



PAMAHALAANG BAYAN NG TAYTAY TANGGAPAN NG SANGGUNIANG BAYAN

**EXCERPT FROM THE MINUTES OF THE 124th REGULAR SESSION OF THE 11th
SANGGUNIANG BAYAN, TAYTAY, RIZAL, HELD ON FEBRUARY 22, 2022, 1:20 PM
AT THE SESSION HALL OF THE MUNICIPAL BUILDING, TAYTAY, RIZAL**

PRESENT:

Hon. Michell B. Bermundo	-	Vice Mayor/Presiding Officer
Hon. Sophia Priscilla L. Cabral	-	Councilor
Hon. Ma. Jeca B. Villanueva	-	"
Hon. Patrick John P. Alcantara	-	"
Hon. Joanne Marie P. Calderon	-	"
Hon. Ceferino R. Resurreccion Jr.	-	"
Hon. Kyle Georic Y. Gacula	-	"
Hon. Ma. Elaine T. Leonardo	-	"
Hon. Philip Jeison J. Cruz	-	"
Hon. Frank Luster L. Santos	-	LnB President
Hon. Roda May A. Diño	-	SK Federation President

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	Coun. Kyle Georic Y. Gacula
	Coun. Ma. Elaine T. Leonardo
	LnB Pres. Frank Luster L. Santos
	SK Fed. Pres. Roda May A. Diño

ORDINANCE NO. 736 series of 2022

AN ORDINANCE REVISING AND UPDATING GENDER AND DEVELOPMENT (GAD) CODE OF THE MUNICIPALITY OF TAYTAY, RIZAL, AND FOR OTHER PURPOSES

WHEREAS, UN Convention on the Elimination of All Forms of Discrimination Against Women (UN-CEDAW), which articulates the economic, political, and social cultural rights of women;

WHEREAS, the Beijing Platform of Action (BPA) agreed during the 4th World Conference on Women and its succeeding updates;

WHEREAS, Framework Plan for Women (FPW) which encourages agencies to promote gender-responsive governance, protect and fulfil women's human rights, and promote women's economic empowerment;

WHEREAS, PCW-DILG-DBM-NEDA Joint Memorandum Circular No. 2013-01 or the Guidelines on the Localization of the Magna Carta of Women;

WHEREAS, as early as year 2000, the Municipality of Taytay, Rizal has committed to the implementation of the Magna Carta of Women;

WHEREAS, the Sangguniang Bayan of Taytay enacted Ordinance No. 582 series of 2015 entitled "An ordinance enacting the TAYTAY RIZAL GENDER AND DEVELOPMENT CODE of 2015" dated September 22, 2015;

WHEREAS, the Municipality of Taytay, Rizal, through Executive Order reaffirms its support of the Philippine Government's initiatives, by creating Municipal GAD Focal Point System to implement programs and projects under this Code;

WHEREAS, the Municipality of Taytay, believes of "that no one is left behind" and "whole of nation and whole of society" approach in all development undertakings;

NOW THEREFORE, BE IT ENACTED, by the 11th Sangguniang Bayan of Taytay, Rizal, in session assembled, to enact & promulgate the GAD Code of the Municipality of Taytay, Rizal, as follows:

CHAPTER I GENERAL PROVISIONS

ARTICLE I TITLE, STATEMENT OF POLICY, LEGAL BASIS, AND DEFINITION OF TERMS

SECTION 1. Title - This Ordinance shall be known and cited as the "Gender and Development Code of the Municipality of Taytay, Rizal" as amended and hereinafter referred as the "TAYTAY, RIZAL GAD CODE OF 2022".

SECTION 2. Statement of Policy – Pursuant to the mandate of the Constitution which recognizes the role of women in nation-building, and ensures the fundamental equality before the law of women and men, it shall be the policy of the Municipality of Taytay to ensure full and equal participation of both women and men, regardless of their sexual preference, in the development programs, projects and processes of its various department.

It shall also uphold the rights of women and the belief in their worth and dignity as human beings in accordance with the fundamental freedoms guaranteed under the Constitution and the recognized principles of international law.

In view hereof, the Municipality of Taytay shall promote, protect and fulfill the following rights as defined and declared by the United Nations, under the Convention on the Elimination of Discrimination Against Women (CEDAW) and the Magna Carta of Women (MCW), to wit:

- a. The right to be free from all forms of slavery and prostitution.
- b. The right to vote, run for election and hold public office.
- c. The right to represent the country internationally.
- d. The right to economic welfare and security including access to productive resources such as, but not limited to capital, credit, markets, technologies and other financial inclusions.

- e. The right to decide on the number of children and on the number of years between pregnancies in accordance with the constitution.

Toward this end, the municipal government shall pursue and implement vigorously gender-responsive development policies, design and integrate specific gender support system, take into consideration women's rights to economic survival, political participation, self-determination and personal empowerment; adopt and implement measures to protect and promote their rights; and ensure the widest participation of women from the local government, civil society organization, and the private/business sector in all phases of the development program cycle.

SECTION 3. Legal Basis - The GAD Code is based on the following international, national and local mandates, policies and commitments.



3.1 International Policies

- UN Convention on the Elimination of All Forms of Discrimination Against Women (UN-CEDAW), which articulates the economic, political, and social cultural rights of women;
- The Beijing Platform of Action (BPA) agreed during the 4th World Conference on Women and its succeeding updates;
- Framework Plan for Women (FPW) which encourages agencies to promote gender-responsive governance, protect and fulfil women's human rights, and promote women's economic empowerment.
- Sustainable Development Goals.
- ILO Conventions; and Other international conventions and treaties such as but not limited to the following:
 1. ILC Recommendation 204 – Transitioning from Formal to Formal Economy
 2. Just Transition
 3. Decent Work Agenda
 4. Right to Organize

3.2 National Laws and Policies

- **Article II Section 14 of the 1987 Philippine Constitution:** The State recognizes the role of women in nation building and shall ensure the fundamental equality before the law of women and men.
- **Article XIII, Section 14 of the 1987 Philippine Constitution:** The State shall protect working women by providing safe and healthful working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation.
- **Article XIII, Section 11 of the 1987 Philippine Constitution:** which recognizes women's special health needs.
- **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.
- **RA 6949:** Declares March 8 of every year as a working holiday to be known as National Women's Day.

- **RA 6955:** An Act Declaring 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, Flyer and Other Propaganda Materials in Furtherance Thereof and Providing Penalty Therefore.
- **RA 6972:** An Act Establishing a Day Care Center in Every Barangay.
- **RA 7160 or The Local Government Code of 1991:** which mandates LGUs to promote the general welfare and provide basic services and facilities to constituents.
- **RA 7192:** An Act Promoting the Integration of Women as Full and Equal Partners in Development and Nation Building and for Other Purposes.
- **RA 7322:** An Act Increasing Maternity Benefits in Favor of Women Workers in the Private Sector, Amending for Purpose Section 14-A of RA 1161, As Amended, and Other Purposes.
- **RA 7438:** The Act Defining Certain Rights of Person Arrested, Detained or Under Custodial Investigation as Well as the Duties of the Arresting, Detaining and Investigating Officers, and Providing Penalties for Violations Thereof.
- **RA 7600:** Provides incentives to all government and private health institutions with rooming-in and breastfeeding practices.
- **RA 7688:** An Act Giving Representation to Women the Social Security Commission, amending for Purpose Section 3(A) of RA No.1161, as Amended.
- **RA 7877:** An Act Declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment and for Other Purposes.
- **RA 7882:** An Act Providing Assistance to Women Engaging in Micro and Cottage Business Enterprises and for Other Purposes.
- **RA 8042:** Migrant Workers and Overseas Filipinos Act of 1995.
- **RA 8171:** An Act of Providing for the Repatriation of Filipino Women Who Have Lost Their Philippine Citizenship by Marriage to Aliens and of Natural-Born Filipinos.
- **RA 8292:** Higher Education Modernization Act of 1997.
- **RA 8353:** An Act Expanding the Definition of the Crime of Rape, Reclassifying the Same as a Crime Against Persons, Amending for the Purpose Act No. 3815, as Amended, Otherwise Known as the Revised Penal Code, and for Other Purposes. Or the Anti-Rape Law of 1997.
- **RA 8505:** An Act Providing Assistance and Protection for Rape Victims, Establishing for the Purpose a Rape Crisis Center in Every Province and City, Authorizing the Appropriation of Funds Therefore, and for Other Purposes.
- **RA 8972:** The Solo Parent Welfare Act of 2000.
- **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.
- **RA 9262:** Anti-Violence Against Women and their Children Act of 2004.
- **RA 9710:** Magna Carta of Women, the comprehensive women's human rights law.

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- **RA 9994:** Expanded Senior Citizens Act of 2010 - An act granting additional benefits and privileges to senior citizens, further amending Republic Act No. 7432, as amended.
 - **RA 10028:** The Expanded Breastfeeding Promotion Act of 2009.
 - **RA 10354:** Responsible Parenthood and Reproductive Health Act of 2012.
 - **RA 10361:** Domestic Workers Act or Batas Kasambahay Law.
 - **RA 10364:** Expanded Anti-Trafficking in Persons Act of 2012.
 - **RA 10661:** November as National Children's Month.
 - **RA 11148:** An Act Scaling Up the National and Local Health and Nutrition Programs Through a Strengthen Integrated Strategy for Maternal Neonatal, Child Health and Nutrition in the First One Thousand (1000) Days of Life, Appropriating Funds Therefor and for Other Purposes or the Kalusugan at Nutrisyon ng Magnanay Act.
 - **RA 11210:** The Expanded Maternity Leave. Is an act increasing the maternity leave period to one hundred and five (105) days for female workers with pay and an option to extend for an additional thirty (30) days without pay.
 - **RA 11313:** Safe Spaces Act – defines gender-based sexual harassment in streets, public spaces, online, workplaces, and educational and training institutions. The law, penalizes all forms of sexual harassment in streets and public spaces, as well as in online spaces.
 - **RA 11596:** An Act Prohibiting the Practice of Child Marriage and Imposing Penalties for Violations Thereof.
 - **General Appropriations Act, Section 28:** directing government entities to formulate a GAD plan, the cost of which shall not be less than five (5) percent of their yearly budget, otherwise known as the GAD budget.
 - **Executive Order (EO) 273:** which directs all government agencies to institutionalize GAD efforts in government by incorporating GAD concerns in their planning, programming and budgeting processes. It also mandates agencies to incorporate and reflect GAD concerns in their agency performance commitment contracts, annual budget proposals and work and financial plans.
 - **Local Budget Memorandum No. 28:** which directs local government units to mobilize resources to mainstream and implement gender and development programs using the five (5) percent of development fund.
 - **Joint Circular 2012-01 of the PCW-NEDA-DBM:** The Guidelines for the Preparation of Annual Gender and Development (GAD) Plans and Budgets and Accomplishment Report to implement the Magna Carta of Women.
 - **PCW-DILG-DBM-NEDA Joint Memorandum Circular No. 2013-01:** The Guidelines on the Localization of the Magna Carta of Women.
 - **Civil Service Commission Memorandum Circular No. 12 s. 2005:** which encourages all heads of constitutional bodies, departments, bureaus, offices and agencies of the national government, local government units, state universities and colleges, government-owned and/or controlled corporations the use of non-sexist language in all its official documents, communications and issuances.
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3.3 National Plans

- Philippine Plan for Gender-responsive Development (PPGD), 1995-2025 which envisions a society that promotes gender equality and women's empowerment and upholds human rights, among other development goals.
- Philippine Plan for Gender Responsive Development, 1995-2025 Adopted through Executive Order No. 273 Framework Plan for Women, 2002-2004.
- Joint Memorandum Circular 2003-01 -- Guidelines on the Localization of the Magna Carta of Women
- Joint Circular 2004-01 -- Guidelines for the preparation of Annual Gender and Development (GAD) Plan and Budget and Accomplishment Report to Implement the Section on Programs/Projects Related to GAD of the General Appropriations Act.



3.4 Local Policies

3.4.1 Province of Rizal Gender and Development Code of 2018.

3.4.2 Taytay Municipal Ordinance

- Ordinance No. 15 – An Ordinance Requiring Civil Registrar of the Municipality of Taytay, Rizal to Include the Seminar on Violence Against Women and their Children (VAWC) Under R.A. 9262 of 2004 as one of the Requirements Prior to the Issuance of a Marriage License.

3.4.3 Taytay Municipal Resolution

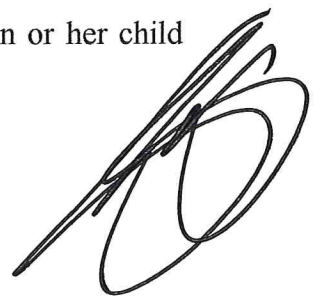
- Resolution No. 82 – Recognizing Centenarian Citizen of Taytay. All living Taytayeños that reach the age of 100 shall receive Php 30,000.00 for the Municipal Government of Taytay


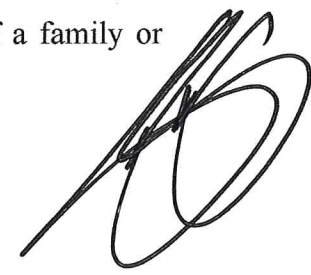
3.4.4 Taytay Municipal Executive Orders

- **Executive Order** “Creating the Local Committee on Anti-Trafficking and Violence Against Women and their Children (LCAT – VAWC)”
- **Executive Order** “An Order Creating the Gender and Development (GAD) Focal Point System for the Municipality of Taytay”

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

1. **Access** – in the context of gender equality and women’s empowerment framework, access to resources and services is an objective to gender equality, while women’s mobilization to achieve equality is an element of women’s empowerment.
2. **Advocacy** – a conscientization strategy concerned with increasing people sensitivity in the implications of gender equality and demand that problems of gender discrimination be identified and overcome in policies and programs.
3. **Battering** – Any single or sporadic act of physical, emotional, psychological and economic abuse which shall include repeated and habitual cyclic pattern as a means of intimidation and imposition of the batterer’s will and control over the victim’s life.
4. **Battery** – refers to an act of inflicting physical harm upon the woman or her child resulting to physical and psychological or emotional distress.



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5. **Battered Women Syndrome** – refers to a scientifically defined pattern of relationship as result of cumulative abuse.
 6. **Care Work** - is a sub-category of work that includes all tasks that directly involved processes done in service of others. Refers to those occupations that provide services that help people develop their capabilities or the ability to pursue the aspects of their lives that they value.
 7. **Child/Children** – refers to those below eighteen (18) years of age or older but are incapable at taking care of them as defined under Republic Act No. 7610 (“Special Protection of Children against Child Abuse, Exploitation, and Discrimination”). It includes the biological children of the victim and other children under her care.
 8. **Commodification of Women** – is a practice which puts women in a subordinated situation which results in the treatment of women as both consumers and objects of consumption. As consumers, women are allured to buy beauty products to enhance their physical attractiveness. As objects of consumption, women are reduced to sexual commodity.
 9. **Commercial Sexual Exploitation** – refers to the sexual abuse by the adult and remuneration in cash and or in kind to a person or women. It also refers to a process to which the women/children are treated as sexual objects and as commercial objects and which constitutes a form of coercion and violence against women and children, and amounts to forced labor and contemporary form of slavery. The main forms of commercial sexual exploitation are prostitution, sex tourism, pornography, and trafficking for sexual purposes.
 10. **Community-based Program** – refers to the programs provided a community setting developed for purposes of intervention and diversion, as well as rehabilitation of the child in conflict with the law, for reintegration into his/her family and/or community.
 11. **Crisis Intervention Center**– substitute home/residential facility for victims of VAWC and others who are in extremely difficult circumstances needing temporary shelter while their eventual return to family is facilitated.
 12. **Dating Relationship** – refers to a situation wherein the parties live as husband and wife without the benefit of marriage or are romantically involved over time and on continuing basis during the course of the relationship. A casual acquaintance or ordinary socialization between two individuals in a business or social context is not a dating relationship.
 13. **Development** – the improved well-being or welfare of people and the process by which this is achieved; the sustained capacity to achieve a better life.
 14. **Differently-Abled Person** – refers to those who are suffering from restriction or different abilities, as a result of mental, physical, or sensory impairment to perform an activity in the manner or within the range considered normal for a human being.
 15. **Discrimination** - overt behavior in which people are given different and unfavorable treatment on the basis of their race, class, sex and cultural status; any practice, policy or procedure that denies equality of treatment to an individual/group.
 16. **Discrimination against women** – any distinction between men and women for all sexual orientations and gender identities, created artificially, partly through socialization and partly through positive and negative discrimination in the various institutions and structures of society.
 17. **Domestic or Kasambahay Worker** – one employed in the service of a family or private establishment of a person keeping the home, household helper.
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18. **Domestic Violence** – is a physical, psychological, social or financial violence that takes place within an intimate family-type relationship and forms a pattern of coercive and controlling behavior.
19. **Economic abuse** – refers to acts that make or attempt to make a woman financially dependent.
20. **Empowerment** – an individual or collective action of the disadvantaged persons to overcome the obstacles brought about by structural inequality, at the same time, empowerment is not only a process but also an outcome of the process.
21. **Feminization of Poverty** – a condition when gap between the rich and the poor widens and grassroots women bear the brunt as in economic instability and unequal distribution of wealth. Such gap reinforces non-response to both practical and strategic needs of grassroots women.
22. **GAD Advocate** – one who supports, defends, pleads or recommends active promotion of gender and development principles, objectives and processes.
23. **GAD Budget** – a portion of an agency's or local government unit's annual appropriation which is not an additional amount over and above its regular budget; the allocation of a substantial amount for implementing programs, projects and activities that address gender issues; the cost and sources of financing a GAD Plan.
24. **GAD Focal Point System** – is an interacting and interdependent group of people in all government instrumentalities tasked to catalyze and accelerate gender mainstreaming. It is a mechanism established to ensure and advocate for guide, coordinate, and monitor the development, implementation, review and updating of their GAD plans and GAD-related programs, activities and projects (PAPs)
25. **GAD Plan and Budget** – is a systematic approach to gender mainstreaming, carried out by all government instrumentalities, through the annual development and implementation of programs, activities and projects and addressing gender issues and concerns in their respective organizations, sectors and constituencies by utilizing at least 5% of their total budget allocation.
26. **Gender** – refers to a set of socially ascribed characteristics, norms, roles, attitudes, values and expectations identifying the social behavior of men and women, and the relations between them.
27. **Gender Analysis** – refers to a framework to compare the relative advantages and disadvantages faces by women and men in various spheres of life, including the family, workplace, school community and political systems. It also takes into account how class, age, race, ethnicity, culture, social and other factors interact with gender to produce discriminatory results.
28. **Gender Audit** – refers to a form of “social audit” or “quality audit” which determines whether the organization's internal practices and related support systems for gender mainstreaming are effective reinforcing each other and are being followed. This tool or process assists organization in establishing a baseline, identifying critical gaps and challenges, and recommending ways of addressing them.
29. **Gender Awareness** – ability to identify problems arising from gender inequality and discrimination, even if these are not evident on the surface and are “hidden” or are not part of the general and commonly accepted explanation of what and where the problem lies; means high level of gender conscientization.
30. **Gender-based Violence** - refers to any type of harm that is perpetrated against a person or group of people because of their factual or perceived sex, gender, sexual orientation and/or gender identity.

31. **Gender and Development (GAD)** – refers to the development perspective and process that are participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-discrimination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices; seeks to transform society's social, economic, and political structures and questions the validity of gender roles they ascribed to women and men; contends that women are active agents of development and not just passive recipients of development assistance; and stress the need of women to organize themselves and participate in political processes to strengthen their legal rights.
32. **Gender Equality** – refers to the principle asserting the equality of men and women and their right to enjoy equal conditions realizing their full human potentials to contribute to and benefit from the results of development, and with the State recognizing that all human beings are free and equal in dignity and rights.
33. **Gender Equity** – means moving beyond a focus on equal treatment.
34. **Gender Fair** – a situation where women and men share equally in responsibilities, power, authority and decision-making.
35. **Gender Issues and Concerns** – issues, concerns and problems arising from the distinct roles of women and men and the relationships between them.
36. **Gender Mainstreaming** – refers to the strategy for making women's as well as men's concerns and experiences an integral dimension of the design implementation, monitoring, and evaluation of policies and programs in all political, economic, and societal spheres so that women and men benefit equally and inequality is not perpetuated. It is the process of assessing the implications for women and men of any planned action, including legislation, policies, or programs in all areas and at all levels.
37. **Gender Perspective** – way of viewing issues and problems that take into consideration the different realities of the life of women and men, and recognizing that there is an unequal relationship between the two.
38. **Gender Planning** – the practical application of the skills acquired from gender studies and gender training in designing government plans, programs and projects that recognizes that women and men have different roles in society and often have different needs as well.
39. **Gender Responsive** - programs designed exclusively with the objective of promoting gender equality. Characterizes policies and programs that systematically incorporate or address gender concerns that aim to reduce inequalities between men and women, and that are based on a gender analysis of the situation. This may also refer to programs in which gender equality issues are fully integrated or mainstreamed in all aspects and activities; programs that include a gender equality component to redress specific inequalities that may impact on women's benefiting from program implementation; on programs designed exclusively with the objective of promoting gender equality.
40. **Gender Sensitive** – the ability to recognize gender issues and to recognize women's different perceptions and interests arising from their different social position and gender roles.
41. **Gender Statistics** – information and data that provide not only comparisons between women and men but ensure that women's and men's participation in and contribution to society are correctly measured and valued.
42. **Governance** – the manner in which power is exercised in the management of a country's / organization's resources and affairs for development.

43. **Indecent Shows** – are shows which include nude or other provocative gestures which further project and exhibit men, women, especially children as sex objects.
44. **Law Enforcers** – refers to the members of Philippine National Police, the Barangay Tanods and anybody who is tasked or deputized by an appropriate authority in enforcing national and or local laws.
45. **Local Economic Development** – is the process by which government, private sector and civil societies work collectively with the result that there are improved conditions for economic growth, employment generation and quality of life.
46. **LGBT** – persons who are either lesbians, gays, bisexuals or transgenders.
47. **Mainstream** – an interrelated set of dominant ideas and developments directions and the organizations that make decision about resource allocation and opportunities for development.
48. **Marginalization** – refers to a condition where a whole category of people is excluded from useful and meaningful participation in political, economic, social and cultural life.
49. **Marginalized Sector** – person or group of persons who are mostly living in poverty and no access to land and other basic social services.
50. **Micro-Enterprise** – business category whose total asset value ranged from Php 3,000,000.00 or less with 1-9 employees (as defined by DTI).
51. **Migrant Desk** – a unit within the LGU which attends to the concerns of migrant workers and their families in the different phases or cycle of migration.
52. **Migrant Workers** – refers to Filipinos who are to be engaged, are engaged, or have been engaged in a remunerated activity in a State of which they are not legal residents, whether documented or undocumented.
53. **Participation** – the direct involvement of the marginalized sector in the development process to build their capacity to access and control resources, benefits and opportunities so as to gain self-reliance and an improved quality of life.
54. **Pedophilia** – is an act of having sexual desire, sexual intercourse or performance with acts of lasciviousness by an adult to a child.
55. **Performance Based Budgeting** – is an approach to budgeting which involves a review of the agencies existing budgetary programs and projects to ensure that these support their core mandated functions and produce the targeted outcomes and outputs.
56. **Persons with disability** – are survivors of physical impairments that have differentiated needs and potentials.
57. **Persons with Sexual Preference** – persons of either the female or male sexes who by choice prefer to identify themselves other than their natural identity. This includes lesbians, gays, bisexuals, transgenders, etc. (LGBT+)
58. **Physical Violence** – refers to acts that include bodily and physical harm.
59. **Places of Amusement** – include theaters, cinemas, concert halls, circuses and other places of amusement where one seeks admission to entertain oneself by seeing or viewing the show or performances.
60. **Pornography** – refers any representation, through publication, exhibition, cinematography, indecent shows, information technology, or by whatever means of a person engaged in real or simulated explicit sexual activities or any representation of the sexual parts of person for primarily sexual purposes.

61. **Prostitution** – is the sale, purchase and exchange of women and minors for sexual exploitation cash profit of other economic considerations by an individual including but not limited to the pimp, procurer of the services, parents, owners of establishments, such of disco, bars, sauna bath, massage clinics, hotels and restaurants, and any other person who use various schemes to prostitute women and minors.
62. **Psychological Program** – an intervention using a system approach to conditions of women as it views women's differentiated needs in social context.
63. **Psychological Violence** – refers to acts or omissions causing or likely to cause mental or emotional suffering of the victim such as but not limited to intimidation, harassment, stalking, damage to property, public ridicule or humiliation, repeated verbal abuse and marital infidelity. It includes causing or allowing the victim to witness the physical, sexual or psychological abuse of a member of the family to which the victim belongs, or to witness pornography in any form or to witness abusive injury to pets or to unlawful or unwanted deprivation of the right to custody and/or visitation of common children.
64. **Public Place** – any place which is generally open to and used by the public, either publicly or privately owned.
65. **Responsible Parenting** – is the will and ability of parents to respond to the needs and aspirations in life.
66. **Reproductive Health** – as defined in the International Conference on Population and Development and World Health Organization, and affirmed in Beijing Conference, reproductive health is state of complete physical, mental and social well-being and not merely the absence of disease and infirmity, in all matter relating to the reproductive system and to its function and process.
67. **Right-based Approach** – refer to the recognition of every human being both as a person and as a right-holder. It strives to secure the freedom, well-being and dignity of all people everywhere, within the framework or essential human rights standards, principles, duties and obligations.
68. **Senior Citizens** – refers to those sixty (60) years of age and above.
69. **Sex** – means a state of being male or female; males or females collectively; sexual intercourse.
70. **Sex-disaggregated** – separate data of men and women, male and female.
71. **Sex Relations** – refers to a single sexual acts which may or may not result in the bearing of the common child.
72. **Sex Trafficking** – is a covert or overt recruitment of men, women and children into the sex trade industry that includes new forms of sexual exploitation such as sex tourism, the recruitment of domestic labor to work in developed countries, and organized marriages between women from third world countries and foreign national.
73. **Sexism** – system and practice of discriminating a person on the basis of sex.
74. **Sexual Harassment** – it is a form of misconduct involving an act or a series of unwelcome sexual advances, requests for sexual favors, or other verbal or physical behavior of a sexual nature, made directly or indirectly.
75. **Sexuality** – one's total expression of personhood on the basis of self-appreciation (body, mind and feeling) and satisfaction of needs.
76. **Sexual Violence** – refers to an act which is sexual in nature, committed against women/men or her/his children.

77. Social Protection – refers to policies and programs that seek to reduce poverty and vulnerability to risks and enhance the social status and rights of all women, especially the marginalized by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving people’s capacity to manage risk.

78. Social Enterprise – defines as business with specific social objectives that serve its primary purpose and seek to maximize profits while maximizing benefits to society and environment and the profits are principally used to fund social programs.

79. Social Solidarity Economy – is an ethical and values-based approach to economic development that prioritizes the welfare of people and planet over profit and blind growth.

80. Solo Parent – as defined under Section 3 of RA 8972 of 2000. – Any individual falls under any of the following categories:



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

81. Stalking – refers to an international act committed by a person who, knowingly and without lawful justification follows the woman or her child or places the woman or her child under surveillance

82. Substantive Equality – refers to the full and equal enjoyment of rights and freedoms contemplated under this ordinance. It encompasses de jure and de facto equality and also equality in outcomes.

83. Survivor’s Support Group – it is an organized group of women to whom a woman-survivor of violence voluntarily agrees to go through a collective helping process.

84. Survivor-Victim – one who endures any act of gender-based violence that results in physical, sexual or psychological harm or suffering including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private.

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- 85. Temporary Special Measures** – refers to a variety of legislative, executive, administrative, regulatory instruments, policies and practices aimed at accelerating this de facto equality of women in specific areas. These measures shall not be considered discriminatory but shall in no way entail as a consequence, the maintenance of unequal or separate standards. They shall be discontinued when their objective have been achieved.
- 86. Trafficking in Women** – a covert or overt recruitment of women into the sex trade industry. It includes new forms of sexual exploitation such as sex tourism, the illegal recruitment for domestic labor to work in develop countries, and organized marriages between women from foreign nationals, promoting or initiating a system in which women become movable properties and objects of exchange.
- 87. Unpaid Care Work** – refers to care of persons and housework performed within household without pay.
- 88. Violence against women and their children** – as used in the republic Act No. 9262, refers to any act or a series of acts committed by any person against a woman who is 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 result in or is likely to result in physical, sexual, psychological harm or suffering, or economic abuse including threats of such acts, battery, assault, coercion, harassment or arbitrary deprivation of liberty.
- 89. Women as Sex Object** – a condition where woman utilized or used for men's sexual desire or interest, usually in exchange of money or goods where women have no control top reject such utilization.
- 90. Women Economic Empowerment** – a state wherein women have access to and control over high-value productive resources and enjoys the benefits from wealth-creating opportunities equal with men including information, credit, loans or financial assistance, training, market, technology, decent jobs and human working conditions and balance family life,
- 91. Women Empowerment** – refers to the provision, availability and accessibility of opportunities, services and observance of human rights which enable women to actively participate and contribute to the political, economic, social and cultural development of the nation as well as 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.
- 92. Work Education or Training Related Harassment** – is committed by an employer, manager, supervisor, agent of the employer, teacher, instructor, professor, coach, trainer or any other person who, having authority, influence or who has moral ascendancy overt another in a work of training or education environment, demands, requests or otherwise requires any sexual favor from the other.
- 93. Workers in the Entertainment Industry** – refers to commercial sex workers who offer their services in exchange for cash, profit or economic considerations.
- 94. Workers in the Informal Economy** – refers to self-employed, occasionally or personally hired, subcontracted, paid and unpaid family workers in household incorporated and unincorporated enterprises, including homeworkers, micro-entrepreneurs and producers, and operators of sari-sari stores and all other categories who suffer from violation of workers' rights.
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ARTICLE II RIGHTS AND ENTITLEMENT

SECTION 5. Rights and Entitlement – Every woman has the following rights and entitlement:

5.1 Every Woman has the right to:

- Affordable, good and quality education;
- Comprehensive health care services;
- Access to loans, other forms of financial credit;
- Join leisure, sports, cultural activities, spiritual and/or religious activities;
- Decide on the number of children and on the number of years between pregnancies;
- Shared parenting responsibilities;
- Freedom of speech and/or to express one's views and/or beliefs;
- Have equal access to jobs, benefits, and social security;
- Be paid equally based on the work she does;
- Be free from all forms of slavery and prostitution;
- Vote, run for election and hold public office;
- Represent the country internationally; and
- Freedom of religion.

5.2 In the light of historical gender biases and inequalities, pieces of local legislation, based on national or international laws, provides the Municipal Government policy direction for the formulation of programs on strategies, among others, that shall:

- Mainstream gender concerns in set of development plans, policies and programs;
- Intensify awareness campaign on gender issues of concerns;
- Strengthen GO/CSO partnership to maximize effectiveness of programs and services that address Gender and Development (GAD) concerns;
- Encourage, support and expand the participation of women in planning, implementation, monitoring and evaluation of development programs and projects.
- Ensure equal access to education and recommend appropriate gender-sensitive curricula in all academic levels;
- Provide gender-responsive relief and rehabilitation programs considering the specific needs of women, men and children;
- Establish crisis intervention shelter in each barangay that shall be accessible to victims of violence against women and children or other social conflicts;
- Involve both men and women in family planning programs of the government, health and child care and nutrition concerns and engage them in projects that would enhance the well-being of families;

- Encourage gender sensitivity awareness in local media and advertising agencies;
- Increase the number of women in decision and policy-making posts in the locality through the implementation of capability building programs; and/or
- Establish the necessary mechanism to enable indigenous women to participate in development programs and gain access to non-traditional sources of livelihood, credit financing, productive skills and labor-saving technologies.

5.3 As adapted from Sec 23 of the Magna Carta of Women, women have the right to access productive resources, but not limited to Livelihood, Credit, Capital, and Technology. The State shall ensure that women are provided with the following:

- a. Equal access to formal sources of credit and capital;
- b. Equal share to the produce of farms and aquatic resources; and
- c. Employment opportunities for returning women migrant workers taking into account their skills and qualifications. Corollarily, the State shall also promote skills and entrepreneurship development of returning women migrant workers.

CHAPTER II GAD DEVELOPMENT CONCERNS

ARTICLE I HEALTH, NUTRITION, AND REPRODUCTIVE HEALTH

SECTION 6. Right to Health - Article 12 of the UN International Convention on Economic, Social and Cultural Rights provides that women's right to health, which includes women's reproductive rights, is a basic fundamental right. In recognition of the fact that women's reproductive roles and social expectations have made health policies, programs and services to focus more on pregnancy and birth related cases rather than on a more holistic approach to women's and men's health by considering their respective specific realities and health needs at every stage in their lives. It shall also promote couple's shared responsibilities for childbirth and child care.

SECTION 7. Gender Sensitive and Reproductive Health Services - Quality health care and services shall be accessible to all women and men regardless of age, sex, creed, religion and ethnicity in the Municipality of Taytay.

No hospital in the Municipality shall deny women and men living below the poverty line of reproductive health services. A certificate of indigency shall be issued by the Punong Barangay for the purpose of verification. In case of emergency, a social worker or any authorized personnel shall be designated to conduct rapid appraisal of the socio-economic status of the patient for admission purposes.

The Municipal Government must ensure regular expansion and upgrading of health care facilities to ensure their access by all women and men.

SECTION 8. Men's Involvement in Reproductive Health - The Municipal Government shall encourage the involvement of men in family planning programs, health, child and nutrition related concerns.

SECTION 9. Accessible Information on Sexuality and Reproductive Health - The Municipal Health Officer, in coordination with the Municipal/Barangay Health Board shall strive to develop and adopt policies that address women's health. In line with this, the Municipality shall facilitate and encourage the participation of women in the celebration of Women's Health every

May 28 of each year to discuss issues and concerns relative to the protection and promotion of women's health.

SECTION 10. Upgrading of Primary and Reproductive Health Care Delivery System - The Municipal Government shall adopt the Reproductive Health (RH) care approach at all levels of health care delivery. Such approach integrates many issues not previously considered central to population: sexuality, reproductive tract infection, gender, power relations and domestic violence and shall not be limited to family planning and childbearing. The Municipality shall likewise seek to reduce maternal and infant mortality rate, promote exclusive breastfeeding for six (6) months and the continuation of breastfeeding for two (2) years; and, promote newborn screening. Quality health care services that are not discriminatory on the account of their gender, age, sex, creed, religion and ethnicity shall be implemented at all times.

SECTION 11. Increase Women's Access throughout the Life Cycle Appropriate, Affordable and Quality Health Care, Information and Related Services - The Municipality shall promote the integration of health services intended to improve its quality. For sexual and reproductive health cases, the Municipality shall encourage greater campaign and offering of related services such as family planning, maternal and child health education and counseling on sexual health.

SECTION 12. Strengthen Preventive Programs that Promote Women's Health - In consonance with the Department of Health's thrust, the Municipal Government through the Municipal Health Office shall strengthen the Primary Health Care Delivery system in the context of reproductive health.

SECTION 13. Undertake Gender-Sensitive Initiatives that Address Sexually Transmitted Diseases, HIV-AIDS, Sexual and Reproductive Health Issues - The Municipal Government through the Municipal Health Office (MHO) and the Municipal Gender and Development (GAD) Office shall conduct campaigns to promote public awareness on HIV-AIDS and reproductive health issues as well as provide vital information to patients who have been treated at the Municipality's Hygienic Clinic located at the Municipal Health Office. The MHO shall protect the identity and all the rights and privacy of its patient treated at the Municipality's Hygienic Clinic.

SECTION 14. Capacity Development for Health Providers - The Municipal Government shall include capacity building programs and activities for health personnel and health care providers. These shall include among others Gender Sensitivity Training to ensure the efficiency and gender responsiveness health care management and delivery.

SECTION 15. Women's Right over their Bodies - Women's decision to attain healthy sexual development and achieve their reproductive intention shall be given appropriate support and guidance by all health professionals, private and public, at a very minimal cost.

Provision of accurate and appropriate information on these matters and corresponding services shall be made available.

SECTION 16. Promotion of Breastfeeding - Breastfeeding shall be promoted of the Municipality of Taytay. Accordingly, all health and non-health facilities, establishments or institutions shall establish lactation stations as provided under Section 11 of Republic Act No. 7600, the "The Rooming-in and Breastfeeding Act of 1992" as amended by the Republic Act No. 10028 otherwise known as the "Expanded Breastfeeding Promotion Act of 2009 ". Nursing employees shall be granted the privileges as provided under Section 12 of RA 7600 as amended. Any private non health facility, establishment and institution which unjustifiably refuses or fails to comply with this provision shall be sanctioned according to the provisions of Section 12 of the same law, as amended. Installation of lactation stations in the informal workplace such as but not limited to markets, terminals shall be promoted.

SECTION 17. Access to Safe Water - All barangays in the Municipality shall provide easy access to safe water supply. Appropriate water systems shall be installed, if possible, right at their tap, to ease women and children's workload as well as minimize their fetching of water for household use.

SECTION 18. Nutrition - The Municipal Government declares its determination to eliminate hunger and reduce all forms of malnutrition and shall ensure that all the constituents shall have proper nutrition thus embedded in RA 11148 or the Magnanay Act. It shall address issues and problems through the creation of nutrition programs that will cater to the needs, problems of the constituents, such as but not limited to the following: Supplemental feeding, Nutrition Education Classes, Operation Timbang, Nutrition Month Program and any other related programs, projects and activities. Likewise, to promote and adhere to the nutrition program under the Phil Plan for Nutrition.

SECTION 19. Weighing of Infants, Children, Pregnant, and Lactating Mothers - All barangay health centers and stations shall undertake a program for the weighing of infants, children, pregnant and lactating mothers in order to assess and address their nutrition needs. Reports shall be submitted to the Municipal Health Office for the programming and identification of necessary interventions. This shall also include school children.

ARTICLE II PARTICIPATION IN POLITICAL AND PUBLIC SPHERE

SECTION 20. Observance of Women's Month and Marking Significant Days for Women's Action - As declared by the United Nations, March 8 shall be observed as Women's Day and March as Women's Month. The Municipal Government of Taytay shall fully support and/or set programs pertaining to the Women's Day celebration. There shall be coordination with the Provincial and Barangay level activities for the people to increase their level of awareness and consciousness on women's rights and other matters affecting them. A State of the Women Address by the Local Chief Executive, reporting and highlighting all accomplishments and initiatives to promote the status of women in the Municipality. A committee for this activity should be convened and spearheaded by the GAD Focal Point System in the Municipality.

SECTION 21. Women's Summit - Women's summit shall be held on the month of March which shall be convened by the GFPS to manage and coordinate activities and affairs of the summit focusing on: 1) The current situation of women in the Municipality and 2) Women's issues and concerns and how these can be addressed. The summit shall come up with priority issues with their specific action points to be disseminated and proposed for adoption at the municipal councils. It shall also be the venue wherein the Natatanging Taytayeñas will be recognized.

SECTION 22. International Week of Action Against Gender-Based Violence - The Municipality of Taytay shall organize various events and activities to educate residents about violence against women and children every November 25 to December 12, as the period is marked at the International Week of Action Against Gender-Based Violence and culminate on International Human's Right Day and the 18 - Day Campaign for the Elimination of Violence Against Women and Children. The activities shall be spearheaded jointly by the Municipal Social Welfare and Development Office, the Municipal Health Office and the GAD Focal Point System of the Municipality.

SECTION 23. Promoting the Usage of Gender Fair Language - The Municipality shall promote the use of gender fair language as stipulated under Ordinance No. 643 series of 2020 in this Municipality.

SECTION 24. Promoting Gender Balance at All Levels of the Municipality Positions - The Municipal Government shall promote gender or equal proportion of qualified women and men for opportunity to assure key positions at all levels of local government, whether elective or appointive. This should part of the Municipal Government's efforts to eliminate barriers to

women's participation in the public sphere. This shall include their equal representation in the structure not just limited to the Municipal Development Council but also to all local special bodies as mandated by law.

SECTION 25. Day of Action for the Breast Cancer Awareness - The Municipal Government shall set a day in the third week of March to organize information campaign activities on breast cancer, one of the top causes of maternal mortality. A coordinated municipal and barangay level activities shall be set and spearheaded by the Municipal Health Office to promote consciousness on breast cancer.

SECTION 26. International Day of Action for Women's Health - The Municipal Government shall cause the celebration of the International Day of Action for Women's Health every year, where issues and concerns relative to the protection and promotion of women's health shall be examined, deliberated, projected and government action sought.

ARTICLE III LABOR AND EMPLOYMENT

SECTION 27. Equal Access to Employment, Training and Promotion - No resident of Taytay shall be denied or discriminated in employment, training and promotion on account of age, sex, gender preference, civil status, creed, religion, ethnicity and physical disability provided that the PWD is capable to perform the tasks necessary.

SECTION 28. Wage and Benefits - Every employer within the jurisdiction of Taytay shall comply with the minimum wage as prescribed by the Regional Wage Board or as may be provided by existing laws and shall grant all benefits and protection to all employees such as maternity, paternity, sick and vacation leave and retirement pay and others provided for by law.

SECTION 29. Maternity Leave Benefits - All female workers in government and the private sector including those in the informal economy regardless of civil status or the legitimacy of her right shall be granted one hundred five (105) days maternity leave with full pay and an option to extend for an additional thirty (30) days without pay. Provided, that in case the worker qualifies as a solo parent under RA No. 8972, or the "Solo Parents' Welfare Act", the worker shall be granted an additional fifteen (15) days maternity leave with full pay.

Enjoyment of maternity leave cannot be deferred but should be availed either before or after the actual period of delivery in a continuous and uninterrupted manner, not exceeding one hundred five (105) days, as the case maybe.

Maternity leave shall be granted to female workers in every instance of pregnancy, miscarriage or emergency termination of pregnancy, regardless of frequency; provided, that for cases of miscarriage or emergency termination of pregnancy, sixty (60) days maternity leave with full pay shall be granted.

SECTION 30. Paternity Leave Benefits - Any married male employee whose spouse has delivered a child or suffered a miscarriage shall be entitled and allowed not to report for work for seven (7) days but continue to earn a compensation therefor, for purposes of enabling the employee to effectively lend support to the spouse/wife in the period of recovery and/ or nursing of the newly-born child.

SECTION 31. Orientation of Gender-Based Sexual Harassment - The Municipal Government adheres to the localization and effective implementation under RA 11313: Safe Spaces Act as define gender-based sexual harassment in streets, public spaces, online, workplaces, and educational and training institutions. The law, penalizes all forms of sexual harassment in streets and public spaces, as well as in online spaces. All government agencies and private offices, commercial/industrial establishments located in the Municipality shall conduct regular orientation on gender-based sexual harassment for their respective employees. Certificate of Compliance shall

be submitted to the Municipal Gender and Development Resource and Coordinating Office or to the GAD Focal Point System.

The Municipal Government shall set-up/create its own Committee on Decorum and Investigation (CODI) including the promulgation of the Implementing Rules and Regulations (IRR) or policy on sexual harassment that will provide/ prescribe procedure for the investigation of sexual harassment cases and administrative sanctions covering all municipal officers and employees in accordance with the provision of RA 7877 and the Civil Service Rules and Regulations on Sexual Harassment. The Municipal Government shall campaign to set-up /create the same CODI in all private offices and commercial/industrial establishments.

SECTION 32. Facilities and Support System for Well-being of employees/Workers - Employees shall ensure the health, occupational safety and well-being employees/workers. In appropriate cases, employers shall:

1. Establish separate toilets, lavatories and lounge for women and men and other sexual orientation and provide at least a dressing room for women;
2. Set-up a home care center in the workplace where working parents may have breastfeeding, child-rearing and early childhood care and development activities while on their respective jobs;
3. Provide breastfeeding corner for women in the formal or informal workplace
4. Institute flexible working arrangement to accommodate the various responsibilities of women, men and their families;
5. Ensure that working environment shall be gender sensitive to prevent sexual harassment, sexual abuse and others forms of maltreatment in the workplace and must safe and conducive to the employees.

SECTION 33. Domestic Workers or Kasambahay - The Municipal Government shall ensure that social protection shall be accorded to domestic workers or kasambahay, such as, but not limited to general household help, nursemaid or “yaya”, cook, gardener or laundry person. The workers may avail of social security, Philhealth and Pag-ibig benefits provided the worker has rendered of at least one (1) month of service. The domestic worker shall likewise be entitled to all other benefit under existing laws.

SECTION 34. Municipal/Barangay Based Household Support - All Barangay in this Municipality shall conduct compulsory education for both kasambahay and kasambahay employers on gender sensitivity. An administrative sanction shall be imposed to any Barangay Council who fails to comply with the provision.

SECTION 35. Inventory of Domestic Workers/Kasambahay - The Municipal Government, in coordination with the Department of Labor and Employment (DOLE) shall come-up with a system of registration of domestic workers/kasambahay within the Municipality. Employers shall register their domestic workers/kasambahay within their respective barangays.

SECTION 36. Women in the Informal Sector - The Municipal Government, through the Municipal Development Planning Office (MPDO) and the Public Employment Service Office (PESO), shall conduct an inventory of all women involved in the informal sector for consultation and provision of appropriate support services for the sector.

SECTION 37. Women in the Entertainment Industry - Women engaged in legitimate occupations in the entertainment industry such as singers, stage performers, bar girls, and receptionists, shall be recognized as wage earners and they shall receive minimum wage and benefit afforded to women workers and shall reader services as set in the job contract and only in the place of work, as specified in the business permit of the establishment concerned.

It must be emphasized that employing minors in the entertainment industry is prohibited in accordance with RA 7658.

SECTION 38. Support Services for Women in the Entertainment Industry - The Municipal Government shall provide socio-economic support services for women in the entertainment industry in order to respond to their practical needs.

SECTION 39. Regular Medical Routine Check-up - Women in the entertainment Industry shall be afforded by their respective employers with medical routine

SECTION 40. Support to Overseas Filipino Workers - The Municipality of Taytay adopts the Migrant Workers and Overseas Filipino Act of 1995. To strengthen the implementation in the locality, the municipal government shall create the Taytay Migration and Development Office to coordinate and assist in the concerns of the Overseas Filipino and their families in the different cycles of migration.

SECTION 41. Family Planning Services: Incentives for Family Planning - Establishments which are required by law to maintain a clinic or infirmary shall provide free family planning services to their employees. In coordination with other agencies of the Government engaged in the promotion of family planning, the PESO shall develop and prescribe incentive bonus schemes to encourage family planning among workers in any establishment or enterprise.

SECTION 42. Discrimination Prohibited - It shall be unlawful for any employer to discriminate any man, woman, lesbian, gay, bisexual or transgender employee with respect to terms and conditions of employment solely on account of sex/gender preference. The following are acts of discrimination:

- Payment of a lesser compensation, including wage, salary or other form of remuneration and fringe benefits, to a female employee as against a male employee, for work of equal value: and
- Favoring a male employee over a female employee or vice versa with respect to promotion, training opportunities, study and scholarship grants solely on account of their sexes.

SECTION 43. Stipulation Against or Forcing Marriage - It shall be unlawful for an employer to require as a condition of employment or continuation of employment that a woman employee shall not get married, or to stipulate expressly or tacitly that upon getting married a woman employee shall be deemed as resigned or separated from the company, or to actually dismiss, discharge, discriminate or otherwise prejudice a woman employee merely by reason of her marriage. Likewise, requiring or forcing a woman employee to get married before being hired, continue their employment or promoted shall be unlawful.

SECTION 44. Prohibited Acts - It shall be unlawful for any employer in Taytay, Rizal:

1. To deny any woman employee the benefits provided for in this Chapter or to discharge any women employed by him for the purpose of preventing her from enjoying any of the benefits provided under this Code.
2. To discharge such woman on account of her pregnancy, or while on leave or in confinement due to her pregnancy.
3. To discharge or refuse the admission of such woman upon returning to her work for fear that she may again be pregnant.

SECTION 45. Acts Constituting Illegal Recruitment – Pursuant to Section 6 of RA 8042 as defined under Migrant Workers and Overseas Filipino Act of 1995 - Presidential Decree No. 442, as amended, otherwise known as the Labor Code of the Philippines: Provided, that any such non-licensee or non-holder who, in any manner, offers or promises for a fee employment abroad to two or more persons shall be deemed so engaged. It shall likewise include the following acts, whether committed by any person, whether a non-licensee, non-holder, licensee or holder of authority:

- To charge or accept directly or indirectly any amount greater than the specified in the schedule of allowable fee prescribed by the Secretary of Labor and Employment, or to make a worker pay any amount greater than that actual received by him as a loan or advance;
- To furnish or publish any false notice or information of document in relation to recruitment or employment;
- To give any false notice, testimony, information of document or commit any act of misrepresentation for the purpose of securing a license or authority under the Labor Code;
- To include or attempt to induce a worker already employed to quit his employment in order to offer his another unless the transfer is designed to liberate a worker from oppressive terms and conditions to employment;
- Influence or attempt to influence any persons or entity not to employ any worker who has not applied for employment through his agency;
- To engage in the recruitment of placement of workers in jobs harmful to public health or morality or to dignity of the Republic of the Philippines;
- To obstruct or attempt to obstruct inspection by the secretary of Labor and Employment or by his duly authorized representative;
- To fail to submit reports on the status of employment, placement vacancies, remittances of foreign exchange earnings, separations from jobs, departures and such other matters or information as may be required by the Secretary of Labor and Employment;
- To substitute or alter to the prejudice of the worker, employment contracts approved and verified by the Department of Labor and Employment from the time of actual signing thereof by the parties up to and including the period of the expiration of the same without the approval of the Department of Labor and Employment;
- For an officer or agent of a recruitment or placement agency to become an officer or member of the Board of any corporation engaged in travel agency or to be engaged directly or indirectly in the management of a travel agency;
- To withhold or deny travel documents from applicant workers before departure for monetary or financial considerations other than those authorized under the Labor Code and its implementing rules and regulations;
- Failure to actually deploy without valid reasons as determined by the Department of labor and Employment; and
- Failure to reimburse expenses incurred by the workers in connection with his documentation and processing for purposes of deployment, in cases where the deployment does not actually take place without the workers fault. Illegal recruitment when committed by a syndicate or in large scale shall be considered as offense involving economic sabotage.

Illegal recruitment is deemed committed by a syndicate carried out by a group of three (3) or more persons conspiring or confederating with one another. It is deemed committed in large scale if committed against (3) or more persons individually or as a group.

The persons criminally liable for the above offenses are the principals, accomplices and accessories. In case of juridical persons, the officers having control, management or direction of their business shall be held liable.

SECTION 46. Support to Overseas Filipino Workers (OFWs) - The Municipal Government of Taytay thru the Public Employment Service Office (PESO) in coordination with other concerned agencies shall:

- a. Have a database of overseas contract workers who are originally from Taytay, especially those who are victims/survivors of abuse, and of legitimate placement agencies for monitoring purposes.
- b. Conduct additional pre-employment orientation /briefings to overseas contract workers and their families on issues and concerns relative to migration, if necessary.
- c. Provide appropriate support or interventions to conflict-affected OFWs and their families.
- d. Provide support system for relatives of OFWs from Taytay, Rizal

ARTICLE IV EDUCATION, MEDIA, ARTS AND CULTURE

SECTION 47. Promotion of Gender-Sensitive Counseling and Career Program - Public and private schools, universities, state colleges and technical institutions within the municipality are encouraged to promote gender-sensitive counseling and career education programs for female and male students to pursue non-traditional professions and widen their career opportunities.

SECTION 48. Gender Sensitivity Education - The Municipality through its Municipal Gender and Development Focal Point System (MGADFPS) in coordination with their respective school authorities shall raise the level of awareness of teachers, administrators and members of the Parent, Guardians and Teachers Association within its jurisdiction about gender fairness and sensitivity.

- Gender Sensitivity Orientation and Training shall be conducted.
- Integration of sex and gender education in the formal education system as a special course shall be encouraged with due consideration to the level of need and comprehension of the learners. Popularization in the school within the jurisdiction of the municipality of the six (6) core messages on gender-fair education developed by the Department of Education:
 1. Shared parenting;
 2. Shared home management;
 3. Shared decision-making;
 4. Equalized opportunities;
 5. Equalized representation and enhanced participation of women in public affairs and business; and
 6. Elimination of violence against women and their children.

SECTION 49. Gender-Responsive Non-Formal Education for Adults and Out-of-School Youth - The Municipality and the Alternative Learning System of the Department of Education (ALS DepEd) and other educational institution within the jurisdiction of the municipality shall endeavor to promote the following:

- Adult and out-of-school youth education programs. Anyone desiring to engage in functional education, literacy programs and practical education shall be enlisted in the said programs;
- Technical and Vocation Education and Training through the Technical Education and Skills Development Authority (TESDA);
- Inclusion in discussions/lectures of pertinent laws and concerns related to women and children in the education programs for adults and out-of-school youth.

SECTION 50. Support to Gender Studies - A sufficient amount shall be allotted from the budget under the GAD program to gender-related documentation and researches which shall form part of Taytay's database program for development.

SECTION 51. Popularization of Gender-Sensitive Materials - The Municipal Government, in partnership with the all Barangays, as well as national government agencies, private institutions, non-government organizations, associations and other groups situated within Taytay, Rizal shall actively promote and publish gender-sensitive materials in popular forms.

SECTION 52. Promotion of Alternative Technology - The Municipal Government, in coordination with concerned technology providers, shall promote alternative technologies appropriate for men and women. It shall prioritize technologies that cater to the economic needs and personal well-being of families.

Likewise, trainings for women, the elderly and PWDs pertaining to learning about technology done in partnership with national agencies and/or NGOs shall be fully supported and given assistance the Municipal Government of Taytay.

SECTION 53. Training on Non-Traditional Occupation - Women especially persons with disability shall be given opportunity to acquire training/s on non-traditional occupation such as those related to science and technologies and other fields that may flourish. The Municipal government shall find links that can provide trainings and/or trainers trainings for non-traditional occupations.

SECTION 54. Alternative Learning System - The Municipality of Taytay through the Department of Education's Alternative Learning System Division shall organize classes for public schools to facilitate working persons' access to education. The Municipal Government shall provide appropriate support to the ALS program and find other partner organizations that can give alternative means of learning for Taytayños.

SECTION 55. Equal Access to Education and Sports participation - The Municipality shall take measures to eliminate gender inequality in all levels of education and sports participation through information and education campaigns and other means. Everyone shall have access to education and be able to take part in sports activities regardless of age, gender, economic status and religion.

SECTION 56. Eradication of Illiteracy - The Municipality shall ensure the Implementation of Reading Programs with the goal of eradicating illiteracy and/or to address the problem of illiteracy especially of older women and men in Taytay. The Office on Senior Citizens' Affairs shall identify possible beneficiaries.

SECTION 57. Access to Vocational Training, Science and Technology, and Continuing Education - The Municipal Government shall support the conduct of trainings in

physical skills, social skills, and entrepreneurship, research and advocacy. It shall give special attention to the conduct of community-based training programs in depressed areas for in and out of-school youth, as well as the men and women of Taytay. It shall continue its partnership with TESDA and other agencies that conduct trainings and implement similar programs geared towards continuing education for residents of Taytay.

SECTION 58. Non-discriminatory Education and Training - The Municipality shall work towards the elimination of sexism in popular and instructional materials in languages used in classes and/or trainings. Schools and other concerned agencies within the Municipality shall integrate gender sensitive issues and concerns in the curricula and shall conduct counselling and career education programs to encourage students to pursue academic and technical courses.

SECTION 59. Sex and Gender Education - Sex and Gender Education shall begin during the pre-elementary stages in the formal education system taking into consideration the needs and level of comprehension of children. Understanding human sexuality and gender roles are concerns not only of adults as individuals but also of other concerned institutions such as barangays, faith-based organizations, day care and health centers that have the competence to carry out such obligations.

SECTION 60. Special Training for Punong Barangays, Sangguniang Barangays and Lupon Tagapamayapa - Special para-legal training and orientations pertaining to Gender and Development issues and related concerns for Punong Barangays, Sangguniang Barangays and Lupon Tagapamayapa shall be conducted every new term of office of the elected Barangay Officials. This should include awareness on national policies and local policies and their implications on women and family, PWDs, Elders and LGBT.

ARTICLE V THE PROMOTION OF JUSTICE, PEACE AND ORDER

SECTION 61. Continuous Review of the Gender-Responsiveness of Laws and Policies - The Municipal Government shall encourage the continuous review of local laws and policies with the end view of detecting and eliminating all forms of discrimination on the basis of sex and provisions that are gender-based.

SECTION 62. Promotion of Legal Rights Literacy - Information of GAD related laws and relevant national and local laws and its impact on women and men, list of agencies and offices responsible for the administration of justice and guidelines on how to use the justice system shall be made accessible to all.

SECTION 63. GAD Orientation and Trainings for Law Enforcers - The Municipal Government shall strengthen the linkages with the law enforcers and para-legal to ensure that gender and development orientations and trainings are regularly conducted.

SECTION 64. Humane and Just Treatment of Female and Minor Offenders - To promote humane and just treatment of females apprehended for light offenses and minor offenders, they shall not be handcuffed unless the rules of engagement of the PNP provides otherwise.

SECTION 65. Persons in Detention - The Municipality shall provide support to persons in detention and shall ensure that their rights are protected through the following:

- Speedy trial of their cases shall be ensured by all concerned.
- An appropriate program shall be designed to respond to their specific needs and problems as detainees;
- There shall be a separate structure and space for detention and rehabilitation for women and men detainees. Likewise, no child shall be in detention as provided by RA 9344,

which states that they shall be conveyed separately to, or from Court. Likewise, they shall await hearing of their own case in separate holding area.

SECTION 66. Women and Children Protection Desk (WCPD) - The Municipal Government, through the Taytay PNP shall establish and maintain the WCPD to specifically handle concerns of women and children and shall have a separate WCPD room within the police station.

SECTION 67. Role of Female Police Officer - Complaints for violation of RA 9262 and 9208, etc. and other forms of abuse against women and children in Taytay shall be handled by a policewoman assigned at the WCPD of the Taytay Police station. She/They must have been trained to handle gender sensitive VAWC cases.

ARTICLE VI TRADE, INDUSTRY AND ECO-TOURISM

SECTION 68. Gender-Sensitive Physical Plan - A physical plan for buildings and structures appropriate for a gender – sensitive environment shall be adopted by all offices, agencies and establishments or companies which shall help prevent sexual harassment, sexual abuse and other forms of maltreatment in the workplaces.

Based on R.A. 10028. Private enterprises as well as government agencies, including government-owned and controlled corporations are required to put up lactation stations/breastfeeding areas.

SECTION 69. Employment Assistance Program - The Municipal Government through Public Employment Services Office (PESO) in partnership with the DOLE shall endeavor to assist underprivileged and deserving students, the unemployed and the under-employed Taytayeños in securing gainful employment regardless of their gender.

ARTICLE VII SOCIO-ECONOMIC BENEFIT FOR WOMEN

SECTION 70. Budget for Basic Social Services - The Municipality shall continue to appropriate funds necessary to support the delivery of basic social services for every Taytayeños in need.

SECTION 71. Entrepreneurial and Livelihood Training Assistance for Women - The Municipal Government, in partnership with National agencies such as, but not limited to TESDA, and private sectors which include CSO's shall formulate plans and policies, implement programs and projects such as skills training, marketing and financial assistance that would want to start micro to small businesses. This shall include monitoring and evaluation of the same.

Likewise, the Municipal Government shall promote the ILO Recommendation 204 on "Transitioning of Informal to Formal Enterprises through its Enterprise Formalization and Social Solidarity Economy framework.

SECTION 72. Socialized Lending Scheme - No person shall be deprived of credit on account of their gender. Lending institutions shall establish a window for women entrepreneurs that would allow them access to credit without need of spouse's consent.

SECTION 73. Increased Capital Assistance for Women - All Municipal Departments and Agencies engaged in socio-economic programs shall increase their capital assistance and/or subsidy to women especially on land-based projects using community bank approach where women will be economically empowered, where women have access and control of and benefit from their income and balanced family life.

SECTION 74. Social Protection - Based on the Magna Carta of Women:

1. The Social Security System (SSS) and the Philippine Health Insurance Corporation (PhilHealth) shall support indigenous and community-based social protection schemes.
2. The State shall institute policies and programs that seek to reduce the poverty and vulnerability to risks and enhance the social status and rights of the marginalized women by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving people's capacity to manage risks.
3. The State shall endeavor to reduce and eventually eliminate transfer costs of remittance from abroad through appropriate bilateral and multilateral agreements. It shall likewise provide access to investment opportunities for remittances in line with national development efforts.
4. The State shall establish a health insurance program for senior citizens and indigents.
5. The State shall support women with disabilities on a community-based social protection scheme.

SECTION 75. Investment and Loans - The Municipal Government shall endeavor to provide the women sector financial and technical assistance to pursue local economic development and women economic empowerment especially for micro entrepreneurs. It shall likewise extend assistance in securing grants and loans for the purpose.

**ARTICLE VIII
GENDER IN ENVIRONMENT AND NATURAL
RESOURCE MANAGEMENT**

SECTION 76. Community-Based Environment Plans and Programs - The Municipality shall ensure the participation of women in planning and in decision-making at all levels regarding environment and natural resources management.

SECTION 77. Promotion of Environmentally Sound Production Technologies - Promote the use of environmentally sound production technologies and practices in household and enterprises.

SECTION 78. Promotion of Land Agri-based Projects - The Municipality and other partner agencies and institutions shall support and engage in promoting land-based projects to ensure food security for rural women utilizing scientific, women friendly, accessible and appropriate technology. Urban and community gardening is highly recommended.

SECTION 79. Women's Participation in All Water-System Related Projects - In all water system related projects, the participation of women in the planning and in decision-making process shall be ensured.

SECTION 80. Public Education Campaign - The Municipality shall undertake public education campaign on issues related to sanitation, health, coastal resource management, sustainable agriculture, renewable energy, clean air, clean water use, conservation, sustainable use of biological diversity and climate change adaptation with gender dimension.

SECTION 81. Community-based Environment and Natural Resources Management - Programs and Projects (ENRM-PAPs) - The Municipal Government shall enjoin men, women, youth and able-bodied senior citizens of Taytay to take active participation and involvement in the sustainable development, management, protection and preservation of the environment. All sectors specially women should play an active role in the environmental impact assessment projects and

must equally participate in climate change preparedness campaigns, disaster risk reduction programs and decision-making processes at the community level.

ARTICLE IX GENDER IN DISASTER RISK MANAGEMENT

SECTION 82. Disaster Preparedness - In consideration of the geographical characteristic of the Municipality of Taytay, which makes it prone to various disaster risks and hazards and the fact that it is the women, children, elderly and persons with disabilities who suffer the most from the impact of disasters, the following shall be undertaken by the Taytay Municipal and Barangay Disaster Risk Coordinating Councils:

82.1 Measures in Pre-Disaster and Resilience Building -

- Ensure that women and the other vulnerable groups participate in the public awareness and education campaigns on disaster risk management and climate change adaptation;
- Ensure that women and the other vulnerable groups are involved in the Hazard, Vulnerability and Capacity Assessment (HVCA) mapping and in the formulation of disaster contingency plans;
- Ensure that women and other vulnerable groups are represented in the Municipal/Barangay Coordinating Council structures and are distributed in the different service committee to ensure their participation in decision-making process;
- Design and emergency response plan for vulnerable groups including women, person with disability, children and elderly for search and rescue operation, evacuation management and rehabilitation plan;
- Build the capacity of women in managing community-based early warning system (CB-WWS);
- Ensure that women have sustainable livelihood and income;
- Build the capacity of women in managing trauma and in providing psycho-socials intervention to survivor of disasters;
- Train women in providing first aid medical response to cases resulting from disasters; and
- Maintain updated sex disaggregated data and statistics especially on vulnerable groups (women, children, elderly, persons with disabilities and others).

82.2 Measures During Disaster -

- In appropriate cases, provide a separate evacuation center for women and their children;
- Prioritize the vulnerable groups in the search and rescue operations;
- Ensure updating of statistics;
- Ensure that the minimum standards in disaster response as set forth in the Humanitarian Charter, including people's need for water, sanitation, nutrition, food, shelter, clothing, health and others are met.

82.3 Measures in Post Disaster (Recovery and Rehabilitation) -

- a) Ensure women's participation on resilience building and recovery efforts by:
- Involving women in the conduct of Damage Assessment and Need Assessment (DANA) to ensure that women's, children's situation and other vulnerable groups and their specific needs are well taken into account.
 - Involving women as participants of Food-for-Work and Cash-for-Work schemes and on economic recovery program in restoration of work and income. This provides them with job and income opportunities which could ensure household food security and good health condition.
- b) Involve women in the rehabilitation of the agricultural sector by providing them training and agricultural inputs, including seeds and materials;
- c) Ensure that psycho-socials and stress debriefing interventions especially for women, children, persons with disabilities and the elderly are carried out by women providers to better situate the interventions; and
- d) Ensure that women and children have access to and control over water, sanitation, nutrition, food, shelter and health care to ensure their full recovery.



SECTION 83. Funding - The Municipal as well as the Barangay Councils shall ensure that portion of the 5% Calamity Fund is allocated for meeting the special needs of the vulnerable groups in the emergency and relief phase up to the recovery and rehabilitation stage. The Municipal/Barangay Councils shall appropriate a budget for disaster preparedness activities.

ARTICLE X GENDER IN INFRASTRUCTURE PROJECTS AND FACILITIES

SECTION 84. Facilities - All government and private offices, clinics/hospitals and other establishments in the municipality, shall have separate toilets and lavatory for men, women, persons with disabilities and other sexual preferences.


SECTION 85. Gender-Sensitive Plan - All public and commercial buildings and structures in the municipality, should be designed in a manner that helps prevent sexual harassment and sexual abuse and facilities easy mobility and accessibility of women, children, elderly and persons with disabilities. In appropriate cases, the building official shall ensure that building structural plan and design conforms to the minimum requirements prior to the issuance of building permits.

SECTION 86. Accessibility and Easy Mobility of Women, Children, Elderly and Persons with Disabilities - In all infrastructure projects to be implemented in this Municipality, whether government or private initiated, accessibility and easy mobility women, children, elderly and persons with disabilities shall be taken into consideration.

ARTICLE XI OTHER SPECIAL SECTORAL CONCERNS

SECTION 87. Gender-Sensitive Municipal Development and Physical Framework Plan (MDPFP) - A Gender-Sensitive Municipal Development and Physical Framework Plan shall take into consideration, among others the following:

1. Development plans, policies and programs that mainstream gender concerns and intensify awareness thereof;
2. Development that does not contribute to an increase in women's economic and social burden nor impair the productivity;



3. Development that safeguards the family as the basic socio institution;
4. That Women be given an active and expanded role in development planning, implementation, monitoring and evaluation;
5. That Disaster-preparedness and relief rehabilitation program should ensure the rights and welfare of women and children and the elderly;
6. Development that shall duly consider the rights of women in terms of education, health and sources of livelihood;



SECTION 88. Creative Employment Opportunities - The Municipal Government in coordination with DSWD thru the MSWD, PESO and other concerned agencies shall develop creative employment opportunities for differently-abled persons recognizing their different conditions and full potentials as human beings. Local Government Employment: The Municipal Government shall have at least one PWD employee per department.

SECTION 89. Health Services - Taytayeños who are classified as a PWD shall be exempted from paying Laboratory fees, check-up fees, and hospitalization of up to 3 days. Normal delivery for PWDs shall be free of charge at the Municipal Health Services Office provided that their pre-natal check-up have been done at the MHO. The free health services shall be given to PWDs if they can present a valid PWD ID provided by the Municipal Social Welfare Department.

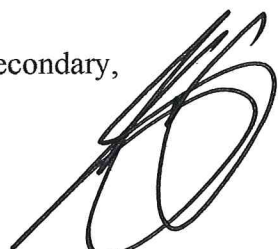
SECTION 90. Special Education - The Municipal Government shall support special education and shall set aside a special budget for this program prioritizing differently-abled persons of Taytay. The Municipal government shall encourage schools from pre-school to college and even post graduate studies to a lot slot for PWDs of Taytay.

As per the recommendation of their respective developmental and behavioral pediatrician, PWDs students shall be accepted in regular schools if they are deemed mentally capable.

SECTION 91. Reporting of Cases of Harassment Committed Against Differently-Abled Persons - The Municipal Government through its Gender and Development Office shall require all barangays to monitor and report cases of harassment committed against differently-abled persons.

SECTION 92. Magna Carta for Persons with Disabilities as Amended (RA 9442) - The Municipal Government shall ensure the implementation of the Magna Carta for Persons with Disabilities (PWD) as indicated in Section 32-33, Chapter 8, of RA 9422 granting other privileges and incentives for persons with disabilities:

1. Twenty percent (20%) discount from all establishments relative to the utilization of all services in hotels, restaurants and recreation centers for the exclusive use or enjoyment of persons with disabilities;
2. Minimum of twenty percent (20%) on admission fees charged by theaters, cinema houses, concert halls and other similar places of culture, leisure and amusement for the exclusive use or enjoyment of persons with disabilities;
3. At least twenty percent (20%) discount for the purchase of medicine in all drugstore for the exclusive use or enjoyment of persons with disabilities;
4. At least twenty percent (20%) discount on medical and dental services including diagnostic and laboratory fees, x-rays, blood test in all government facilities subject to the guidelines issued by the DOH in coordination with PHILHEALTH;
5. Education assistance to persons with disability for them to pursue primary, secondary, tertiary, post-tertiary as well as vocational or technical education;



6. To the extent practicable and feasible, the continuance of the same benefits and privileges given by the Government Service Insurance System (GSIS), Social Security System (SSS), and PAG-IBIG, as the case maybe, as are enjoyed by those in actual service;
7. To the extent possible, the government may grant special discounts in special programs for persons with disability on purchase of basic commodities, subject to guidelines to be issued for the purpose by the Department of Trade and Industry (DTI) and the Department of Agriculture (DA); and
8. Provisions of express lanes in all commercial and government establishments; in the absence thereof, priority shall be given to them.

The abovementioned privileges are available only to persons with disability who are residents of Taytay upon submission of a PWD card issued by the MSWD.

SECTION 93. Senior Citizens or Elderly - Based on Section 33 of the Magna Carta of Women states that The State shall protect women senior citizens from neglect, abandonment, domestic violence, abuse, exploitation, and discrimination. The State shall ensure special protective mechanisms and support services against violence, sexual abuse, exploitation, and discrimination of older person.

93.1 Office of Senior Citizens Affairs - The Municipality shall support the Office of Senior Citizens Affairs and shall set aside yearly budget for their programs and activities in order to advance the interests of this special group of Taytayenios and give back to the Senior Citizens for their contributions to the development of Taytay, Rizal.

93.2 Additional Benefits and Privileges for Senior Citizens pursuant to RA 9994 - The Municipal Government shall ensure the implementation of Section 4 of RA 9257 also known as an Act granting additional benefits and privileges to senior citizens:

1. Twenty percent (20%) discount from all establishments.
2. Minimum of twenty percent (20%) discount on admission fees.
3. Income tax Exemption
4. Exemption from training fees
5. Medical and Dental Services Privileges in Government Facilities
6. Medical and Dental Services Privileges in Private Facilities
7. Air and Sea Transportation Privileges in Private Facilities
8. Public Land Transportation Privileges
9. Educational Privileges
10. Benefits and Privileges for Retirees
11. Privileges on granting special discounts in special programs
12. Express Lanes Privileges
13. Exemption from Value Added Tax
14. On Funeral and Burial services for the death of Senior Citizens

The Municipal Government shall ensure that all establishments in Taytay are upholding this provision. A complaint desk shall be placed at the OSCA Office where Senior Citizens can report establishments who fail or refuse to give discounts or privileges to Senior Citizens as mandated by Law.

93.3 HEALTH SERVICE - Senior Citizens of this Municipality shall be granted exemption for paying the following services from the MHO. These free services are as follows: All medical assistance including laboratory fees, check-up and

hospitalization of up to 3 days. Provided they can present their valid OSCA ID as proof.

As per Resolution No. 82 series of 2013, they shall be granted a cash incentive amounting to Php30,000.00 if they reach the age of 100 years old.

- 93.4 BURIAL SERVICE** - Death benefit assistance of a minimum of Two thousand pesos (Php2, 000.00) shall be given to the nearest surviving relative of a deceased Senior Citizen which amount shall be subject to adjustments due to inflation in accordance with the guidelines to be issued by the DSWD.

In the availment of this privilege the deceased Senior Citizens' duly Authorized Representative, may submit as proof of his/her entitlement thereto any of the following:

- (1) an identification card issued by the Office of the Senior Citizen Affairs (OSCA)
- (2) the passport of the senior citizen concerned; and
- (3) other documents that establish that the senior citizen is a citizen of the Republic and is at least sixty (60) years of.

SECTION 94. Respect to Persons with Sexual Preference - Respect for the Rights of Persons with different sexual preference such as the lesbian, gay, Lesbian, bisexual, transgender, queer and other sexual orientation shall be respected and observed in the Municipality of Taytay, Rizal. Likewise, their employment opportunities shall provide equal opportunities and recognizing their full potentials as human beings with equal rights.

SECTION 95. Support for Solo Parents in Taytay - The Municipality shall ensure to every solo parent, regardless of status, equal access to economic and other support services which include livelihood, provision of seed capital, job placement, orientations, basic business skills, trainings, educational benefits for them and their children and medical assistance.

Privileges of Solo Parent. The following shall be the privileges of a Solo Parent:

- a. Comprehensive Package of Social Development and Welfare Services such as:
 1. Livelihood development services
 2. Counseling services
 3. Parent effectiveness services
 4. Critical incidence stress debriefing
 5. Special projects for individuals in need of protection
- b. Flexible Work Schedule
- c. Work Discrimination – no employer shall discriminate against any solo parent employee with respect to terms and conditions of employment on account of his or her status;
- d. Parental Leave – in addition to leave privileges under existing laws, parental leave of not more than seven (7) working days every year shall be granted to any solo parent employee who has rendered service of at least one (1) year;
- e. Educational Benefits;
- f. Housing Benefits; and
- g. Medical Assistance

Pursuant to RA 8972, all solo Parents in Taytay shall register with the Municipal social Welfare and Development for the issuance of Solo Parent ID.

SECTION 96. Persons in Armed Conflict Situation - No person shall be deprived of basic social services in armed conflict areas and no person shall be kept by any peace and order personnel in military detachment/police checkpoint or any similar quarter for purposes of company. Likewise, no military camps shall be situated near schools and residential areas in Taytay.

SECTION 97. Day and Night Care Centers - The Municipal Government shall establish and maintain accredited Day Care Centers in all 5 Barangays within Taytay. It shall be handled by competent at trained Day Care Workers. Night Care Centers shall be established if necessary to accommodate the needs of parents working on a night shift.

SECTION 98. Parental Authority - The father and mother shall jointly exercise parental authority over their common children. It shall be the right and responsibility of the parents to make decisions that affect their children's well-being.

ARTICLE XII SUPPORT SERVICES

SECTION 99. Gender Responsive Basic Services Data - All departments in the Municipal Government to provide basic services shall collect sex disaggregated data by gathering information on the sex, age, whether the client is classified as persons with disability and other vital data prescribed.

SECTION 100. Programs for Survivors of Domestic Violence - The Municipal Government shall provide necessary support for women and children victims of violence. All victims shall be provided immediate social work interventions by the Municipal Social Welfare Development Offices and other concerned agencies in accordance with the performance standards set at the national level by the Inter-Agency Committee on VAWC as created by RA 9262. Victims of VAWC cases are entitled to additional leaves based on the provisions of R.A. 9262.

SECTION 101. Investigations/Court Hearings of Rape Cases, Incest 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 as observer and to provide moral support to the survivors.

CHAPTER III PROHIBITED ACTS

ARTICLE I VIOLENCE AGAINST WOMEN AND CHILDREN

SECTION 102. Anti-Violence Against Women and their Children (Anti-VAWC) or RA 9262 - Refers to any act or a series of acts committed by any person against a woman who is his wife, former wife, or against her child whether legitimate or illegitimate, within or without the family abode, which result in or is likely to result in physical, sexual, psychological harm or suffering, or economic abuse including threats of such acts, battery, assault, coercion, harassment or arbitrary deprivation of liberty. It includes, but is not limited to, the following acts:

102.1 Economic Abuse – refers to acts that make or attempt to make a woman financially dependent which includes, but is not limited to the following:

- Withdrawal of financial support or preventing the victim from engaging in any legitimate profession, occupation, business or activity, except in case wherein the other spouse/partner object in valid, serious and moral grounds as defined in Article 73 of the Family Code;
- Deprivation or threat of deprivation of financial resources and the right to the use and enjoyment of the conjugal, community or property owned in common;
- Destroying household property; and
- Controlling the victim's own money or properties or solely controlling the conjugal money or properties.

102.2 Psychological Violence – refers to acts causing or likely to cause mental or emotional suffering of the victim such as but not limited to intimidation, harassment, stalking, damage to property, public ridicule or humiliation, repeated verbal abuse and marital infidelity. It includes causing or allowing the victim to witness the physical, sexual or psychological abuse of a member of the family to which the victim belongs, or to witness pornography in any form or to witness abusive injury to pets or to unlawful or unwanted deprivation of the right to custody and/or visitation of common children.

102.3 Physical Abuse – refers to acts that include bodily or physical harm.

102.4 Sexual Violence – refers to an act, which is sexual in nature, committed against a women/men or her/his children. It includes, but is not limited to:

- Rape, sexual harassment, acts of lasciviousness, treating a woman or her child as a sex object, making demeaning and sexually suggestive remarks, physically attacking the sexual parts of the victim's body, forcing her/him to watch obscene publications and indecent shows or forcing the woman or her child to do indecent acts and/or make films thereof, forcing the wife and mistress/lover to live in the conjugal home or sleep together in the same room with the abuser;
- Acts causing or attempting to cause the victim to engage in any sexual activity by force, threat of physical or other harm or coercion; and
- Prostituting the women and men.

ARTICLE II INSTITUTIONAL MECHANISMS

SECTION 103. Creation of the Taytay Municipal Gender and Development Focal Point System - Pursuant to the Joint Memorandum Circular No. 2013-01, there is hereby created the GAD FPS that shall take charge of the GAD programs of the Municipality of Taytay. The Local Chief Executive is mandated to issue Executive Order in the creation and staffing of the GAD Focal Point System. Functions stipulated in the Executive Order.

SECTION 104. Creation of the Municipal GAD Office - The Municipal Gender and Development Office shall have the following functions to ensure consistency in the implementation of the provisions of this Code:

104.1 Coordinative and Regulatory Functions – these functions shall assure the realistic, measurable and tangible results in the implementation of this Code pursuing the following strategies:

104.2 Advocacy and Social Mobilization – The MGAD office advocates gender equality and women's empowerment and mobilizes partner agencies and various

stakeholders for gender mainstreaming at the barangay level. Activities are undertaken to make the public aware of gender issues and concerns and eventually empower communities especially women. These shall include, but not limited to:

- Developing, printing and disseminating IEC materials
- Maintenance and strengthening of MGAD Resource Center;
- Conduct of Gender Sensitivity Trainings;
- Conduct massive community education on RA 9262 and RA 9208;
- Initiate and conduct activities Re: 18 – Day Campaign to End Violence Against Women (VAW) – from November 25 to December 12 of each year;
- Initiating the formulation of local issuances and resolutions on trafficking and violence against women and their children and other policies along gender and development concerns;
- Organize MOVE (Men Opposed to Violence Against Women Everywhere) to fight and end Trafficking and Violence Against Women and their Children in the municipality;
- Obtain and sustain media support for public information, coverage and documentation;
- Lead Office in the Municipal Women’s Month Celebration.
- Organize the Empowerment and Re-affirmation of Paternal Abilities (ERPAT) for Father Leaders in Taytay.
- Initiate and conduct a yearly Women's Summit.
- Initiate and conduct a yearly Buntis Congress for pregnant and lactating women
- Initiate and conduct a yearly Parents Congress.
- Coordinate with Lesbian’s, Gay’s, Bisexual’s, transgender’s and other sexual orientation groups for possible partnerships and programs pertaining, but not limited to gender identity education.

104.3 Capacity Building – Gender-sensitivity education and trainings for all departments and agencies of this Municipality shall be established by the office. Conduct orientation and training for frontline workers and service providers on:

- Trafficking and case management, para-legal training on documentation and filing of cases;
- Municipal Government, and at the barangay level shall be designed.
- Standards for contents Anti-Sexual Harassment Law, Gender Enhancement Seminars for MGAD Focal Point System members.
- Gender Analysis Training for the Local Chief Executive, Sangguniang (Municipal and Barangay) Members, and Department Heads, with other concerned agencies and the civil society organizations.

104.4 Data Collection and Management - Serve as data bank of the Municipal Government on gender and development; and maintain and improve Municipal

GAD Office centralized data banking system on Trafficking, VAWC cases and related sectoral issues including effective measures and services.

104.5 Alliance Building and Networking - Strengthen partnership with partner agencies, NGOs, People's Organization and other agencies, local, national and international. Form partnership and adopt best practices of other LGUs GAD programs.

104.6 Research, Policy Studies and Documentation – it shall be involved in all processes related to the conceptualization, development, assessment and evaluation of population and gender and development and advocacy programs and Document best practices on RA 9208. RA 9262 implementation and other GAD related activities of the Municipal Government of Taytay.

104.7 Institutional Mechanisms – Developing institutional mechanism for increased coordination and synergy in the approach against violence against women and their children and other GAD concerns. These shall include, but not limited to:

- Maintain cooperation and interactive coordination of Anti-Trafficking groups.
- Maintain and improve Women's Help Desks.
- Coordinate with partner agencies to provide immediate shelters for victim-survivors, livelihood and educational assistance and other appropriate services to victims and families;
- Organize trafficked persons through the creation of survivor/support groups.
- Cooperate and support the establishment and operation of Women and Children Crisis Center in Taytay.
- Monitor implementation of rehabilitation plans for victims-survivors through regular/periodic reporting/meetings;
- Establishment of Women and Child-Friendly Investigation Room for Women and Children Protection Unit;
- Quarterly meeting of GAD-FPS.
- Year-end Evaluation of programs and implementation review;

104.8 Monitoring Functions – Monitoring of the implementation of the Taytay GAD Code.

- **Special Services** - Referral for Legal Counseling and other appropriate interventions to survivors of VAWC;
- Women and Children Protection Unit;
- Other gender-responsive projects/services.

SECTION 105. Creation of Positions and Appointment of Personnel - Upon recommendation of the Municipal Mayor, the Sangguniang Bayan shall create positions that will assist in the implementation of this Code and man the operation of the Municipal Gender and Development Office taking into consideration the service requirement and financial capability of the Municipal Government, subject to the minimum standard prescribed by the Civil Service Commission as well as the appropriate position titles and salary grades prescribed by the Department of Budget and Management.

SECTION 106. Accomplishment Report - Annual Accomplishment Report shall be submitted by the Municipal GAD Office to the Commission on Audit (COA) and to the Department of Interior and Local Government (DILG) as every required and to the Municipal

Mayor within one (1) month after the end of the calendar year and every year thereafter. Relevant reports shall be submitted likewise to other concerned agencies.

ARTICLE III PENAL PROVISION

SECTION 107. Discrimination Prohibited - Criminal liability for the willful commission of any unlawful act as provided in this article or any violation of the rules and regulations issued shall be penalized as provided in Articles 288 and 289 of the Labor Code; Provided, that the institution of any criminal action under this provision shall not bar the aggrieved employee from filing an entirely separate and distinct action for money claims, which may include claims for damages and other affirmatives reliefs. The actions hereby authorized shall proceed independently of each other. (As amended by RA No. 6725, May 12, 1989)

SECTION 108. Acts Constituting Illegal Recruitment - Pursuant to Section 6 of RA 8042 as defined under Migrant Workers and Overseas Filipinos Act of 1995:

- Any person found guilty of illegal recruitment shall suffer the penalty of imprisonment of not less than six (6) years and one (1) day but not more than twelve (12) years and a fine not less than two hundred thousand pesos (P200,000.00) nor more than five hundred thousand pesos (P500,000.00).
- The penalty of life imprisonment and a fine of not less than five hundred thousand pesos (P500,000.00) nor more than one million pesos (P1,000,000.00) shall be imposed if illegal recruitment constitutes economic sabotage as defined herein.

Provided, however, that the maximum penalty shall be imposed if the person illegally recruited is less than eighteen (18) years of age or committed by a non-licensee or non-holder of authority.

SECTION 109. Gender-Sensitive Physical Plan - Failure to comply with this provision shall be penalized as follows:

- 1st offense – fine of P1,000.00 and suspension of business permit or license for 3 months.
- 2nd offense – fine of P1,500.00 and suspension of business permit or license for 6 months.
- 3rd offense – fine of P2,500.00 and revocation of business permit or license.

SECTION 110. Workers in Entertainment Industry - Violation of Section 64 of this Code shall be subjected to a fine of P2,500.00 or cancellation of business permit or both.

SECTION 111. Penalties for committing violations under RA 7877 and RA 9208 shall be penalized accordingly - In addition, individuals and establishments committing crimes as stated on RA 7877 and RA 9208 shall be penalized with a fine of P2,500.00 and/or suspension and/or revocation of business permit or as prescribed by the Court. If the offender is a government employee he or she shall be subject to the due process being observe by the Municipal Government of Taytay.

SECTION 112. Acts of Trafficking in Persons otherwise known as Anti-Trafficking in Persons Act of 2003 (RA 9208) - Any person found guilty of qualified trafficking shall be meted-out with life imprisonment and a fine of up to P5 million if:

- Victim is a child;
- Victim died or incurred Human Immuno-deficiency Syndrome (HIV-AIDS); and

- The offender is related to the victim or any of the law enforcement units of the government.

The law also penalizes any person who patronizes, use, buy, or engage the services of the trafficked person with six (6) months of community service and a fine of P50,000.00 for the first offense and a fine of P100,000.00 on the second and succeeding offenses.

SECTION 113. Sexual Harassment as defined in RA 7877 also known as Anti-Sexual Harassment Act of 1995 - Any person who violates the provisions of the law shall be penalized by imprisonment of not less than one (1) month nor more than six (6) months, or a fine of not less than Ten Thousand Pesos (P10,000.00) nor more than Twenty Thousand Pesos (P20,000.00) or both such fine and imprisonment at the discretion of the court. Any action arising from the violation of the provisions of this act shall prescribe in three (3) years.

SECTION 114. Pedophilia - Those who commit the act of sexual intercourse of lascivious conduct with a child exploited in prostitution or subject to other sexual abuse; Provided, that when the victims is under twelve (12) years of age, the perpetrators shall be prosecuted under Article 335, paragraph 3, for rape and Article 336 of Act No. 3815, as amended, the Revised Penal Code, for rape or lascivious conduct, as the case may be; Provided, the penalty for lascivious conduct when the victim is under twelve (12) years of age shall be reclusion temporal in its medium period; and

A penalty lower by two (2) degrees than that prescribed for the consummated felony under Section 5 hereof shall be imposed upon the principals of the attempt to commit the crime of child prostitution under this Act, or, in the proper case, under the Revised Penal Code.

ARTICLE IV MONITORING PROVISIONS

SECTION 115. Monitoring System for Labor Standards - A mechanism shall be installed in the Municipal Gender and Development Office to monitor all offices, agencies and establishments or companies violating the Article V of the GAD Code, the provisions of this Code and existing laws.

SECTION 116. Monitoring of Entertainment Establishments - A special Task Force commissioned by the Municipal GAD Focal Point System shall monitor entertainment establishments within Taytay reportedly exploiting men, women, and especially children. They shall report violations to the proper authorities.

CHAPTER IV FINAL PROVISIONS

SECTION 117. Funding - The Municipal Government shall appropriate at least 5% from the General Fund to implement the provisions of this Code and all programs and projects relative thereto.

SECTION 118. Implementing Rules and Regulations - The Municipal Mayor, through the assistance of the Municipal Gender and Development GAD Focal Point System, shall formulate the Implementing Rules and Regulations necessary to carry out the provisions of this Code.

SECTION 119. Repealing Clause - All ordinances, resolutions, memorandum circulars, rules and regulations inconsistent with the provision of this Code are hereby repealed and modified accordingly.

SECTION 120. Separability Clause - If for any reason any part on provisions of this Code is declared unconstitutional or invalid, the other sections or provisions hereof which are not affected thereby shall continue to take in full force and effect.


SECTION 121. Supplementary Clause - On matters not provided for in this Code, any existing applicable laws and their corresponding implementing rules and regulations, executive fiats and relevant issuances issued therefore shall apply in supplemental manner.

SECTION 122. Effectivity Clause - This Code shall take effect immediately upon posting in conspicuous places within the municipality and in the official social media accounts of the Municipal Government of Taytay, Rizal.

SECTION 123. Adoption Clause - Any amendment to the National laws pertinent to this Code shall be enacted.

ENACTED, this 22nd day of February, 2022, 2:59 PM at the Sangguniang Bayan Session Hall, Municipality of Taytay, Province of Rizal.

I HEREBY CERTIFY, to the correctness of the foregoing Ordinance which was duly enacted by the Sangguniang Bayan of Taytay on second reading on February 15, 2022 and was passed on third and final reading on February 22, 2022, during the 124th Regular Session held on the 22nd day of February, 2022.


SONIA C. SAMSON
Secretary to the Sanggunian
Officer-in-Charge

ATTESTED AND CERTIFIED TO BE DULY
ADOPTED BY HER HONOR


HON. MICHELLE B. BERMUNDO
Municipal Vice Mayor/Presiding Officer

APPROVED BY HIS HONOR
DATE 09 MAR 2022


HON. GEORGE RICARDO R. GACULA II
Municipal Mayor