaningful and productive ageing; and

5.0 To recognize the important role of the private sector in the improvement of the welfare of senior citizens and to actively seek their partnership.

E. On Persons with Disabilities

5.1 Persons with Disability are part of Philippine society; thus, the Municipality shall give full support to the improvement of the total well-being of differently abled persons and their integration into the mainstream of society. Toward this end, the Municipality shall adopt policies ensuring the rehabilitation, self-development, and self-reliance of differently abled persons. It shall develop their skills and potentials to enable them to compete favorably for available opportunities.

5.2 Persons with Disability have the same rights as other people to take their proper place in society. They should be able to live freely and as independently as possible. This must be the concern of everyone - the family, community, and all government and non-government organizations. PWDs rights must never be perceived as welfare services by the Government.

5.3 The rehabilitation of the PWDs shall be the concern of the Municipality to foster their capacity to attain a more meaningful, productive, and satisfying life. To reach out to a greater number of PWDs, the rehabilitation services and benefits shall be expanded beyond the traditional urban-based centers to community-based programs, that will ensure full participation of different sectors as supported by national and local government agencies.

5.4 The Municipality also recognizes the role of the private sector in promoting the welfare of PWDs and shall encourage partnership in programs that address their needs and concerns.

5.5 To facilitate integration of PWDs into the mainstream of society, the Municipality shall advocate for and encourage respect for PWDs. The Municipality shall exert all efforts to remove all social, cultural, economic, environmental, and attitudinal barriers that are prejudicial to PWDs.

Section 4. Mandates and Legal Basis

The Municipality of Guiuan GAD Code is based on the national, international, and local mandates:

4.1 Philippine Constitutional Provision

- a. "The State recognizes the role of women in nation building and shall ensure the fundamental equality before the law of women and men. (Article II. Section 14 of the 1987 Philippine Constitution).

4.2 International Policies

- a. The UN Convention on the Elimination of All Forms of Discrimination Against Women (UN-CEDAW) which articulates the economic, political, and socio-cultural rights of women.
- b. The Convention on the Elimination of All Forms of Discrimination Against Women, particularly the General Recommendation No. 28 on Nondiscrimination Based on Sexual Orientation and Gender Identity, Convention on the Rights, International Covenant on Economic, Social and Cultural Rights, and all other relevant and universally accepted human rights instruments and other international conventions to which the Philippines is a signatory.

- c. The **United Nations Convention on the Rights of the Child (UNCRC)** is a legally binding international agreement setting out the civil, political, economic, social, and cultural rights of every child, regardless of their race, religion, or abilities.
- d. The Beijing Platform of Action (BPA) agreed during the 4th World Conference on Women and its succeeding updates.
- e. Sustainable Development Goals.
- f. International Labor Organizations (ILO) conventions.
- g. Other international conventions and treaties (e.g., social development, environment, population, and development).

4.3 National Laws

- a. **RA 6725:** “An Act Strengthening the Prohibition on Discrimination Against Women with Respect to Terms and Conditions of Employment, amending for the Purpose Article One Hundred Thirty-Five of the Labor Code, as amended.”
- b. **RA 6955:** “An Act to Declare Unlawful the Practice of Matching Filipino Women for Marriage to Foreign Nationals on a Mail-Order Basis and other Similar Practices, including the Advertisement, Publication, Printing or Distribution of Brochures, Flyers, and Other Propaganda Materials in Furtherance Thereof and Providing Penalty Therefor.”
- c. **RA 7192:** “An Act Promoting the Integration of Women as Full and Equal Partners of Men in Development and Nation Building and for Other Purposes.”
- d. **RA 7322:** “An Act Increasing Maternity Benefits in Favor of Women Workers in the Private Sector, amending for the Purpose Section 14-A of RA 1161, as amended, and for other Purposes.”
- e. **RA 7688:** “An Act Giving Representation to Women in the Social Security Commission, amending for the Purpose Section 3 (A) of RA No. 1161, as amended.
- f. **RA 7877:** “An Act Declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment, and for Other Purposes.”
- g. **RA 7882:** “An Act Providing Assistance to Women Engaging in Micro and Cottage Business Enterprises, and for Other Purposes.”
- h. **RA 8042:** “Migrant Workers and Overseas Filipino Act 1995.”
- i. **RA 8171:** “An Act Providing for the Repatriation of Filipino Women Who Have Lost Their Philippine Citizenship by Marriage to Aliens and of Natural-Born Filipinos.”
- j. **RA 8353:** “An Act Expanding the Definition of the Crime of Rape, Reclassifying the Same as a Crime Against Persons, amending for the purpose RA No. 3815, as amended, otherwise known as the Revised Penal Code and for Other Purposes.”
- k. **RA 8505:** “An Act Providing Assistance and Protection for Rape Victims, establishing for the purpose of Rape Crisis Center in every Province and City, authorizing the Appropriation of Funds therefor, and for other purposes.”

- l. **RA 9208:** “An Act to Institute Policies to Eliminate Trafficking in Persons especially Women and Children, establishing the necessary Institutional Mechanisms for the Protection and Support of Trafficked Persons, providing Penalties for its Violations and for other purposes, as amended by RA 10364.”
- m. **RA 9262:** “An Act Defining Violence Against Women and their Children. Providing for Protective Measures for Victims, Prescribing Penalties Therefore, and for other Purposes.”
- n. **RA 9710:** Otherwise known as the “Magna Carta of Women” which is comprehensive women’s human rights law that seeks to eliminate discrimination against women by recognizing, protecting, fulfilling, and promoting the rights of Filipino women, especially those in the marginalized sectors.
- o. **RA 7610:** “An Act Providing for Stronger Deterrence and Special Protection Against Child Abuse, Exploitation, and Discrimination, and for other Purposes.”
- p. **RA 11313:** “An Act Defining Gender-Based Sexual Harassment in Streets, Public Spaces, Online, Workplaces, and Educational or Training Institutions, providing Protective Measures and Prescribing Penalties therefor.”
- q. **RA 10821:** “An Act Mandating the Provision of Emergency Relief and Protection for Children Before, During, and After Disasters and other Emergency Situations.”
- r. **PD 603:** Child and Youth Welfare Code of 1974.
- s. **RA 9257:** “An Act Granting Additional Benefits and Privileges to Senior Citizens, further amending Republic Act No. 7432, as amended, otherwise known as An Act to Maximize the Contribution of Senior Citizens to Nation Building, Grant Benefits and Special Privileges and for other Purposes.”
- t. **RA 7277:** “An Act Providing for the Rehabilitation, Self-Development and Self-Reliance of Differently Abled Persons and their Integration into the Mainstream of Society and for other Purposes.”
- u. **Civil Service Commission Memorandum Circular No. 29-2010** prohibits discrimination against LGBT people applying for civil service examinations. In addition, the CSC’s Revised Policies on Merit and Promotion Plan include a provision based on various criteria including gender. The National Police Commission, on the other hand through its Memorandum Circular 2005-02 prohibits discrimination on account of gender, among other things, in recruitment, selection, and appointment policy. Recently, the Department of Social Welfare and Development (DSWD) issued a Memorandum respecting the right of persons of diverse SOGIESC to wear a uniform of their preferred sexual orientation and gender identity.
- v. **RA No. 11861, otherwise known as the “Expanded Solo Parents Welfare Act,”** which provides additional benefits and privileges to solo parents and their children and strengthens mechanisms for support services.
- w. **RA No. 10354, otherwise known as the “Responsible Parenthood and Reproductive Health Act of 2012,”** which guarantees universal access to reproductive health care services, information, and education.
- x. **RA No. 11930, otherwise known as the “Anti-Online Sexual Abuse or Exploitation of Children (OSAEC) and Anti-Child Sexual Abuse or Exploitation Materials (CSAEM) Act,”** which provides special protection to children against all forms of online sexual abuse, exploitation, and child sexual abuse materials, and prescribes penalties for violations thereof.

- y. Batas Pambansa Blg. 344: “An act to enhance the mobility of differently abled person by requiring certain building institutions, establishments, and public utilities, to install facilities and other devices.”

4.4 National Plans

- a. Philippine Plan for Gender Responsive Development 1995-2025 Adopted through Executive Order No. 273 Framework Plan for Women, 2002-2004.

4.5 Local Policies

- a. Municipal Ordinance No. 05 Series of 2017, “Ordinance known as the Guiuan Gender and Development Code also known as the GAD Code”.
- b. Municipal Ordinance No. 90 Series of 2020, “The Women’s Economic Empowerment and Care Ordinance of Guiuan, Eastern Samar”.
- c. Municipal Ordinance No. 32 Series of 2025, “The Revised Children’s Code of Guiuan, Eastern Samar”.

Section 5. Definition of Terms

5.1 Auxiliary Social Services are the supportive activities in the delivery of social services to the marginalized sectors of society.

Marginalized differently abled persons refer to differently abled persons who lack access to rehabilitative services and opportunities to be able to participate fully in socio-economic activities and who have no means of livelihood and whose incomes fall below the poverty threshold.

5.2 Battering - a series of physical, emotional, and psychological abuse. It involves repeated and habitual cyclic patterns of intimidation and imposition of the batterer’s will and control over the survivor’s life. It constitutes the kinds of behavior but not limited to the following:

- a. **Sexual Battering** - this includes physical attacks on the women’s breasts and genitals or forced sexual activity.
- b. **Psychological Battering** - this includes threats of suicide, violence against women or her family, punching holes in the walls, threatening to take the children away, threatening to kidnap children or taking them to another country and forcing the victim to do degrading things. It may also include controlling the victim’s lawful or usual activities, the use of foul words or statements and threats of abandonment and expulsion such as forcing the wife to leave the conjugal dwelling.
- c. **Economic Battering** - this includes deprivation of women of their economic resources, their means of income generation and mobilization to create dependency and submissiveness to men and to any established structures of dominations.
- d. **Emotional Battering** - Premeditated and intentional destruction of property and pets, usually the victim’s favorite.

5.3 Bedridden - referred to Senior Citizens who are confined to bed by sickness or old age.

5.4 Centenarian - a person who is 100 or more years old.

5.5 Child - refers to a person below eighteen (18) years of age or one who is over eighteen (18) but is unable to fully take care of or protect himself/herself from abuse, neglect, cruelty, exploitation, or discrimination because of a physical or mental disability or condition (RA 7610).

5.6 Collateral Relatives - relatives who are not in the direct line of inheritance, such as brother or sister, uncle or aunt, or cousin.

5.7 Commoditization of Women - a practice which puts women in a subordinated situation, resulting in the treatment of women as both consumers and objects of consumption. As consumers, women are tempted to buy beauty products to enhance their physical attractiveness. As objects of consumption, women are reduced to sexual commodities for manipulation and utilization for one's sexual desire or interest, usually in exchange for money or goods with women having no power or control to reject such utilization or manipulation.

5.8 Development - the improvement of the quality of life of all regardless of age, sex, gender, tribe, creed, and religion. It is characterized by sustained and equitable growth in a balanced ecology.

5.9 Differently Abled Persons are those suffering from restriction or different abilities, because of a mental, physical, or sensory impairment, to perform an activity in the manner or within the range considered normal for a human being.

5.10 Disability shall mean 1) a physical or mental impairment that substantially limit one or more psychological, physiological, or anatomical function of an individual or activities of such individual; 2) a record of such an impairment; 3) being regarded as having such an impairment.

5.11 Discrimination Against Women - any distraction, exclusion or restriction made based on sex which had the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women of their rights irrespective of their marital status.

5.12 Discrimination - refers to any distinction, exclusion, restriction, or preference based on the grounds of sex, sexual orientation, gender identity or expression, hereinafter referred to as "SOGIESC", and has the purpose or effect of nullifying or impairing the recognition, access to enjoyment, or exercise by all persons on an equal footing of all rights and freedoms. For purposes of this provision, the actual sex, sexual orientation, or gender identity of the person subjected to discrimination shall not be relevant for the purpose of determining whether an act of discrimination has been committed.

5.13 Empowerment - the process by which women are mobilized to understand, identify, and overcome gender discrimination.

5.14 Feminization of Poverty - a condition when the gaps between the rich and the poor widens, and grassroots women bear the brunt of economic instability and unequal distribution of wealth. Such gap reinforces non-response to both practical and strategic needs of grassroots women.

5.15 Fund Raising Initiatives - activities whether in whole or in part integrated in any raffle draw, premier showing of movies, or any similar fund-raising undertaking when women are used as donor prize, substitute for cash prize won, a companion package for an award prize or recognition, or any manner, activity, come-on display or exhibit which depicts a woman as central, partial on special focus to raise funds.

5.16 Gender - the differentiated social roles, behavior, capacities, and intellects, emotional and social characteristics attributed by a given culture to women and men.

5.17 Gender and Development - a development perspective which promotes greater focus on people both as development agents and participants, encouraging the equal contributions of women and men in all aspects sectors of development. Such as perspective involves the process of searching for new and innovative initiatives which help transform unequal gender relations into opportunities where equality of both men and women exists. 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 must 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.

5.18 Gender Equality - the goal of equilibrium of roles required by or expected of women and men as prescribed by society. As the key to development, gender equality means the equal empowerment and participation of women, men, and other subgroups of society, i.e., homosexuals and transsexuals, in all spheres of public and private life.

5.19 Gender Equity - the concept of distributive justice which is remedial and intended to overcome bias, favoritism, and discrimination.

5.20 Gender Expression - refers to the outward manifestations of the cultural traits that enable a person to identify as male or female according to patterns that at a particular moment in history a given society defines as gender appropriate.

5.21 Gender Identity - refers to the personal sense of identity as characterized, among others, by manner of clothing, inclinations, and behavior in relation to masculine or feminine conventions. A person may have a male or female identity with the physiological characteristics of the opposite sex.

5.22 Gender Mainstreaming - the strategy of integrating gender and development concerns and issues at all levels.

5.23 Gender Perspective - a way of viewing issues and problems that takes into consideration the different realities women/men live and recognizing that there is an unequal relationship between the two.

5.24 Gender Planning - planning where gender issues and concerns are incorporated in the identification of problems, formulation of goals and objectives, strategies, programs, and projects.

5.25 Gender Sensitive/Responsive - the characteristics or having an understanding the marginalized position of women and consciously challenging the attitudes and behavior that reinforce women's subordinate status.

5.26 Gender Sensitization - 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.

5.27 Gender Sensitivity Training - training which provide people with formal learning experience to increase their awareness and to provide the knowledge and skills necessary to recognize and address gender issues in the programming process. At the center of the learning process is conscientization, involving the ability to recognize the underlying issues of gender inequality which form a pervasive obstacle to program progress.

5.28 Gender-Transformative Approach - means that promoting gender equality that shared control to resources and decision-making and women's empowerment are central to an intervention.

5.29 GFPS - GAD Focal Point System

5.30 Indecent Shows - Performances or exhibitions which include nude or other provocative gestures which further project and exhibit men and women as sex object.

5.31 Land-Based Projects - Projects designed systematically to provide women the opportunity to have full access and control over maximum utilization of land and other indigenous resources.

5.32 LGBTQIA+ - A common abbreviation for the Lesbian, Gay, Bisexual, Pansexual, Transgender, Genderqueer, Queer, Intersex, Agender, Asexual, and other Queer-identifying community.

Queer - An umbrella term which embraces a matrix of sexual orientations and habits of the not-exclusively-heterosexual-and-monogamous majority. It shall also mean people with diverse sexual orientation, gender identity, and expression, and sexual characteristic as referred to in this code.

5.33 Magna Carta of Women - A law passed in 2009 constituting the fundamental guarantee of rights and privileges of women in the Philippines.

5.34 Mail-Order Bride - A woman involved in practice which established personal relationships with a male foreign national via mail or similar means upon recruitment by an agency operating for the purpose.

5.35 Places of Amusement - Theaters, cinemas, concert halls, circuses, and other places of amusements where one seeks to entertain in oneself by viewing shows or performances.

5.36 Other Places of Amusement - All other places of amusement not specifically enumerated or otherwise defined in the preceding paragraph, including but not limited to night clubs, cocktail lounges, super or family clubs, disco houses, minus-one, karaoke or sing-along houses, bars or beer house gardens, fast-food centers showing sports competitions, replay video cassette films/movies and other places of amusement where one seeks admissions to entertain oneself by seeing or viewing or by direct participation.

5.37 Pornographic Scenes, Pictures, Publications - Written, visual, graphic, or other forms of communications intended to arouse, stimulate, or appeal to prurient interests or lascivious feelings.

5.38 Prostitution - the sale, purchase, and exchange of persons for sexual exploitation or other economic consideration by individuals including but not limited to pimps, procurers, parents, owners of establishments such as hotels, inns, lodging or boarding houses, restaurants, and any other similar establishments.

5.39 Municipality - referred to as Guiuan Municipal Government.

5.40 Reproductive Health - The 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 functions and processes. It involves but is not limited to the following:

- a. Maternal and child health, nutrition, and family planning.
- b. Prevention and management of abortions and complications
- c. Prevention and management of reproductive tract infection, including STD, HIV, and AIDS.
- d. Education and counseling on sexuality and sexual health.
- e. Prevention and management of breast and reproductive tract concerns and other gynecological conditions.
- f. Prevention and treatment of infertility and sexual dysfunctions.

5.41 Senior Citizen or Elderly - refers to any resident citizen of the Philippines who is at least sixty (60) years old.

5.42 Sex - The biological state of being male or female reference to males or females collectively.

5.43 Sex Disaggregated - Separate data for male and female.

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

5.45 Sexual Relations - single sexual act which may or may not result in the bearing of a common child.

5.46 Sexual Violence - an act which is sexual in nature committed against women or men, or her or his children.

5.47 Solicitations - The act of approaching or accosting someone with an offer of sexual services in return of payment.

5.48 Solo Living - Senior Citizens who live alone and not with any other people.

5.49 Solo Parent – As defined under Section 3 of RA No. 8972, otherwise known as the “Solo Parents’ Welfare Act of 2000,” as amended by RA No. 11861, otherwise known as the “Expanded Solo Parents Welfare Act,” refers to any individual who falls under any of the following circumstances:

- a. A woman who gives birth as a result of rape or other crimes against chastity, even without a final conviction of the offender, provided that she keeps and raises the child;

- b. A parent left solo or alone with parental responsibility due to the physical or mental incapacity or serious illness of a spouse;
- c. A parent left solo or alone with parental responsibility while the spouse is detained or serving sentence for at least one (1) year;
- d. A parent left solo or alone with parental responsibility due to legal separation or de facto separation from the spouse for at least one (1) year, and who is entrusted with custody of the children;
- e. A parent left solo or alone with parental responsibility due to abandonment by the spouse for at least one (1) year;
- f. An unmarried mother or father who keeps and rears his or her child or children;
- g. Any individual who solely provides parental care and support to a child or children; and
- h. Any family member who assumes the responsibility of head of the family due to death, abandonment, disappearance, or prolonged absence of the parents or solo parent.

5.50 Stalking - an intentional act committed by a person who, knowingly and without lawful justification follows a woman or her child or places the woman or her child under surveillance.

5.51 Trafficking in Persons - Consistent with and in accordance with Section 3 (a) of Republic Act No. 9208, "Trafficking in Persons" is defined as the recruitment, transportation, transfer, or harboring, or receipt of persons with or without the victim's consent or knowledge, within or across national borders by means of threat or use of force, or other forms of coercion, abduction, fraud, deception, abuse of power, taking advantage of the vulnerability of the person, or the giving and receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation which includes at a minimum, the exploitation of the prostitution of other forms of sexual exploitation, forced labor or services, slavery, servitude or the removal or sale of organs.

The recruitment, transportation, transfer, harboring, or receipt of a child for the purpose of exploitation shall also be considered as "trafficking in persons" even if it does not involve any of the means set forth in the preceding paragraph.

5.52 Sexual Harassment - Other than the acts defined as sexual harassment under RA 7877, the following shall constitute sexual harassment punishable under this ordinance, or covered by the Revised Penal Code under acts of lasciviousness:

- a. Persistent telling of offensive jokes or other analogous statements despite having been previously requested to refrain from doing so.
- b. Taunting a person with constant talk about sex and sexual innuendos.
- c. Displaying offensive or lewd pictures and publications in the workplace.
- d. Interrogating someone about their sexual activities or private life except on physical or examination purposes.
- 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 lip against someone's body unnecessarily or deliberately.
- i. Kissing or embracing someone against her will.
- j. Requesting sexual favors in exchange for a good grade, obtaining a good job or promotion.

- k. Cursing, whistling, or calling a woman in public with words having dirty connotations or implications which ridicules, humiliates or embarrasses the woman, such as “puta”, “peste” or puñita, etc.
- l. Any other unnecessary acts during physical examinations.
- m. Premeditated and intentional destruction of property and pets usually the victim’s favorite.
- n. Requiring a woman to wear suggestive or provocative attire during interviews, such as on job hiring, promotions.

5.53 Sexuality - is one’s total expression of personhood based on self-appreciation (body, mind, and feeling) and satisfaction of needs. Also considered as physical expression of intimate relationship with others through various life stages.

5.54 Women’s Empowerment - refers to the provision, availability, and accessibility of opportunities, services, and observance of human rights through life cycle and right based approach which enable women to actively participate and contribute to the political, economic, social, and cultural development of the nation as well as 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.

5.55 Violence Against Women and Children - as used in RA 9262, any act or a series of acts committed by a husband against his wife, or against a woman with whom the person has or had a sexual or dating relationship, or with whom he has a common child, or against her child whether legitimate or illegitimate within or without the family abode, which results in or is likely to result in physical, sexual, psychological harm or suffering, or economic abuse including threat of such acts, battery, assault, coercion, harassment or arbitrary deprivation of liberty.

5.56 - Work, Education, or Training-Related Harassment - as defined in RA 7877, the act is committed by an employer, employee, manager, supervisor, agent, or the employer, teacher, instructor, professor, coach, trainer, or any other person who, having authority influence or moral ascendancy over another in a work or training or education environment , demands, request, or otherwise requires any sexual favor from the other, regardless of whether the demand, request of requirement for submission is accepted by the object of said act.

5.57 Workers in the Sex Industry - refers to commercial sex workers who offer their services in exchange for cash, profit, or other economic considerations.

5.58 Workers in Authorized Entertainment Industry - shall refer to waiters/waitresses, singers, entertainers, performing artist, service crews.

5.59 Women - as defined in this code, it refers to an adult female person, pregnant, and/or lactating mother, solo mother, differently abled women, and elderly women.

Section 6. Creation, Composition, Functions, and Budget of the Guiuan GAD Focal Point System.

The Guiuan GAD Focal Point System is hereby created and shall serve as the focal point of GAD programs in the Municipality.

6.1 The GGFPS shall be composed of the following:

Chairperson: Municipal Mayor

Members:

Sangguniang Bayan Chairperson, Committee on Women, Family and Social Welfare and Community Development

Sangguniang Bayan Chairperson, Committee on Finance and Appropriations

Municipal Planning and Development Coordinator

Local Civil Registrar

Municipal Agricultural Officer

Municipal Budget Officer

Human Resource Management Officer

Municipal Assessor

Municipal General Services Officer

Municipal Disaster Risk Reduction and Management Officer

Municipal Health Officer

Municipal Engineer

Municipal Local Government Operations Officer

Guiuan Municipal Police Station (MPS) Chief of Police

WCPD-MPS Guiuan

Municipal Nutrition Action Officer

PESO Manager

6.2 The GGFPS shall be tasked with the following functions:

1. Lead the assessment of the gender-responsiveness of policies, strategies, programs, activities, and projects of the LGU based on the priority needs and concerns of its constituency, and the formulation of recommendations and ensure their implementation.
2. Assist in the formulation of GAD responsive policies and laws to advance women's status in the Municipality.
3. Lead in setting up appropriate systems and mechanisms to ensure the generation, processing, review, and updating of sex-disaggregated data or GAD database to serve as basis in performance-based gender-responsive planning.
4. Coordinate efforts of different departments/office/units of the LGU and advocate for the integration of GAD perspectives in all their systems and processes.
5. Spearhead the preparation of the LGU annual performance-based GAD Plans, Programs, and Budget in response to the women and the gender issues of their employees/constituencies, following the format and procedure prescribed by the PCW;
6. Lead in monitoring the effective implementation of the GAD Code and any other GAD- related policies, annual GAD Plan, Programs and Budget;
7. Lead the preparation of the annual LGU GAD Accomplishment Report and other GAD reports that may be required by relevant laws and issuances;
8. Promote the participation of women and gender advocates, other civil society groups and private organizations in the various stages of development for its employees and implemented under its regular human resources development programs;
9. Ensure that all personnel of the LGU are capacitated on GAD. Along this line, the GAD Focal Point will recommend and plan an appropriate capacity development program on gender and development for its employees and implemented under its regular human resources development programs;
10. Ensure the mainstreaming of GAD concerns, various policies, plans, PPAs, budget and procedures of the LGU; and

11. Perform other functions as may be required by law, ordinances, and other issuances.

6.3 Term of Office. The GGFPS members shall serve a term of three (3) years from the assumption of office to the next term. This will be reconstituted within 90 days from the assumption of office of the elected/re-elected LCE.

6.4 Budget of the GGFPS

For the purpose of institutionalizing the Guiuan GAD Focal Point System (GGFPS), not less than the amount of Five Hundred Thousand Pesos (P 500,000.00) shall be initially appropriated to be taken from the five (5) percent mandatory GAD fund of the Municipality to cover the operational and administrative expenses of the GGFPS.

For the subsequent year and every year thereafter, a budget for GAD of not less than the amount of Five Hundred Thousand Pesos (P 500,000.00) shall be appropriated to be taken from 5% of GAD budget. The budget proposal shall be submitted by the GGFPS to the Sangguniang Bayan for their approval.

6.5. Creation of Technical Working Group (TWG). A TWG may be created through an Executive Order to provide technical support, coordination, and facilitation in the effective implementation, monitoring, and evaluation of GAD-related programs, projects, and activities of the Municipal Government of Guiuan.

ARTICLE III GENDER AND DEVELOPMENT PROGRAMS

SECTION 7. INTEGRATED GENDER AND DEVELOPMENT PROGRAM

7.1 The LGU 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 the GAD provisions in the General Appropriations Act, Local Budget, Memorandum on Internal Revenue Allotment of LGUs, series of 2008 and PCW-DILG-DBM-NEDA JMC Nos. 2013-01 and 2016-01.

7.2. The LGU shall ensure that all barangays under its jurisdiction shall prepare a GAD Agenda, GAD plan and budget addressing gender concerns of their locality to localize the Magna Carta of men and women, including other sectors referred to in this code.

7.4 The LGU shall integrate gender concerns in the formulation of its Comprehensive Development Plan (CDP), Municipal Development and Physical Framework Plan (MDPFP), Executive and Legislative Agenda (ELA), Municipal Disaster Risk Reduction and Management Plan, Local Climate Change Action Plan (LCCAP) and Local Development Investment Plan (LDIP).

7.5 The formulation of the GAD Agenda, GAD plan and budget shall follow the regular planning and budget calendar and shall as far as practicable, be incorporated in the existing CDP, MDPFP, DRRMP, and LDIP;

7.6 It is the responsibility of the Municipal Planning and Development Coordinator to ensure that GAD Programs/Projects/Activities (PPAs) are integrated in the local planning process.

7.7 The LGU shall ensure the localization of the Magna Carta of Women as stated in the Joint Memorandum Circular (JMC) No. 2013-01 of the Philippines Commission on men and women, including other sectors referred to in this code.

7.8 The LGU shall establish and maintain a comprehensive Gender and Development (GAD) Database containing disaggregated and regularly updated data on women, men, children, senior citizens, persons with disabilities (PWDs), and other vulnerable and marginalized sectors, including but not limited to indigenous peoples and solo parents.

The GAD Database shall serve as a primary reference for gender-responsive planning, budgeting, implementation, monitoring, and evaluation of programs, projects, and activities of the LGU. It shall be managed by the designated planning or statistics office in coordination with concerned departments and shall ensure data accuracy, accessibility, confidentiality, and regular updating in accordance with applicable laws, rules, and regulations.

SECTION 8. Gender Sensitivity Training – All schools, offices establishments, and companies, departments, and agencies within Municipality, public and private, in coordination with the GGFPS shall provide gender sensitivity trainings to their officials, employees and students to equip them with theoretical and practical knowledge of gender issues and concerns. Report of compliance shall be submitted to the GGFPS.

SECTION 9. Support for Gender and Development Studies. The GGFPS through the GAD TWG shall plan and implement gender-related research, documentation and mobilize resources for its implementation, which shall form part of the GAD database.

SECTION 10. Promotion of Gender-Fair Materials. There shall be an active promotion of the use and publication of gender-fair materials in user friendly forms in the Municipality of Guiuan.

SECTION 11. Gender-Sensitive Natural Resource-Based Management Program.

The LGU shall adhere to gender-sensitive natural resource-based management programs, taking into consideration the differential needs, access and control to resources of men and women, including other sectors referred to in this code.

SECTION 12. COMMUNITY BASED ENVIRONMENT PLANS AND PROGRAMS. Both men and women shall participate in population control, zero waste technology development and management, preservation of the forest, with due respect to indigenous people's rights to self-determination.

SECTION 13. Disaster Risk Reduction Management – The LGU shall mainstream gender and development in the community-based disaster risk reduction and management programs and shall ensure the active participation of men and women in the areas of prevention and mitigation, preparedness, response, rehabilitation, and recovery to attain disaster resiliency of local communities.

SECTION 14. Budget for Basic Social Services and Special Programs. The LGU shall ensure that funds are provided to implement special programs for men and women, including other sectors referred to in this code.

SECTION 15. GAD Capacity Enhancement Program and Education of Gender Related National Policies. The Municipality shall spearhead continuing education on gender-related national policies, GAD trainings and related interventions focused on social-cultural development, and economic empowerment, women's rights, and that of other sector rights referred to in this code.

SECTION 16. Support to Overseas Filipino Workers (OFWs) – The LGU, through the Public Employment Service Office (PESO), in partnership with other concerned agencies shall:

16.1 Have a database of overseas contract workers especially those who are victims/survivors of abuse and legitimate placement agencies for monitoring purposes;

16.2 Provide appropriate support or interventions to OFWs and their families.

SECTION 17. Investments and Loans – The LGU shall endeavor in providing access to financial and technical assistance for men and women, including other sectors referred to in this code, to engage entrepreneurial activities thereby empowering them economically.

SECTION 18. Support Programs/Services – The LGU shall provide necessary support to women and children and other sectors are follows:

18.1 Program for victims of Gender Based Violence – Victims shall be provided immediate interventions by the Barangay Council for the Protection of Children and or VAW Desk in coordination with concerned agencies as stipulated in RA 9262.

18.2 Investigation/Court Hearings of Rape Cases and Other Forms of Violence against Women and Children. All investigations/hearings involving rape cases and other forms of violence against women and children conducted in the police stations, prosecutor's office and trial courts shall allow the survivor's support group to be present in the venue.

18.23 Gender and Development Council in the Law Levels. The GGFPS created by the LGU shall serve as the coordinating and advisory body of the Municipal Government in designing programs geared towards gender and youth development promotion and protection of human rights and ecological balance, and it shall be formally and regularly consulted on peace and development issues on the basis of social equity and justice.

The Municipal Gender and Development Council (MGADC) and the Barangay Gender and Development Council (BGADC) shall be created and/or strengthened. They shall serve as the coordinating and advisory bodies of the Municipal and Barangay Government on gender issues and development initiatives.

18.4 The Crisis Intervention Centers (CICs) shall be established by the LGU to cater the problems and concerns of victims-survivors and individuals in extremely difficult situations.

HEALTH SERVICES

A. On Women

SECTION 19. Statement of Policy. No Women shall be denied basic social health services such as those declared by the World Health Organization, as necessary, to respond to basic health needs especially those that relate to maternal and health care on purely financial groups or lack of access thereto.

SECTION 20. Promotion and Advocacy Training of Women and Non-Traditional Occupation. The LGU shall provide support to women to acquire trainings on non-traditional occupations through networking and linkaging with concerned agencies.

SECTION 21. Program for Women's Health. The LGU, through the Rural Health Unit Office, shall ensure that there is a program on the promotion of women's health with allocated resources for its implementation.

SECTION 22. Women's Right to Reproductive Health. Women's decision to properly plan pregnancy without necessary resulting in abortion shall be given appropriate support and guidance by health professionals.

SECTION 23. Promotion of Programs on Access to Safe Water. The LGU shall advocate and support Barangays on their initiatives to provide access to safe water supply through implementation of programs on safe water systems to ease women's workload brought about by the lack of this facility.

SECTION 24. Gender Fair Health Care Service Delivery. The LGU through the MHO, shall ensure the health care services are not discriminatory on account of age, gender, health status, socio-economic, religion or political affiliation.

SECTION 25. Reproductive Health Services. No hospital or medical facility operating within territorial jurisdiction of the Municipality shall deny reproductive health services to any women by reason of poverty.

SECTION 26. Reproductive Health Care. The LGU adopted the reproductive health care approach to all levels of health care delivery. Such approach shall integrate 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. The Municipal Governments are likewise mandated to establish a social hygiene clinic in their respective jurisdiction.

SECTION 27. Information, Education on Women's Health. The Municipal Health Office shall endeavor to improve the implementation of education/ information campaign on women's health.

B. On Children

SECTION 28. MOTHER AND CHILDCARE. The LGU through the MHO shall provide technical assistance, updates, and augmentation support in line with the implementation of programs and services anchored on the survival and development rights of the child as follows:

A. MATERNAL NEWBORN AND CHILD HEALTH CARE, NUTRITION PROGRAM AND HEALTH RELATED ACTIVITIES - The LGU shall strengthen the implementation of primary health care and nutrition program that cater to the health of the mother during pre/postnatal period to ensure the delivery of a healthy baby throughout the early childhood years. This shall include the provision of technical assistance and augmentation support to the following programs:

a. 1 WOMEN HEALTH AND SAFE MOTHERHOOD PROGRAM – The program shall ensure fetal development and maternal well-being from pregnancy, delivery to post-partum period. Thus, the 1000 days of life services shall be adequately provided to ensure fetal and maternal welfare through:

- conduct of quality pre-natal care and post-partum care
- Provision of Tetanus toxoid immunization

- Family Planning Services
- Micronutrient supplementation
- Promotion of Exclusive Breastfeeding for six months and continued BF with complimentary feeding up to two years' old beyond
- Maternal and Neonatal Death Review
- Dental Health
- Health Education and counselling
- Mental Health and Psychosocial Support
- Establishment of birthing facilities and half-way home where deliveries are handled only by trained health personnel
- Buntis Congress Activity

a. 2 CHILD HEALTH AND NUTRITION PROGRAM – The program shall provide for services to ensure children's full growth and development. This includes the following activities to wit: Expanded Program on First 1000 days, Immunization, Environmental Sanitation, Infant and Young Child Feeding, Dental Health, Integrated Management for Child Illnesses, Micronutrient supplementation, Nutritional Guidelines for Filipinos, Child's Growth Monitoring and Deworming, and New Born Screening.

a.3 UNDER NUTRITION AND MICRONUTRIENTS DEFICIENCY PROGRAM – The program shall be undertaken to ensure that women and children are protected from under nutrition and consequences of micronutrient deficiency such as Vitamin A Disorder, Iron Deficiency Anemia, and Iodine Deficiency Disorder. Thus, the Municipality supports the implementation of RA 8976 otherwise known as the Philippine Food Fortification Act of 2000. Moreover, to address under nutrition, supplemental feeding for 90-120 days is given to ensure decrease in the incidence of malnutrition/micronutrient deficiencies. The Philippine Integrated Management of Acute Malnutrition (PIMAM) shall be persuaded to address severe acute malnutrition, moderate malnutrition, and pitting edema. Likewise, the conduct of Garantisadong Pambata Everyday shall be continued.

a.4 FEMALE FUNCTIONAL LITERACY AND ENHANCED CHILD GROWTH – The program shall improve the health caring and seeking behavior among families of the poor, vulnerable, and other hard to reach population. This also aims to empower women by improving literacy among them as mothers and caregivers with the conduct of nutrition education (Pabasa sa Nutrisyon and Idol Ko Si Nanay).

a.5 ESTABLISHMENT OF BREASTFEEDING/LACTATION CORNERS/STATIONS IN THE WORKPLACE AND PUBLIC PLACES. It is hereby mandated that all government agencies, all private establishments/institutions, and public places shall establish lactation station or corner in accordance with law. Accordingly, lactation station shall be accessible, clean, well-ventilated, comfortable, free from contaminants and hazardous substances and shall ensure privacy for the women to express their milk and/or breastfeed the child.

Prohibit direct or indirect promotion, marketing and/or sales of infant formula and/or breast milk substitute within the lactation stations, or in any events or circumstances which may be conducive to the same and which would affect exclusive breastfeeding up to six months.

a.6 LACTATION PERIODS – Nursing employees are entitled to break intervals in addition to the regular time-off for meals to breastfeed or express milk in accordance with RA 10028, otherwise known as "Expanded Breast-feeding Promotion Act 2009".

The employees shall notify their immediate supervisor before leaving their station. These intervals which include the time it takes an employee to get to and from the workplace lactation station shall be counted as compensable hours worked. The DOLE may adjust the same but in no case shall the intervals be less than 40 minutes for every 8 hours working period.

Duration and frequency of breaks may be agreed upon by employees and employers. Usually, there could be 2-3 breast milk expressions lasting to 15-30 minutes.

SECTION 28. ADOLESCENT-FRIENDLY SEXUAL AND REPRODUCTIVE HEALTH PROGRAM – The LGU in coordination with the MHO and MSWDO and other concerned government offices, shall establish an adolescent- friendly sexual and reproductive health program involving access to information and services related to prevention of early pregnancies, sexually-transmitted diseases and infections, and HIV/AIDS, and with services for teenager parents and adolescents, as well as promotion of sexual health and rights in compliance to the provisions of RA 10354 also known as the Reproductive Health Law.

The Municipal government shall endeavor to establish teen centers preferably in areas near the big high schools in the municipality to cater to the information and education needs of the children and youth on the risk behaviors and provide counseling and psychosocial services for the teenagers in need. The Municipal government through the Municipal Population Office (MPO), in coordination with relevant national agencies such as DEPED, and NGOs shall take the lead in planning and implementing the programs to be in place in the teen centers.

C. LGBTQIA+ - The LGU shall provide the reproductive and sexual health, mental health, elderly care, vaccination, Philhealth coverage and other similar services without discrimination as to sexual orientation, gender identity, expression and sexual characteristics.

D. ELDERLIES - The LGU shall provide a periodic health services such as nutrition and wellness, immunization, vitamins supplementation, maintenance medicines, mental health services, medical, dental, eye care health education, promotion and counselling and other similar services. In all public hospitals, it shall likewise establish a senior citizens' ward and extend a no balance billing policy.

E. DIFFERENTLY ABLED PERSON - The LGU shall provide integrated health services for differently- abled persons, which shall include but not limited to the following: prevention of disability through immunization, nutrition genetic counselling, and early detection of disability, and timely intervention to arrest disabling condition. It shall also provide assistive Orthotic devices. Support to Medical treatment and rehabilitation by specialized medical practitioners shall likewise be accessed.

ARTICLE V

EDUCATION AND TRAINING

SECTION 31. Statement of Policy. The LGU shall endeavor to improve access to non-traditional and technology-based education and training programs for all sectors referred to in this code.

SECTION 32. Literacy and Adult Education. In coordination and cooperation with the Department of Education and the Technical Education and Skills Development Authority

(TESDA), non-formal education classes or the alternative learning system shall be held in identified schools in the Municipality to facilitate working person's access to education. Anyone desiring to engage in functional and practical education shall be enlisted in the adult education program.

SECTION 33. Gender-Responsive Circular Program. The Municipal School Board, shall ensure that the curricula in all schools at all levels in the Municipality promote complementary roles between men, women and people of diverse sexual orientation. It shall also encourage private schools and other private institutions to do the same.

SECTION 34. Special Education to Differently-Abled Persons. The LGU shall ensure that all interested differently-abled men and women, and people with diverse sexual orientation and gender identity shall have access to special education programs.

SECTION 35. Scholarship Programs. The LGU shall institutionalize its scholarship programs for poor but deserving students and shall not disqualify married women, solo parent, physical disability, persons with special needs, sexual orientation, gender identity and expression.

SECTION 36. SUPPORT TO SPECIAL EDUCATION (SPED) PROGRAM. The Municipal School Board (MSB) shall support the Special Educational Program which is presently implemented by the Department of Education by providing regular financial assistance thereto. The LGUs in coordination with DepEd shall ensure that the Special Education Center shall be set-up in public schools as necessary.

SECTION 37. CHILD EMERGENCY ASSISTANCE. The Municipal Government through the Municipal School Board shall augment measures to provide appropriate emergency assistance, psychosocial support, internet access and other similar essential services for school children to respond with the new normal situation.

SECTION 38. PROVISION OF SUPPORT SYSTEM TO THE PRE-SCHOOL EDUCATION PROGRAM FOR EARLY CHILDHOOD CARE AND DEVELOPMENT. The Municipal Government through the GAD Focal Point System shall provide for support system to the pre-school education program for early childhood care and development by having an alternative curriculum which is developmentally appropriate and culturally relevant to poor/ depressed communities; encouragement of accreditation; materials; technical assistance such enrichment training for facilitators; and financial aid and monitoring activities for community based Early Childhood and Development Program (ECCD) as an alternative approach for the continuing basic program of disadvantaged children.

SECTION 39. AGE-APPROPRIATE REPRODUCTIVE HEALTH EDUCATION. In relation to section 28 hereof, the LGU shall endeavor to implement Section 14 of RA 10354 (Responsible Parenthood and Reproductive Act of 2012) that aims to provide age-and-development- appropriate reproductive health education to adolescents which shall be taught by adequately trained teachers in formal and non-formal educational system and integrated in relevant subjects such as, but not limited to values formation; knowledge and skills in self- protection against discrimination; sexual abuse and violence and teen pregnancy; physical, social and emotional changes in adolescents; women's rights and children's right; responsible teenage behaviour; gender and development; and responsible parenthood. The GFPS shall coordinate with DepEd on how schools in the municipality can pursue the implementation of this provision.

ARTICLE VI

LABOR, EMPLOYMENT AND ECONOMIC OPPURTUNITIES

SECTION 40. Statement Policy. The LGU shall ensure that all government departments and agencies shall engage and expand their socio-economic programs and projects for all sectors referred to in this code as beneficiaries, and implement programs and projects designed to empower them to have access to small, medium and large-scale socio-economic opportunities.

SECTION 41. Equal Access to Employment and Training Program. No one shall be denied opportunity for training and employment on account of age, gender, health status provided that they are fit to work, socio-economic, religion or political affiliation as guaranteed by the Labor Code of the Philippines, as amended by RA 6725.

SECTION 42. Wage and Benefits. Every employer shall comply with the minimum wage as prescribed by the Regional Tripartite and Wage Productivity Board (RTWPB) and shall grants benefits to all employees such as maternity/paternity leave, sick and vacation leave, retirement, termination and other benefits granted by law, provided that the employee shall have met the qualifications required.

SECTION 43. Facilities and Support to Employees. The Municipality shall ensure that safety of health of women and other sectors referred to in this code by providing facilities such as; separate toilet rooms and lavatories, ramp, grab bar and child-rearing and early childhood care centers and breastfeeding rooms for working parents.

SECTION 44. Orientation on Sexual Harassment. All local offices, schools, agencies, establishments or companies, government and private, operating in the Municipality, shall conduct a periodic orientation on the prevention of sexual harassment.

SECTION 45. Creation of Companies on Decorum and Investigation (CODI). A CODI shall be set-up in all local offices, agencies, establishments or companies, private and public, to act on complaints related to violence against women and other sectors referred to in this code. For this purpose, a grievance procedure must be installed in every agency, office or establishments pursuant to R.A. 7877.

SECTION 46. Organization and Functionalization of Local Councils for the Protection of Children and LCAT-CP/VAWC. The LGU shall ensure the reactivation and assessment of the Local Councils for the Protection of Children and LCAT-CP/VAWC in the Municipality.

SECTION 47. Access to Friendly Farming Technology. The Office of the Municipal Agricultural Services in collaboration with other departments of the LGU, national government agencies and the private sector, shall work to ensure access to friendly farming technology to compensate their low level of participation in the economic activities in their respective barangays.

SECTON 48. Equal Employment Opportunities. The LGU, in partnership with appropriate national government agencies, private groups and other entities, shall develop creative employment opportunities to all sectors referred to in this code with the exception of children recognizing their differentiated conditions and potentials as human beings.

SECTION 49. Healthy and Gender Fair Work Environment. The Municipality shall ensure that the workplace, public or private, provides equality to all sectors referred to in this code except children. For this purpose, employers are encouraged to provide employees the proper facilities, such as rest areas and seats during break time and while at work.

SECTION 50. Maternity and Paternity Benefits. Women and men with children 0-6 months old shall be entitled to a maternity and paternity benefits in accordance with law. Provided further, that the employer is already granting similar benefits over and above what the existing laws require, such benefits shall be credited as compliance therewith.

SECTION 51. Gender Sensitive Physical Plan. A physical plan appropriate for a gender sensitive environment shall be adopted by all offices, agencies, establishments and companies which shall help prevent health and safety hazards in the workplace.

SECTION 52. Employment Assistance Program. The Public Employment Service Office (PESO) in cooperation with Department of Labor and Employment and other concerned agencies shall endeavor to assist the underemployed in securing gainful employment.

SECTION 53. Livelihood Assistance Program. The LGU shall endeavor to assist all sectors related to in this code, in their productivity skills, capability building and livelihood assistance as a way to help them earn a living.

SECTION 54. Workers in Entertainment Industry. Persons working in the entertainment industry shall receive minimum wages and benefits accorded to workers and shall render services only in the place of work as specified in the business permit of the establishment concerned.

SECTION 55. Municipal Based Registration of Helpers. The LGU, through the barangay councils, shall require employers to register their respective household helpers for the purposes of monitoring maltreatment and abusers in the workplace and to ensure the safety of employees from untoward cases of burglary and other forms of criminality.

SECTION 56. Spousal Support. Spousal support is required by law to provide the needs of women and children and all agreements or settlements relative thereto shall be final and executory. Any modification of the agreement or settlement shall be allowed only if advantageous to children.

SECTION 57. Classification of Certain Workers. Any person in all sectors referred to in this code who is permitted or suffered to work, with or without compensation, in any night club, cocktail lounge, massage clinic, bar or similar establishment, under the effective control or supervision of the employer to substantial period of time as determined by the Secretary of Labor, shall be considered as an employee of such establishment for purposes of labor and social legislation.

ARTICLE VII SOCIO ECONOMIC BENEFITS

SECTION 58. Patronizing and Promotion of Locally Made or Produced Product. Whenever the LGU or any other government agencies or offices located in the municipality will host, sponsor, initiate a meeting, seminar, symposium with the territorial limits of the Municipality of Guiuan, Eastern Samar, the organizer shall coordinate with the Office of the Mayor for the display of locally made or produced delicacies/foods of any locally accredited cooperatives and start-ups for business purposes. For this purpose, a corresponding guideline shall be issued to implement these provisions.

SECTION 59. Equality in Capacity to Act and Enter into Contracts. Pursuant to Magna Carta for women, women who are not legally incapacitated shall have the right to enter into

contract, shall in every respect be equal to that of men under similar circumstances. In all contractual situations where married men have the capacity to act, married women shall have equal rights.

ARTICLE VIII RURAL RIGHTS

SECTION 60. Promotion of Land Based Projects. The LGU through the Office of Municipal Agriculture Services (OMAS) and other partner agencies and institutions shall support and encourage all sectors in society to engage in crop and livestock production projects to ensure food security by using appropriate technology.

Section 61. Continuous Production and Supply of Indigenous Raw Materials. The Office of the Municipal Agricultural Services, in partnership with duly registered POs and NGOs shall support the continuous production and supply of vital raw materials to sustain the resource-based economic project of the municipality.

SECTION 62. Access to Friendly Alternative Science and Technology Education. The LGU, in cooperation with DA, ESSU, DOST, DTI and TESDA and other related line agencies, shall establish a friendly alternative science and technology education in identified potential barangays of the municipality.

ARTICLE IX POLITICAL RIGHTS

SECTION 63. Statement of Policy. The LGU shall ensure a fundamental equality among all sections in society in the exercise of their rights, privileges and opportunities as enshrined in the Constitution and statutes.

SECTION 64. Observance of all Sectorial Celebrations. As mandated by law, the month of March is hereby recognized as International Women's Month with March 8 of each year to be observed as National Women's Day; International Men's Day is every November 19; Children's Month is November of every year, National Disability Prevention and Rehabilitation Week is every 3rd week of the month of July, LGBTQIA+ or Pride Month is every month of June; Elderly week celebration is every first week of October; Each sector shall come up with the schedule of activities, and shall mobilize the various stakeholders to join in the observance of the celebration. The LGU shall encourage all barangay local government units under its jurisdiction to observe the same.

The LGU shall also plan and support the observance of other related sectoral celebrations to spouse their respective advocacies.

SECTION 65. Municipal Sectoral Organization. The LGU shall encourage the formation of sectoral organization through the community-based organizations in accordance with the prescribed guidelines and policies and shall refer the same to the Local Sanggunian accreditation.

SECTION 66. Local Governance Participation. To widen and enhance the participation of all sectors in the local government decision-making and administration process, the LGU shall promote and ensure the participation of stakeholders in all Local Special Bodies. The respective sectoral representatives shall be chosen from among the duly accredited organizations in the municipality as an effective partner in local governance.

SECTION 67. Creation of Municipal Local Councils. The Municipal Local Councils shall be created in the prescribed policies issued by the Department of Interior and Local Government and other agencies concerned.

SECTION 68. Multi-sectoral Forum and Congress. The LGU in coordination with all sectoral representation shall hold an annual multi-sectoral forum/congress/assembly to reaffirm and collectively advance the sectoral welfare and interest.

SECTION 69. Consultation Process. The LGU shall ensure that all sectors are given the opportunity to be consulted and heard on issues concerning the formulation of development plans, programs and projects.

ARTICLE X SUPPORT SERVICES

SECTION 70. Support Program to Victims of Abuse and Violence. The LGU shall provide immediate and adequate support services to all victims of violence. Support services can be a form of legal, medical, psychological, shelter and other forms of support services. A support services mechanism shall be institutionalized for this purpose, a cost-sharing scheme with the barangays, and other concerned agencies may be availed of as in accordance with the provisions of the Implementing Rules and Regulations of this code.

SECTION 71. Psychological Program. All victims of abuse and violence shall undergo psychological interventions which shall be carried out by trained MSWDO, MHO, LGUs staff and other related agencies.

SECTION 72. Victims/Clients Support Group. Victims of abuse and violence may voluntarily agree among themselves to establish support groups as they may feel necessary with the assistance of duly-qualified professionals of their choice. All investigations, hearings 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 victim's support group to be present in the courtroom as observers and to provide moral support to the victims who are subject to litigation, as expressly allowed or requested by the offended party to the extent allowed by the existing laws and the Rules of court.

SECTION 73. Women and Children Protection Desk (WCPD). The LGU through the Police Municipal Office shall establish and maintain the WCPDs to be handled by the female police officer trained on GAD. Police stations in the Municipality shall have WCPDs to specifically handle concern of women and children and shall maintain separate WCPDs room within the police station, however, the police station is not precluded in providing similar assistance to other sectors. Complaints of battering and other forms of abuse against women and children shall be handled by female officers in the local police station. Such female police officer 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 74. Support Services to Workers in the Sex Industry. The LGU shall provide socio-economic support services in the sex industry in its desire to concretely respond to their practical needs. With the ultimate end of discouraging them from pursuing in a flesh-trade, it shall provide alternative and sustainable resources of income and livelihood and psychological services.

SECTION 75. Medical Routine Check-up. Routinary medical check-up and provision of medicines, if needed, shall be afforded to workers in the sex industry and those engaged in places of amusement.

SECTION 76. Continuing Education Against Sexual Harassment, Bullying and Cyberbullying. To avoid sexual harassment, bullying in all government and private agencies and offices within the Municipality, a continuing education against these illegal acts shall be pursued. For this purpose, the LGU and agencies concerned shall work together by doing an activity designed to equip workers and the public in general with the critical and practical knowledge on gender concepts and principles, gender analysis and on anti-sexual harassment laws, anti-bullying and cyber-bullying shall be conducted.

SECTION 77. RA 11313 or the Safe Space Act of 2018. Cognizant with the value of dignity of every human person and in full recognition with human rights, the LGU recognizes the inherent rights of everyone on equality, security and safety not only in private, but also on the streets, public spaces, online, workplaces and educational and training institutions.

77.1 Gender-Based Streets and Public Spaces Sexual Harassment. – The crimes of gender-based streets and public spaces sexual harassment are committed through any unwanted and any uninvited sexual actions or remarks against any person regardless of the motive for committing such action or remarks.

Gender-based streets and public spaces sexual harassment includes catcalling, wolf-whistling, unwanted invitations, misogynistic, transphobic, homophobic and sexist slurs, persistent uninvited comments or gestures on a person's appearance, relentless request for personal details, statement of sexual comments and suggestions, public masturbation or flashing of private parts, groping, or any advances, whether verbal or physical, that is unwanted and has threatened one's sense of personal space and physical safety, and committed in public spaces such as alleys, roads, sidewalks and parks. Acts constitutive of gender-based streets and public spaces sexual harassment are those performed in buildings, schools, churches, restaurants, malls, public washrooms, bars, internet shops, public markets, transportation terminals or public utility vehicles.

77.2 Gender-Based Sexual Harassment in Restaurants and Cafes, Bars and Clubs, Resorts and Water Parks, Hotels and Casinos, Cinemas, Malls, Buildings and Other Privately-Owned Places Open to the Public. – Restaurants, bars, cinemas malls, buildings and other privately-owned places open to the public shall adopt a zero-tolerance policy against gender-based streets and public spaces sexual harassment. These establishments are obliged to provide assistance to victims of gender-based sexual harassment by coordinating with local police authorities immediately after gender-based sexual harassment is reported, making CCTV footage available when ordered by the court, and providing a safe gender-sensitive environment to encourage victims to report gender-based sexual harassment at the first instance.

All restaurants, bars, cinemas and other places of recreation shall install in their business establishments clearly-visible warning signs against gender-based public spaces sexual harassment, including the anti-sexual harassment hotline number in bold letters, and shall designate at least one (1) anti-sexual harassment officer to receive gender-based sexual harassment complaints. Security guards in these places may be deputized to apprehend perpetrators caught in flagrante delicto and are required to immediately coordinate with local authorities.

77.3 Gender-Based Sexual Harassment in Public Utility Vehicles. – In addition to the penalties in this Act, the Land Transportation Office (LTO) may cancel the license of perpetrators found to have committed acts constituting sexual harassment in public utility vehicles, and the Land Transportation Franchising and Regulatory Board (LTFRB) may suspend or revoke the franchise of transportation operators who commit gender-based streets and public spaces sexual harassment acts. Gender-based sexual harassment in public utility vehicles (PUVs) where the perpetrator is the driver of the vehicle shall also constitute a breach of contract of carriage, for the purpose of creating a presumption of negligence on the part of the owner or operator of the vehicle in the selection and supervision of employees and rendering the owner or operator solidarity liable for the offenses of the employee.

77.4 Gender-Based Sexual Harassment in Streets and Public Spaces Committed by Minors. – In case the offense is committed by a minor, the Municipal Social Welfare and Development Office (MSWDO) shall take necessary disciplinary measures as provided for under Republic Act No. 9344, otherwise known as the “Juvenile Justice and Welfare Act of 2006”.

SECTION 78. Support and Development of Child Development Center. The LGU shall ensure that Child Development Centers are set up in all barangays in the municipality pursuant to RA 6972. Child Development Centers existing in the municipality shall be responsive to needs of the community to provide childcare 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 3-4 years old.

SECTION 79. Legal Education and Counseling. The LGU shall:

79.1 Undertake legal education and training for community leaders, municipal officials and members of the Lupong Tagapamayapa on legal counseling and arbitration to capacitate community workers to facilitate resolution of cases and family conflicts at the municipal and barangay levels in coordination with the concerned government agencies and non-government organizations (NGOs).

79.2 Undertake a special para-legal training on gender issues and related matters for VAW Desk's Officers in all barangays in the Municipality in partnership with the Integrated Bar of the Philippines (IBP) and other government agencies non-government organizations (NGOs).

SECTION 80. Medico-Legal Services. The LGU through the Rural Health Unit shall facilitate free medico-legal services to attend to the special medical needs of victims of abuse and violence.

SECTION 81. Support to Persons Deprived of Liberty. All detainees shall have the following rights:

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

81.2 Separate structures, space for detention and rehabilitation for women and men shall be established.

SECTION 82. Involvement of Men in the Advocacy on Anti Violence Against Women. Violence against women is perpetrated largely by men. Ideas and behavior linked to masculinity or manhood are highly influential in some men's use of violence against women.

Further, men have a positive and vital role to play in helping to stop violence against women. For this reason, the LGU through the Municipal Social Welfare and Development Office (MSWDO) and the GFPS and other agencies concerned, shall involve men in order to decrease the instances of violence against women. The said agencies shall develop programs that will enlighten or inform men alike about the repercussions of any violence done against women.

ARTICLE XI OTHER SUPPORT SERVICES

SECTION 83. During Disaster, Calamities and Other Crisis Situations. In disaster, calamities and other crises, the Municipality and other agencies concerned in all phases of relief, recovery, rehabilitation and reconstruction efforts shall:

- a) Ensure a more coordinated and gender sensitive culturally appropriate response in all stages of emergency;
- b) Timely, adequate and culturally appropriate provision of relief goods and services such as food, water, sanitary packs, psychological support, livelihood, education and comprehensive health services at the early stage of the crisis.
- c) Proactive adoption of measure by camp managers to prevent sexual violence in evacuation centers and relocation sites which includes: (a) security and safety of women and children key criteria for the selection of evacuation sites, (b) separate functional and well-lit latrines with lock for women, children and other vulnerable sectors, (c) bathing with privacy, (d) regular security patrols preferably by female police officer; and prohibition of alcohol, illegal drugs and gambling, among others; and
- d) Strengthen meaningful participation and representation of all sectors in Disaster Risk Reduction and Management (DRRM) councils and processes, DRRM-related programs, projects and activities.
- e) Establish safe, inclusive, women-friendly, lactating/ pregnant mothers, gender sensitive and responsive evacuation centers and other similar spaces.

SECTION 84. Sports. The LGU shall establish and strengthen programs for the equitable participation of women, children, and other sectors appropriate 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 age, sex, gender and similar factors.

SECTION 85. Local Committees on Anti-Trafficking, Child Pornography and Violence Against Women and Children (LCAT CP VAWC). The Local Committees against trafficking in person and other related violence and exploitation of women and children shall have the following tasks:

- a) Formulate a comprehensive program to suppress the trafficking of men, women and children;
- b) Conduct massive information campaign;
- c) Undertake guidance and counseling for women going abroad as fiancées of foreign nationals;
- d) Make representations to schools, colleges and universities for the inclusion of migration and its implications and in all levels of school curricula;

- e) Refer trafficking victims to appropriate agencies;
- f) Formulate a program for returning victims in cooperation with local offices of DOLE, TESDA, and other government agencies involved in training and livelihood development;
- g) Secure assistance from any of the local government units, departments or bureaus of the National Government.
- h) Exercise other powers and functions necessary to attain its purpose and objectives.

SECTION 86. The Referral Pathway System for Gender Based Violence. The LGU through the Local Committees on Anti-Trafficking, Child Pornography and Violence Against Women and Children (LCAT CP VAWC) shall review and strengthen the referral pathway system of gender-based violence. As may be necessary, the Municipal Mayor may reconstitute a Referral Pathways Core Team that shall perform the following functions and responsibilities:

- a) Ensure that a standard referral pathway system shall be implemented;
- b) Conduct meetings and case conferences with agencies within the referral network on operational issues and concerns;
- c) Conduct monitoring and evaluation on the implementation of the Referral Pathway System.

ARTICLE XII

PROGRAMS TO PROMOTE NON-DISCRIMINATION AND DIVERSITY OF Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, plus (LGBTQIA+)

SECTION 87. To eliminate all forms of discrimination, the LGU shall pursue initiatives and programs that seek to enable an environment free of stigma and discrimination. It shall direct the machinery and resources of the Municipality to promote non-discrimination and shall encourage other sectors of the society to engage and participate in these efforts. It shall ensure the implementation of the following programs:

- a. Social Protection Programs – the Municipal Government shall ensure that communities vulnerable to stigma and discrimination on the basis of SOGIE are integrated into government-run social protection programs.
- b. Diversity Programs and Policies – All government agencies, government owned and controlled corporations, private companies, public and private educational institutions, and other entities shall establish diversity programs to ensure human rights violence on the basis of SOGIE are prevented. They shall also create an internal redress mechanism to address cases of discrimination and develop administrative remedies or sanctions for such cases. Public institutions shall incorporate these programs into existing gender and development programs.
- c. Information and Education Campaign – All government agencies and instrumentalities are mandated to develop and implement SOGIE –specific gender sensitivity education and information dissemination. They shall endeavor to produce and publish information and education campaign materials on gender and human rights.

ARTICLE XIII

AUXILIARY AIDS AND SERVICES FOR DIFFERENTLY-ABLED PERSONS

SECTION 88. Auxiliary Social Services – The Municipality shall ensure that marginalized persons are provided with the necessary auxiliary services that will restore their social

functioning and participation in community affairs. Towards this end, the Municipal Social Welfare and Development Office shall develop and implement programs on auxiliary social services that respond to the needs of marginalized differently abled persons. The components of such a program shall be as follows:

- a. assistance in the acquisition of wheelchairs and walker and medical intervention of specialty services;
- b. referral for specialized training activities designed to improve functional limitations of differently abled persons related to communication skills;
- c. development among differently abled persons of a positive self-image through the provision of counseling, orientation and mobility and strengthening daily living capability;
- d. provision of family care services geared towards developing the capability of families to respond to the needs of the disabled members of the family;
- e. referral for a substitute family care services and the facilities therefor for abandoned, neglected, abused and unattached differently abled persons who need custodial care;
- f. provision of after care and follow-up services for the continued rehabilitation in the community-based setting of differently abled persons who were released from residential care or rehabilitation centers; and
- g. provision of day care services for children with disability of pre-school age.

A. EDUCATION OF PWD

1. Access to Quality Education. – The LGU shall ensure that differently abled persons are provided with access to quality education and ample opportunities to develop their skills. It shall take appropriate steps to make such education accessible to all differently abled persons. It shall be unlawful for any learning institution to deny a differently abled person admission to any course it offers by reason of handicap or disability. The Municipal Government shall take into consideration the special requirements of differently abled persons in the formulation of educational policies and programs. It shall encourage learning institutions to take into account the special needs of differently abled persons with respect to the use of alcohol facilities, class schedules, physical education requirements, and other pertinent consideration.

2. Vocational or Technical and Other Training Programs. – The LGU shall provide differently abled persons with training in civics, vocational efficiency, sports and physical fitness, and other skills.

3. Special Education – The LGU shall establish, maintain and support complete, adequate and integrated system of special education for the visually impaired, hearing impaired, mentally retarded persons and other types of exceptional children in the municipality.

4. Non-Formal Education – The Municipal Government shall develop non-formal education programs intended for the total human development of differently abled

persons. It shall provide adequate resources for non-formal education programs and projects that cater to the special needs of differently abled persons.

B. ACCESSIBILITY

1. Barrier-Free Environment. – The LGU shall ensure the attainment of a barrier-free environment that will enable differently abled persons to have access in the public and private buildings and establishments and such other places mentioned in Batas Pambansa Bilang 344, otherwise known as the “Accessibility Law”.

The national and local governments shall allocate funds for the provision of architectural facilities or structural features of differently abled persons in government buildings and facilities.

2. Mobility. – The Municipal Government shall promote the mobility of differently abled persons. Differently abled persons shall be allowed to drive motor vehicles, subject to the rules and regulations issued by the Land Transportation Office pertinent to the nature of their disability and the appropriate adoptions or modifications made on such vehicles.

C. POLITICAL AND CIVIL RIGHTS

Right to Organize. – The LGU recognizes the right of differently abled persons to form organizations or associations that promote their welfare and advance or safeguard their interests. The Municipality, through its agencies, instrumentalities and subdivisions, shall assist differently abled persons in establishing self-help organizations by providing them with necessary technical and financial assistance.

To ensure the active participation of differently abled persons in the social and economic development of the country, their organizations shall be encouraged to participate in the planning, organization and management of government programs and projects for differently abled persons.

Organizations of differently abled persons shall participate in the identification and preparation of programs that shall serve to develop employment opportunities for the differently abled persons.

SECTION 89. Prohibitions on Verbal, Non-verbal Ridicule and Vilification Against Persons with Disability

1. Deliverance from Public Ridicule

Public Ridicule. – For purposes of this code, public ridicule shall be defined as an act of making fun or contemptuous imitating or making mockery of persons with disability whether in writing, or in words, or in action due to their impairment/s.

It is unlawful for any individual, group or community to commit any of these acts of ridicule against persons with disability in any time and place which could intimidate or result in loss of self-esteem of the latter.

2. Deliverance from Vilification

Vilification. – For purposes of this code, vilification shall be defined as:

(a) The utterance of slanderous and abusive statements against a person with disability; and/or

(b) An activity in public which incites hatred towards, serious contempt for, or severe ridicule of persons with disability.”

ARTICLE XIV
SUPPORT SERVICES FOR SENIOR CITIZENS

SECTION 90. Support Services for Senior Citizens

1. “self and social enhancement services” which provide senior citizens opportunities for socializing, organizing, creative expression, and self-improvement;
2. “neighborhood support services” wherein the community or family members provide caregiving services to their frail, sick, or bedridden senior citizens; and
3. “Social safety assistance intended to cushion the effects of economics shocks, disasters and calamities shall be available for senior citizens. The social safety assistance which shall include, but not limited to, food, medicines, and financial assistance for domicile repair, shall be sourced from the disaster/calamity funds of LGUs where the senior citizens reside, subject to the guidelines to be issued by the MSWDO.”
4. “Assistance for centenarians, bedridden senior citizens and solo living senior citizens.” The LGU provides these assistances to elderlies in accordance with guidelines and policies prescribed in the pertinent enacted ordinance of the municipality.

ARTICLE XV
GENDER EQUALITY AND SOCIAL INCLUSION PREVENTION AND RESPOND TO GENDER BASED VIOLENCE IN EMERGENCIES

SECTION 91. PREVENTION AND RESPOND TO GENDER BASED VIOLENCE IN EMERGENCIES

91.1 Addressing Urgent Needs. The LGU shall ensure that the Protection system to deliver case management services to women, children, LGBTQIA+, PWDs, elderlies and other vulnerable sectors to ensure with urgent protection needs are identified and receive time, age and gender-appropriate services. In many cases this means, searching for separated family members linking children to caring and protective foster families.

91.2 Strengthening Families and Communities. Children and their families suffer both physically and mentally in the aftermath of an emergency. In response, gender inclusive safe environment will be created through Women and Children Friendly Spaces, where women, children, adolescents including those with disabilities and LGBTQIA+ communities can access psychological counselling, support networks. Parenting courses will also be provided to help caregivers develop skills to cope with crises.

91.3 Strengthening the Local Systems.

- a. The Municipality shall require all NGOs, BLGUs, and CSOs which are tasked to provide any assistance or services to the affected children to adopt a child

protection policy. The child protection policy shall include measures to deter and effectively respond to cases of violence, abuse, and exploitation of children.

- b. LGU shall prioritize the establishment and functionality of the barangay violence against women and children (VAWC) desks. The VAWC desk shall serve as one of the key reporting referral mechanism for cases of violence, abuse, and exploitation of children in the barangay during all phases of emergency response and recovery.
- b. Vulnerable sectors shall be given priority during evacuation as a result of a disaster or other emergency situation. Existing CSOs in the community shall be tapped to look after the safety and well-being of the vulnerable sectors during evacuation operations. Measures shall be taken to ensure that vulnerable sectors evacuated are accompanied by persons responsible for their safety and well-being.

ARTICLE XVI
APPLICABILITY OF PENAL STATUTES

SECTION 92. Applicability of the Revised Penal Code and Special Statutes. Any act or omission that violates any provision of this Code, which is defined and penalized under the Revised Penal Code or any special penal statute shall be prosecuted and penalized under the applicable law.

ARTICLE XVII
FINAL PROVISIONS

SECTION 93. Repealing clause. All ordinances, resolutions, circulars, memorandum, or rules and regulations inconsistent with the provisions of this Code are hereby repealed or modified accordingly.

SECTION 94. Separability Clause. If, for any reason, any portion or provision of this Code is declared unconstitutional or invalid, the other sections or provisions hereof which are not affected thereby shall continue to be in full force and effect.

SECTION 95. Supplementary Clause. On matters not provided in this code, any existing applicable laws and their corresponding Implementing Rules, Executive Orders and relevant issuances issued therefore shall apply in a supplemental manner.

SECTION 96. Implementation of the Code. To properly implement this Code, the LGU through the GFPS-TWG shall formulate an implementing rules and regulations which shall be embodied in an appropriate Executive Order to be issued by the Municipal Mayor.

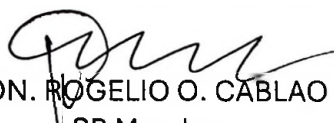
SECTION 97. Effectivity Clause. This Code shall take effect upon compliance of the mandatory posting and publication requirement prescribed under RA 7160, otherwise known as the Local Government Code of 1991.

ENACTED AND APPROVED: May 06, 2026, at Guiuan, Eastern Samar.

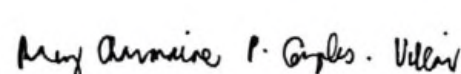
HON. KINNA MAE G. KWAN-MABANSAG
SB Member

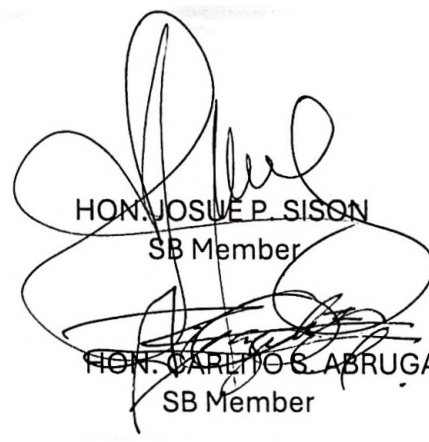
HON. FLORIANO G. BAGRO, JR.
SB Member

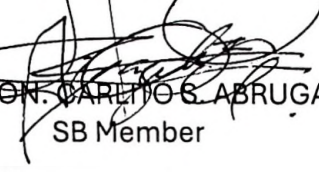

HON. FRANCIS ALDOUS B. SISON
SB Member

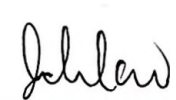

HON. ROGELIO O. CABLAO
SB Member

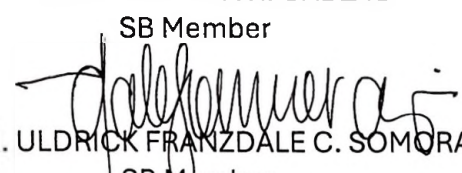

HON. DOMINADOR G. CHUA, JR
SB Member


HON. MARY CHARMAINE G. VILLAR
SB Member
President – Liga ng mga Barangay


HON. JOSUE P. SISON
SB Member


HON. CARLITO G. ABRUGAR, JR.
SB Member


HON. ANTONIA R. CABLAO
SB Member


HON. ULDRICK FRANZDALE C. SOMORAY
SB Member
President – SK Federation

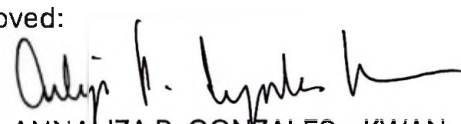
I certify to the correctness of the foregoing Ordinance which was duly enacted by the Sanggunian during its 45th regular session held on May 06, 2026:


RECTITO A. MELQUIADES
Secretary to the Sangguniang Bayan

Attested by:


HON. VERONICA O. RAMIREZ
Municipal Vice-Mayor & Presiding Officer

Approved:


HON. ANNALIZA P. GONZALES – KWAN
Municipal Mayor