

Republic of the Philippines
Province of Cebu
CITY OF NAGA



Excerpt from the minutes of the regular session of the Sangguniang Panlungsod of the City of Naga, Cebu held on July 06, 2015 at the Session Hall, City of Naga, Cebu.

Present:

HON. DELFIN R. SEÑOR
HON. ALEXANDER R. LARA
HON. VENCI R. DEL MAR
HON. OTHELLO M. CHIONG
HON. VIRGILIO M. CHIONG
HON. ELMER Q. LAPITAN
HON. NILO B. ALINSONORIN
HON. CARMELINO N. CRUZ
HON. AFSHIN MARK K. SEÑOR
HON. LETECIA F. ABANGAN
HON. AURELIO B. ALINSONORIN

- Vice Mayor/Presiding Officer
- Sangguniang Panlungsod Member
- Sangguniang Panlungsod Member
- Sangguniang Panlungsod Member
- Sangguniang Panlungsod Member
- Sangguniang Panlungsod Member
- Sangguniang Panlungsod Member
- Sangguniang Panlungsod Member
- Sangguniang Panlungsod Member
- ABC President

Absent:

HON. RODRIGO A. NAVARRO

- Sangguniang Panlungsod Member

ORDINANCE NO. 2015-009
s. of 2015



THE GENDER AND DEVELOPMENT CODE OF THE CITY OF NAGA, CEBU

GENERAL PROVISIONS

ORDINANCE TITLE, DECLARATION OF PRINCIPLES AND POLICIES AND
GAD LEGAL BASIS AND MANDATE

SECTION 1. Title – This ordinance shall be known and cited as the “Gender and Development Code of the City of Naga, Cebu”, hereinafter referred to as the GAD Code.

SECTION 2. Declaration of Principles and Policies – it is the general principle and policy of the Local Government of the City of Naga, Cebu to promote women’s empowerment, gender equality, women’s human rights and gender-responsive development, as indispensable social intervention in the task of building a progressive yet peaceful and harmonious community.

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

2.1) Principles

- 2.1.1) That women’s rights are human rights;
- 2.1.2) That women are full and equal partners of men in all spheres of life
- 2.1.3) That women’s and girl’s human rights must be promoted, protected and fulfilled;
- 2.1.4) That women’s empowerment and gender equality must be pursued in all aspects of local governance to ensure that women and men equally contribute to and benefit from development.
- 2.1.5) That local development must be rights-based and gender-responsive to ensure that human dignity, social justice and equality are upheld.

2.2) Policies

- 2.2.1) Mainstream GAD in all plans, programs, projects, and services to ensure that the enforcement of the GAD Code is a responsibility of all the

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- offices in the LGU with active partnership of Civil Society Organizations (CSO) and the private sector,
- 2.2.2) Allocate, utilize and monitor the use of the GAD budget;
 - 2.2.3) Institute affirmative actions for women in various areas of concerns and enhance women's participation in local development and in decision-making;
 - 2.2.4) Eliminate gender biases in all policies, systems, procedures and maintain these be gender fair and adherent to the principles of empowerment and equality;
 - 2.2.5) Develop and strengthen mechanisms for mainstreaming GAD;
 - 2.2.6) Maintain constant awareness and vigilance in addressing existing and emerging gender issues and concerns in the LGU to fully address discrimination and inequalities; and
 - 2.2.7) Take measures aimed at the eradication of all forms of abuse against women and their children.
 - 2.2.8) Promote Women's Economic Empowerment

SECTION 3. GAD Legal Basis, Mandate. The enactment of GAD Code is in consonance with the existing national laws and policies and commitments in international for that encourage the Local Government Units to be in the fore front in addressing the issues on gender and development, as hereinafter identified.

3.1.) National Law

- 3.1.1) Article II, Sec. 14 of the 1987 Constitution, which provides that "The State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men"
- 3.1.2) Women in Development and Nation Building Act (RA 7192),
- 3.1.3) Anti-Violence against Women and their Children Act (RA 9262)
- 3.1.4) Anti-Trafficking in Persons Act (RA 9208)
- 3.1.5) Solo Parent's Welfare Act (RA 8972)
- 3.1.6) Special Protection of Children against Abuse, Exploitation and Discrimination Act (RA 7610)
- 3.1.7) Anti-Sexual Harassment Act (RA 7877)
- 3.1.8) Anti-Rape Law (RA 8353)
- 3.1.9) Rape Victim Assistance and Protection Act (RA 8505)
- 3.1.10) An act providing assistance to women engaging micro and cottage business enterprise and other purposes (RA 7882)

3.2) Other Legal Basis and Mandate

- 3.2.1) Philippine Plan for Gender-Responsive Development, 1995-2025 (Executive Order No. 273)
- 3.2.2) GAD Budget policies such as General Appropriations Act and DBM-NCRFW Joint Memorandum Circular No. 2001-1
- 3.2.3) Local Government Code of 1991
- 3.2.4) Cebu Province Children's Code
- 3.2.5) City of Naga Executive Orders
- 3.2.6) Women Development Code of Cebu Province

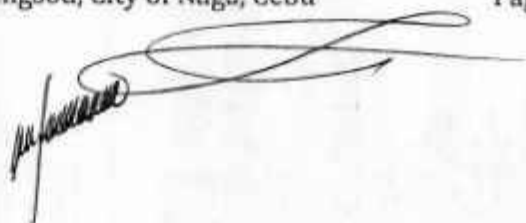
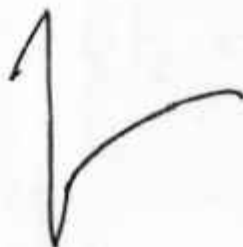
3.3) State Obligations and Commitments such as:

- 3.3.1) Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- 3.3.2) Beijing Platform for Action and its succeeding updates,
- 3.3.3) Millenium Development Goals (MDGs), and
- 3.3.4) International Conference on Population and development (ICPD) program of action.

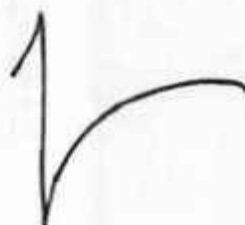
DEFINITION OF TERMS AND ACRONYM

SECTION 4. DEFINITION OF TERMS. As used in this code the following terms are technically and operationally defined:

- 4.1) **Battering** – is 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 of the batterer's will and control over the victim's life. (refer to RA 9262 for definition)
- 4.2) **Benefit Dance/Disco** – refers to a dance in the locality where women are being commodified for fund-raising purposes.
- 4.3) **Code** – the compilation or collection of statutes
- 4.4) **Commoditization of Women** - is a practice which puts women in subordinate situation, which results from the 133 treatment of women as both consumers and objects. As consumers, women are lured to buy products to enhance their sexual and physical attractiveness; as objects of consumption, the body of a woman is used to promote and sell a product or promote an activity.
- 4.5) **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.
- 4.6) **Differently-Abled Woman** – are those who experience one or a combination of physical and or mental impairment with distinct needs and potentials.
- 4.7) **Discrimination against Women** – is any distinction, exclusion or restriction made on the basis of gender which has a purpose or effect of impairing or nullifying the recognition, enjoyment or exercise by women of their rights irrespective of marital status.
- 4.8) **Domestic Violence** – is physical, psychological, social or financial violence that takes place within an intimate family-type relationship and forms a pattern of coercive and controlling behavior.
- 4.9) **Domestic Workers** – one employed in the service of a family or private establishment of a person keeping the home; a house servant.
- 4.10) **Feminization of Poverty** – is a condition when gap between the rich and the poor widens and grassroots women bear the brunt of poverty as in economic instability and unequal distribution of wealth. Such gap reinforces non-response to both physical and strategic needs/interests of women.
- 4.11) **GAD Budget** – a portion of an agency's or local government unit's yearly 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 women's issues; the cost and sources of financing a GAD plan.
- 4.12) **GAD Plan** – a systematically designed set of programs, activities and projects with clear 54 objectives for addressing gender issues and appropriate strategies and activities with monitoring and evaluation indicators. A blueprint of how an agency can achieve gender responsiveness. A set of interventions designed to transform gender-blind agencies into organizations with a gender perspective. An instrument to make all aspects of the agency and its work gender-responsive. It provides the basis for the GAD budget.
- 4.13) **Gender** – is a socially and culturally constructed differentiation between men and women for all sexual orientation and gender identities, created partly through socialization and partly through positive and negative discrimination in the various institutions and structures of society.
- 4.14) **Gender and Development (GAD)** – a development perspective that recognizes the unequal status and situation of women and men in society. Women and men have different development needs and interests as a result of said inequality, which is institutionalized and perpetuated by cultural, social, economic and political norms, systems and structures.



- 4.15) **Gender Awareness** – is the understanding that there are socially determined differences between men and women based on learned behavior, which affect ability to access and control resources.
- 4.16) **Gender Roles** – are the particular economic, social roles and responsibilities considered appropriate for women and men in a given society. Gender roles and characteristics do not exist in isolation, but are defined in relation to one another and through the relationship between women and men, girls and boys.
- 4.17) **Gender Equality (refer to NRCFW Definition)** – is the absence of discrimination on the basis of a person's sex in authority, opportunities, allocation of resources of benefits, access to services. It is therefore, the equal valuing by society of both the similarities and differences between men and women, and the varying roles that they play.
- 4.18) **Gender Equity (refer to NRCFW Definition)** – is the process of being fair to women and men. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a "level playing field." Gender equity also means that health needs, which are specific to each gender, receive appropriate resources (eg, reproductive health needs) and also special needs relating to women's greater vulnerability to gender-based violence.
- 4.19) **Gender Sensitivity** – is the ability to perceive existing gender differences, issues and equalities, and incorporate these into strategies and actions.
- 4.20) **Gender Issues and Concerns** – problems and concerns that arise from the unequal status of women and men including the differential characteristics, roles and expectations attributed by society to women and men.
- 4.21) **Gender Discrimination** – any overt behavior, practice, policy or procedure in which people are given different and unfavorable treatment on the basis of their race, class, sex, and cultural status which has the purpose or effect of denying equal exercise of human rights and fundamental freedoms in all fields of human endeavor.
- 4.22) **Gender-fair** – people are given favorable treatment regardless of race, class, sex and cultural status. Any practice, policy or procedure should have equal treatment to an individual or group.
- 4.23) **Gender and Development Office** – refers to the office which shall be created by the City of Naga that will be responsible for the implementation of this Code. It addressed itself to the convergence of the Local Government efforts towards a city level coordination and cooperation in facilitating gender and development programs, planning, development, monitoring and evaluation.
- 4.24) **Gender Responsive** – Laws, policies and procedures made, should be accommodating to people regardless of race, class, sex and cultural status.
- 4.25) **Gender Sensitization** – is an experiential and critical process of learning and unlearning by an individual, female or male, of the causes and effects of the culturally and socially determined roles of women and men and root causes of inequitable gender relations.
- 4.26) **Law Enforcers** – refers to the members of the Philippine National Police, the Barangay Tanods and anybody who is tasked or deputized by an appropriate authority in enforcing national and/or local laws. 235
- 4.27) **Live Shows** – include dancing naked or doing sexually titillating or indecent acts in public or private places for commercial or entertainment purposes.
- 4.28) **Mail Order Bride** – is when a woman establishes personal relations with a mail foreign-national or similar means upon recruitment by an individual or agency for the purpose of exploiting women in the guise of marriage.
- 4.29) **Mainstream** – in the context of GAD, an interrelated set of dominant ideas and development directions and the organizations that make decisions about resource allocation and opportunities for development.
- 4.30) **Mainstreaming** – the Philippine government's strategy for making agencies and local government units work for women's empowerment and gender equality. It is the process of analyzing existing development



paradigms, practices and goals; assessing the implications for women and men of existing and planned actions in legislation, policies, programs, projects and institutional mechanisms; and transforming existing social and gender relations by consciously integrating gender concerns in development goals, structures, systems, processes, policies, programs and projects.

- 4.31) **Migrant Desk** – a desk where migrants could present their issues and concerns, and seek assistance.
- 4.32) **Micro-enterprise** – any business engaged in manufacturing, trading services, and production with an asset size ranging from one (1) peso (Php1.00) to three (3) million pesos (Php3,000,000.00)
- 4.33) **Microfinance** – the provision of a broad range of financial services such as deposits, loans, payment of services, money transfers, and insurance products to the poor and low-income households and their micro enterprises.
- 4.34) **Pedophile** – adult with sexual desire for children or who has committed the crime of sex with a child.
- 4.35) **Places of Amusement** – an indoor or outdoor areas where there are enjoyable or funny activities such as games, hobbies or other forms of entertainment.
- 4.36) **Pornography** – is a sexual explicit material such as films, magazines, writings, photographs, internet, mobile phones or other materials that are sexually explicit and intended to cause sexual arousal.
- 4.37) **Prostitution** – an act of engaging in sexual intercourse or performing other forms of sex in exchange for money, or other favors, or of offering another person for such purpose.
- 4.38) **Perpetrator** – a person who attempts, or performs or commits any form of abuse or violence against women and children.
- 4.39) **Poverty Line** – is the poverty threshold as determined by NSCB.
- 4.40) **Reproductive Health** – is the state of complete physical, mental and social well-being and not merely the absence at disease or infirmity, in all matters relating to reproductive system and to its functions and processes.
- 4.41) **Reproductive Health Care** – is the constellation of methods, techniques and services that contribute to reproductive health and well being by preventing and solving reproductive health-related problems.
- 4.42) **Sex** – the biological difference between male and female.
- 4.43) **Sex and Gender** – are interactive. While sex and its associated biological functions are programmed genetically, gender roles and power relations vary across cultures and through time, and thus are amenable to change
- 4.44) **Sex Tourism** – refers to a program organized by travel and tourism-related establishments and individuals which consist of tourism packages or activities, utilizing and offering escorts and sexual services as enticement for tourists.
- 4.45) **Sexual Harassment (refer to sexual harassment law)** – is a form of abused involving an act or series of unwelcome sexual advances, request for sexual favors, or other verbal or physical behavior of a sexual nature, made directly, indirectly, or impliedly is about abusing power relations – using one's power to extract sexual favors.
- 4.46) **Support Group** – a number of persons who aid or provide assistance to keep a person from falling or declining in a crisis situation.
- 4.47) **Victim-survivor** – one who endures any act of gender-based violence that results in physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or private life.
- 4.48) **Women's Empowerment** – a goal of and an essential process for women's advancement. It is the process and condition by which women mobilize to understand, identify and overcome gender discrimination and achieve equality. Women become agents of development, and not just beneficiaries. This kind of participation in development enables them to make decisions based on their own views and perspectives.



- 4.49) **Workplace** – a place where a person works.
4.50) **Women** – the female part of the human race.
4.51) **Women and Children’s Desk** – designated desk/unit in an organization/establishment handled by a trained personnel who attends to the needs and concerns of abused women and children.

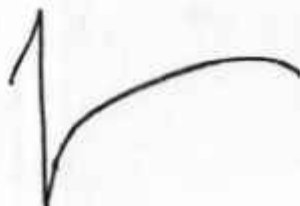
SECTION 5. – Acronyms. As used in this Code the following acronyms are spelled out:

- 5.2) CATCHWISE – Coalition Against the Trafficking of Children and Women in Sexual Exploitation
5.3) CSO – Civil Society Organization
5.4) GAD – Gender and Development
5.5) LGU – Local Government Unit
5.6) NGA – National Government Agencies
5.7) NGO – Non-Government Organization
5.8) NFE – Non-Formal Education
5.9) OFW – Overseas Filipino Workers
5.10) PESO – Public Employment Service Office
5.11) PMC – Pre-marriage Counseling
5.12) RTI – Reproductive Tract Infection
5.13) HIV/AIDS – Human Influenza Virus / Acquired Deficiency Syndrome
5.14) STD – Sexually Transmitted Diseases
5.15) L/BDC – Barangay Development Council
5.16) HVCA – Hazard, Vulnerability and Capacity Assessment
5.17) CB-EWS – Country Based Early Warning System
5.18) DANA – Damage Assessment and Needs Analysis

PROGRAMS AND DEVELOPMENT CONCERNS

SUPPORT MECHANISM TO EMPOWER WOMEN

SECTION 6. Secured and Conducive Environment for Investigation – an interview room with audio-visual equipment, one way mirror, and other provisions that would provide women and children survivors of violence a sense of security and comfort during the conduct of interview, investigation and counseling shall be established and maintained at the City Social Welfare and Development Office and other concerned offices of the City Government, and NGO’s.



SECTION 7. Victim – Survivors Support Group in Court Hearings – the City Social Welfare Officer shall coordinate the presence of support group in all investigations or hearings involving rape and other forms of violence against women and children conducted in police stations, prosecutor's offices, trial courts and other government offices.

SECTION 8. Education Laws and Policies Addressing Women's Issues and Concerns – In coordination with concerned national agencies, all government and private offices, agencies, NGO's and establishments, private and public schools shall conduct an orientation on Republic Act No. 9262, RA 9208, RA 7877, RA 8353, RA 8972, RA 7610 and other relevant laws and policies on women which may be enacted from time to time.

SECTION 9. Crisis Intervention Center – the City Government of Naga, Cebu shall maintain and equip the City Social Welfare and Development Office to serve as a temporary shelter with appropriate support services for women and children in crisis. Satellite crisis intervention centers must be strategically established in other parts of the municipality.

SECTION 10. Rehabilitation Program for Perpetrators of Violence – Counseling and Rehabilitation Programs for Perpetrators of Violence against women and children shall form part of the total GAD program.

SECTION 11. Research on Nature and Causes of Gender-based Violence – The CSWDO shall take the lead in the collection, compilation and maintenance of statistics / data concerning domestic violence perpetuated against women and children. It shall be regularly undertaken to serve as reference for administration, legislation and funding.

SECTION 12. Prostitution and Trafficking as a Violation of Women's Right – Prostitution and trafficking is exploitation of human and a violation of their rights as human beings. To prevent the proliferation of prostitution and trafficking, advocacy and capacity building activities shall be conducted and alternative sources of livelihood shall be provided to women victim-survivors.

SECTION 13. Media Monitoring Board – A local monitoring board for print broadcast, electronic, film, and other forms of media shall be set up to monitor and recommend the necessary measures for the filing of appropriate cases against acts degrading to women and indigenous people

THE REPRODUCTIVE HEALTH APPROACH

SECTION 14. Reproductive Health Care Approach - The City Government of Naga, Cebu shall ensure reproductive health care services to men and women anchored on the following elements: (1) maternal infant and child health and nutrition; (2) family planning information and services; (3) prevention of abortion and management of its complications; (4) adolescent and youth health; (5) prevention and management of Reproductive Tract Infections (RTIs), HIV/AIDS and other Sexually Transmittable Infections (STIs); (6) elimination of violence against women; (7) education and counseling on sexuality and sexual health; (8) treatment of breast and reproductive health; and (10) proven lion and treatment of infertility and sexual dysfunction.

SECTION 15. Health Care Delivery – Quality health care and services that are not discriminatory on account of their gender, age, sex, creed, religion, ethnicity and political affiliation shall be implemented by the City Government.

SECTION 16. Nutrition – The City Government shall ensure the optimum nutritional status of children, women and men through the provision of a package of nutrition services.

*Iron Supplementation with Folic Acid – on reproductive age women



SECTION 17. Men's Involvement on Reproductive Health – Reproductive Health Programs and projects shall involve men of all ages, recognizing their crucial role in the maintenance of women's health and well-being by strengthening and capacitating various men organizations.

SECTION 18. Accessible Information on Sexuality and Reproductive Health – Women and men, especially adolescents and young adults, shall have free access to information on responsible sexuality and reproductive health, while ensuring their right to privacy.

SECTION 19. Gender-Fair Approach to Pre-Marriage Counseling Program - the City Government shall continuously support the Pre-Marriage Counseling Program of the City PMC Team to promote the equal relations between men and women and shared responsibility of husband and wife for the family, community and the environment.

SECTION 20. Gender-Sensitive and Responsive Health Services – The City of Naga Rural Health Office, and Barangay Health Centers/station shall provide gender-sensitive and gender-responsive services in the delivery of reproductive health care including the establishment of Crisis Intervention Service Units.

SECTION 21. Available and Accessible Reproductive Health Commodities – The City Government shall ensure safe, high quality, accessible and affordable reproductive health services and commodities, it shall ensure that budgetary support and allocation are provided for such RH services and commodities.

WOMEN IN GOVERNANCE

SECTION 22. Gender-Mainstreaming at all Levels of Governance – The City Government shall endeavor to establish mechanisms to ensure that gender issues and concerns are addressed in legislations, public policies, programs and projects.

SECTION 23. Barangay-Based Women Organizations – All Barangays shall promote and support women organizations formed by their respective constituents.

SECTION 24. City of Naga Council of Women – The Federation of Women Organizations composed of various accredited women organizations shall be strengthened to take an active role in governance. The City Social Welfare and Development Office (PSWDO) acts as adviser to the organization/federation.

SECTION 25. Observance of Women's Month/Day – The City of Naga, Cebu as per proclamation No. 224 shall, together with the United Nations, observe with appropriate rites and activities in observance of the International Women's Month/Day on March 8 of every year.

SECTION 26. Representation of Women in Local Special Bodies – The City Government shall ensure that women are duly represented in all local special bodies as provided for in the Local Government Code and other pertinent laws at the Provincial Level.

SECTION 27. Criteria for Hiring in Government Positions – The LGU-City of Naga, Cebu shall ensure that criteria for hiring, recruitment, selection and appointment to government positions are transparent, relevant and not discriminatory against sex and sexual orientations.



SECTION 28. Support for Women's Studies - A reasonable amount and other forms of support maybe extended by the City Government to non-government organizations and research institutions conducting studies on women's participation.

SECTION 29. Leadership Training for Women – The City Government of Naga, Cebu, in cooperation with concerned national agencies, and NGOs shall provide leadership training that will enable women to participate in decision-making processes. Priority shall be given to indigenous and differently-abled women.

THE PROMOTION OF JUSTICE, PEACE AND ORDER

SECTION 30. Continuous Review of the Gender-Responsiveness of Laws and Policies – The City Government shall encourage the continuous review of local laws and policies with the end in view of detecting and eliminating all forms of discrimination on the basis of sex and provisions that are gender-based.

SECTION 31. Promotion of Legal Rights Literacy – Information on GAD-related women laws and relevant national and local laws and its impact on women and men, offices responsible for the administration of justice, and guidelines on how to use the justice system shall be made accessible to all.

SECTION 32. GAD Orientations and Trainings for Law Enforcers – The City Government shall strengthen its linkages with the law enforcers to ensure that gender equality and development orientations and trainings are regularly conducted.

SECTION 33. 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 34. Separate Facility for Female and Minor Detainees – The rights of women and minors while under detention shall be protected. The City Government of Naga, Cebu, in collaboration with the concerned agencies, shall provide appropriate programs designed to respond to their specific needs and problems. It shall also ensure that a separate structure and space for detention and rehabilitation shall be provided for them.

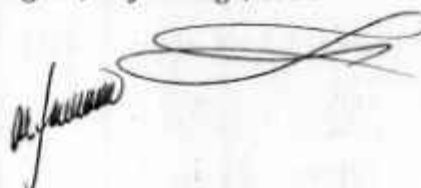
SECTION 35. Women and Children's Desks (WCDs) – There shall be a City of Naga Police Office, as well as in all its substations, a Women and Children's Desk handled by women police officers, adequately trained for the purpose, so that cases involving women and children shall be handled in accordance with the accepted standards of PNP in handling gender-based violence cases.

SECTION 36. No military camps shall be situated near the schools and residential area.

LABOR AND EMPLOYMENT

SECTION 37. Mechanism to Monitor Compliance with Labor Laws – The City Government of Naga, Cebu, in coordination with the Department of Labor and Employment, the Civil Service Commission and other concerned agencies, shall establish mechanisms to monitor all offices, and establishments operating within the city to ensure their strict compliance with the Labor Code and other provisions of existing laws especially those pertaining to children, women and labor.

37.1 Child Labor Regulations. Ensure that child labor regulations are not violated, including the minimum ages at which children may work, and the number of hours children can work and other work conditions.



SECTION 38. Non-discrimination in Employment – All establishments and employers shall implement non-discriminatory policies especially in hiring and promotion of employees.

38.1 Work Discrimination. No employer shall discriminate against any solo parent employee with respect to terms and conditions of employment on account of her or his status.

SECTION 39. Facilities and Support System for Well-being of Women and Men Employees – Employers shall ensure the health, safety, and well being of their women and men employees. In appropriate cases, employers shall:

39.1 Establish separate toilet rooms, lavatories and lounge for women and men and provide at least a dressing room for women;

39.2 Set up a homecare center in the workplace where working parents may have breastfeeding, child-rearing and early childhood care and development activities while on their respective jobs;

39.3 Institute flexible working arrangement to accommodate the various responsibilities of women and men to their families; and

39.4 Ensure that working conditions shall be gender sensitive to assure peace and productivity.

SECTION 40. Grievance Machinery on Sexual Harassment – A Committee on Decorum and Investigation shall be established and strengthened at the City Government which shall serve as the grievance machinery to act on all complaints on sexual harassment in the workplace.

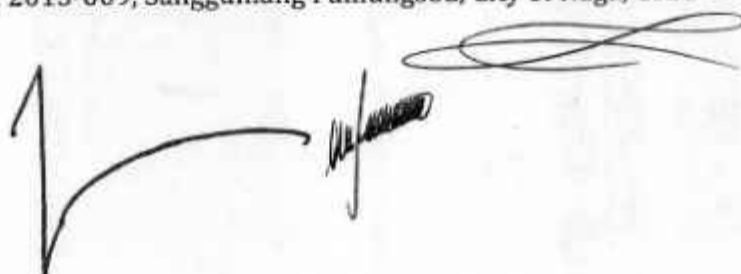
SECTION 41. Survey of Domestic Workers – The City Government of Naga, Cebu through the City PESO in coordination with DOLE shall come up with an annual survey of domestic workers within the city to monitor cases of maltreatment, sexual harassment, and other forms of sexual abuse. Households shall be required to provide information regarding their house workers for identification and other purposes. The LGU shall provide assistance and other forms of support to household workers.

SECTION 42. Support for Overseas Filipino Workers (OFWs) – The City Government through the CSWDO shall strengthen the organization of the City OFW and their families as a support group as well as establish a migrant's desk.

42.1 Tracking System of Legitimacy of Recruitment Agency / Employment. The PESO and CSWDO shall endeavor to develop a tracking and verification system of the veracity and legitimacy of employment and recruitment agencies, whether they are accredited by the Department of Labor and Employment (DOLE) through the Philippine Overseas Employment Administration (POEA).

42.2 Pre-Employment Orientation Seminar (PEOS). The PESO and CSWDO shall conduct PEOS to prospective workers, especially overseas workers and their families about the realities of overseas labor and employment conditions. Services of the POEA and migrant NGOs may be tapped for this purpose.

42.3 Implementation of RA 8042 specifically the illegal recruitment provisions. Strict implementation of RA 8042 otherwise known as migrant workers and Overseas Filipino Act of 1995 particularly, the provisions on Illegal Recruitment must be ensured.

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ENVIRONMENT AND NATURAL RESOURCES

Section 43. Community-Based environment Plans and Programs – The City Government of Naga, Cebu shall ensure the participation of women in environment and natural resources management at all levels.

43.1 Promotion of Environmentally Sound Production Technologies. Promote the use of environmentally sound production technologies and practices in households and enterprises.

43.2 Promotion of Land Agri-Based Projects. The City Government 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. Involve women in the rehabilitation in the agricultural sector by providing them with trainings and agricultural inputs, including seeds and implements.

43.3 Women's Participation in all Water-System Related Projects. In all water system-related projects participation of women in the planning and in all levels of decision-making.

43.4 Public Education Campaign. The City government shall undertake public education campaigns on issues related to sanitation, health, environmental management and sustainable used and climate changed with gender dimension.

43.5 Women's Participation on Solid Waste Management. Ensure the participation of women in the formulation of the solid waste management plan and in decision-making on matters related to solid waste management including the segregation, recycling, etc.

EDUCATION, MEDIA, ARTS AND CULTURE

SECTION 44. Gender-Sensitive Counseling and Career Programs – Private and public schools and state college shall promote gender-sensitive counseling and career education programs to encourage male and female students to pursue non-traditional professions and widen their career opportunities.

SECTION 45. Evening/Weekend Classes for Adults – The City Government of Naga, Cebu and the Alternative Learning System of the Department of Education (ALS Dep-Ed) shall endeavor to promote and strengthen adult education programs. For this purpose, it shall coordinate or establish the conduct of free evening or weekend classes for indigent persons interested to obtain secondary education especially women.

45.1 Lecture/Discussion on illegal drugs. Inclusion of discussion / lecture on drug abuse in alternative education programs for out-of-school children.

SECTION 46. Support for Indigenous Forms by Media – The media industry shall be encouraged to support the use of indigenous forms and expressions in story telling, drama, poetry and song to disseminate information on women's rights and gender related issues.

SECTION 47. Gender-Sensitive Education – The Schools District Office of the Department of Education shall ensure the inclusion of a Gender Sensitive curriculum into the educational system of the city. It should also address gender inequalities in admission, gender sensitivity in school books and instructional materials.

47.1 School-based health and Nutrition Program. All primary schools in the municipality shall be encouraged to formulate and implement school-based health and



nutrition program, in coordination with the City of Naga Nutrition Committee and City Health Office.

47.2 Promoting indigenous processed and non-processed farm products produce by women's group in all school canteens of the city.

SECTION 48. Preservation of Cultural Identity – Preservation and enrichment of the cultural identity of indigenous persons shall always be incorporated in all GAD programs and projects of the City Government as long as it is consistent with GAD Principles.

TRADE, INDUSTRY AND TOURISM

SECTION 49. Women's Economic Empowerment and employment – the City Government of Naga, Cebu shall promote and support women's endeavors for self-employment in micro-enterprises, small scale businesses, indigenous industries and other employment opportunities including facilitating access to capital funds from any source.

49.1 Establishment of the City of Naga Sustainable Micro Enterprise Development Unit/Desk. The City Government shall establish a unit/desk/council which will serve as One Stop-Shop to promote and support entrepreneurial efforts and activities in the city. Said unit/desk/council will be referred to as the City of Naga Sustainable Micro Enterprise Development (CNSMED). Its functions, responsibilities and composition shall include but will not be limited to the following:

- 49.1.1 Develop social marketing strategies on entrepreneurship towards strengthening entrepreneurial values and attitudes of the city's entrepreneurs, local officials and others. Likewise, it shall lead in the implementation of social marketing strategies within the city.
- 49.1.2 Disseminate information on investment options.
- 49.1.3 Provide assistance to women who wish to establish micro enterprise, in the form of conducting market feasibility studies, financial consultancy, product development and

49.2 Building partnership with Organization and groups that provide microfinance, rural enterprise development and institution building services.

49.3 Accessing loans and financial assistance. The City Government shall assist women entrepreneurs in accessing loans and financial assistance from any Government Financing Institutions (GFIs), private institutions, and donor agencies. Efforts to continuously build the capacity of women entrepreneurs to access loans and negotiate shall also be undertaken.

49.4 Protection against iniquitous and excessive interest rate. It shall be the policy of the city to eliminate oppressive lending/credit schemes imposing iniquitous and excessive interest rate pursuant to Anti-Usury Law as amended by PD 116 and other existing regulations of the Monetary Board of Central Bank of the Philippines.

49.5 Facilitating enrolment to Philippine Health Insurance. Recognizing the importance of social security/protection measures against life contingencies, the city government shall encourage all cooperatives and peoples's organizations to facilitate enrolment of their members to Philhealth.

SECTION 50. Promotion for Eco-Tourism and Family-Oriented Activities – The City Government of Naga, Cebu shall strengthen its tourism thrust towards promoting equality of women and men and providing full opportunities for the development and

participation of women and men in eco-tourism and family-oriented activities without exploiting the rights of women, men and children.

OTHER SPECIAL SECTORAL CONCERNS

SECTION 51. Advocacy on the Rights of Differently-Abled Women and Men – programs and projects shall be developed to promote the interest of differently-able women and men and, at the same time, protect their rights to all opportunities for advancement.

51.1 Magna Carta for persons with disabilities as amended (RA 9442). The City Government of Naga, Cebu shall ensure the implementation of the Magna Carta for persons with disability as indicated in Sections 32-33, Chapter 8, of RA 9442, granting privileges and incentives for persons with disability, as follows:

1. Twenty percent (20%) discount from all establishments;
2. Minimum of twenty percent (20%) on admission fees;
3. At least twenty percent (20%) discount for the purchase of medicines;
4. At least twenty percent (20%) discount on medical and dental and professional fees;
5. At least twenty percent (20%) discount on fare for domestic air, sea travel, public railways, skyways and bus fare for the exclusive enjoyment of persons with disability;
6. Education assistance to persons with disability;
7. 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 may be, as are enjoyed by those in actual service;
8. 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
9. Equal opportunity for employment – That 5% of casual, emergency and contractual position in any offices shall be reserved for disabled persons.
10. Institutionalization of the celebration of the National Disability Prevention and Rehabilitation Week
11. Provision of express lanes in all commercial and government establishments; in the absence thereof, priority shall be given to them.

The above-mentioned privileges are available only to persons with disability who are Filipino citizens upon submission of any of the following as proof of his or her entitlement thereto:

1. an identification card issued by the municipal mayor or the punong barangay of the place where he or she resides;
2. a certification issued by the municipal mayor or the punong barangay of the place where he or she resides.

SECTION 52. Organization of Elderly Women and Men (Senior Citizens) – The City and Barangay government units shall endeavor to include a representation of the elderly women and men in the City and Barangay Development Council.

52.1 Council on Senior Citizens. The City government as well as the 28 barangay governments shall support the establishment of Councils for Senior Citizens.

52.2 Support funds for senior citizens. The city and barangay governments shall endeavor to allocate funds for livelihood assistance to senior citizen; routine



physical check-up; social group work programs and other appropriate socio-economic activities.

52.3 Center for Senior Citizens. The city government shall endeavor to establish a center for abandoned and neglected senior citizens to provide them with comprehensive support services, in cooperation with the Provincial, Regional and National Social Welfare and Development Offices, and other concerned agencies.

52.4 Additional Benefits and Privileges to Senior Citizens pursuant to RA 9257. The city government shall ensure the implementation of RA 9257 otherwise known as the Act Granting Additional Benefits and Privileges to Senior Citizens, specifically Section 4, as follows:

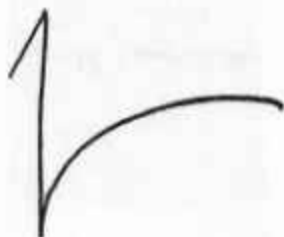
1. Twenty percent (20%) discount from all establishments
2. Minimum of twenty percent (20%) discount on admission fees.

SECTION 53. Solo Parent

1. **Support to Solo Parent.** The City shall ensure support to a solo parent, regardless of status, equal access to economic and other services which include livelihood, provision of seed capital, job placement, value orientation, basic business skills, trainings, educational benefits for them and their children and medical assistance.
2. **Appropriation for Solo Parent Programs, Projects and Activities.** To address the needs of Solo Parents, the city government shall set aside an annual budget for programs, projects and activities that would promote the interest of solo parents.
3. **Privileges of Solo Parent.** The city government shall ensure that solo parents are not deprived from enjoying their privileges, such as follows:
 - 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 parents employee with respect to terms and conditions of employment on account of his or her status;
 - d. Issuance of Solo Parent ID
 - e. 5 days Leave with pay to employed parent women to private and government employees

SECTION 54. GENDER IN DISASTER RISK MANAGEMENT – In consideration of the geographical characteristic of the City of Naga which makes it prone to various disaster risk and hazards, and in agreement with the idea that women and children tend to suffer most from the impact of disaster, the following shall be undertaken by the city government through the City of Naga Local Disaster Coordinating Council and the 28 Barangay Disaster Coordinating Councils:

1. Pre-Disaster and Resilience Building:



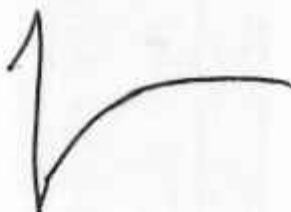
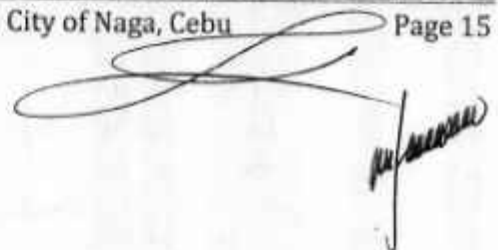
- a. Ensure that women participate in the public awareness and education campaigns on disaster risk management and climate change adaptation.
- b. Ensure that women are involved in the Hazard, Vulnerability and Capacity Assessment (HVCA) mapping and in the formulation of disaster contingency plans.
- c. Ensure that women are represented in M/BDCC structure and are distributed in the different service committees to ensure their participation in decision-making processes.
- d. Design an Emergency response plan for vulnerable group, including women and children for search and rescue operations, evacuation management plan and rehabilitation plan.
- e. Build the capacity of women in managing community-base early warning system (CB-EWS)
- f. Ensure that women have sustained livelihoods and income.
- g. Build the capacity of women in managing trauma and in providing psychosocial intervention to disaster victims.
- h. Train in providing first aid medical response to case resulting from disasters.
- i. Maintain updated data and statistic on vulnerable group (e.g. women, children, older people, disabled people, and people living with HIV/AIDS)
- j. Provide Social Protection on Gender Responsive Counseling Room in Evacuation Center

2. During Disaster

- a. Prioritize the vulnerable group in search and rescue operations.
- b. Maintain sex-disaggregated data about the vulnerable groups.
- c. Provide a separate evacuation center for women and their children.
- d. Ensure that the minimum standard in disaster response as set forth in the Humanitarian Charter, including people's need for water, sanitation, nutrition, food, shelter and health care, are met.
- e. Protection and security in times of disaster, calamities and other crisis situations.

3. Post Disaster (recovery and rehabilitation)

- a. Ensure women's participation in resilience building and recovery effort by:
 - a.1. Involving women in the conduct of Damage Assessment & Needs Assessment (DANA) to ensure that women's and children's situation and specific need are well taken into account.
 - a.2. Involving women as participants of Food-for-Work and Cash-for-Work schemes in restoration work. This provides them with job and income opportunities which could ensure household's food security and good health condition.
- b. Involved women in the rehabilitation of the agricultural sector by providing them with training and agricultural inputs, including seeds and implements.
- c. Ensure that psychosocial and stress debriefing interventions for women and children disaster victims are carried out by women providers to better situate the intervention as well as men.

- 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.
4. **Funding.** The city government of Naga, Cebu as well as the 28 barangay governments shall ensure that portion of the 5% Calamity Fund is allocated for meeting the special needs of the vulnerable group, especially women and children in the emergency and relief phase up to the recovery and rehabilitation stage. The barangay government shall also appropriate a budget for disaster preparedness activities.

REGULATIONS AND PENAL PROVISIONS

VIOLATION TO GENDER RIGHTS TO PROPER HEALTH CARE

SECTION 55. Socialized Reproductive Health Services – No hospital in the City of Naga, Cebu, public or private, shall deny any person the right to avail himself/herself of appropriate health care at all times. Non compliance by any Health Facility shall be a ground for non-renewal of the business permit or Administrative charges to concern officials in case of govt. facilities.

SECTION 56. Gender Sensitivity Training for Health Care Providers – All health care facilities shall provide gender sensitivity training at least once a year to health workers and professionals employed by them. A certification by the organization or person who conducted the training shall be presented to the City Health Office on the compliance of this provision. Non compliance by any Health Facility shall be a ground for non-renewal of the business permit. Likewise, violation of this provision by government-owned health facilities shall be a ground for administrative charges against the concern official/employee.


VIOLENCE AGAINST WOMEN AND CHILDREN

SECTION 57. Immediate Action on Reports of Violence Against Women and Children – All concerned offices of the City Government of Naga, Cebu, including the barangays, shall act within 24 hours upon receipt of complaints or reports of violence against women and children. As provided for in RA 9262 or The Anti-Violence Against Women and their Children, RA 9208 or the Anti-Trafficking in Persons Act, RA 8353 or the Anti-rape Law, RA 7877 the Sexual Harassment Law, RA 8972 or The Solo Parent's Welfare Act and RA 7610 or the Special Protection of Children against Abuse, Exploitation and Discrimination Act, they shall provide the appropriate legal, medical, psychosocial referral/assistance to the complainants within the said period. Failure to act within the prescribed period constitutes neglect in the performance of duty and shall be penalized in accordance with the provisions of identified laws, Civil Service Code and the Local Government Code of 1991.

SECTION 58. Prohibited Fund-Raising Initiatives – All benefit dances and other fund raising activities wherein women and men are used as door prizes, or substitute for door prizes, or companion package for an award, prize or recognition in order to raise funds shall be strictly prohibited. Organizers and all other persons responsible for the conduct of said fund raising activity shall pay a fine of Five Thousand Pesos P 5,000.00 or suffer imprisonment for six months, or both, at the discretion of the Court.

SECTION 59. Contests which Degrade Women and Men – It shall be unlawful to hold beauty contests and other similar contests which commodify, abuse, humiliate and treat or degrade women and/or men. Organizers of beauty contests violating this provision shall be subject to a penalty consisting of the following:

59.1 For business organizations:



- 59.1.1. Cancellation of business permit
- 59.1.2. Fine of Two Thousand Five Hundred Pesos (P2,500.00)
- 59.2 For representatives of agencies, Offices of the Municipal Government:
 - 59.2.1. Suspension for 1 month without pay;
 - 59.2.2. Fine of Two Thousand Five Hundred Pesos (2,500.00)
- 59.3 For educational institutions, charity or welfare organizations:
 - 59.3.1. Fine of Two Thousand Five Hundred Pesos (P2,500.00)

JUSTICE, PEACE AND ORDER RELATED VIOLATIONS

SECTION 60. Non-Disclosure of Victims' and Offenders' Identities – The confidentiality of the real names, aliases, personal circumstances, or any other information pending to establish the identities of offenders and victims shall be preserved and shall not be disclosed to the public in any manner to protect their privacy and integrity unless authorized by law or for a lawful purpose. Any person who violates this provision shall be penalized with 15 days imprisonment or payment of Two Thousand Five Hundred Pesos (P2,500.00) or both: at the discretion of the court. The offenders may also be persecuted for revelation of secrets under articles 229 and 230, as the case maybe, of the revised penal code or under RA 9262, RA 9208, RA 8972, RA 7610 and other related laws.

SECTION 61. Legal Aid Service – Legal aid service assistance through the public attorney's office (PAO) shall be available to all women and men especially those in distress and have no means of obtaining the services of private lawyers, (sc order)

VIOLATIONS TO LABOR AND EMPLOYMENT LAWS

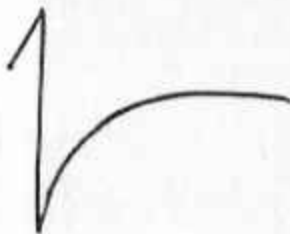
SECTION 62. Equal Access to Job Training and Promotion – No woman shall be deprived of job training employment or promotion on account of her gender, sex orientation, age ethnicity, religion and marital status. Employers who violate this provision shall be penalized with a fine of P2,500 or the cancellation of their business permits or both at the discretion of the court.

SECTION 63. Wages and Benefits of Women – Every employer shall abide by the provisions of the Labor Code, the Regional Wage Board and the Civil Service; Law on Wages and Benefits due to employees without discrimination against women. Violation by private and government employers of the provisions of the said laws shall be penalized as provided for in the Labor Code.

SECTION 64. Raids in Entertainment Establishments – Police brutality shall not be allowed anywhere at any time in any kind of activity such as during the conduct of raids in entertainment establishments and similar places. Raids shall be conducted in a manner which shall not degrade or humiliate others. Violators of this provision shall be subject to appropriate administrative, civil or penal sanctions.

VIOLATIONS TO CULTURE AND INDIGENOUS PEOPLE

SECTION 65. Prohibition Against Degrading Programs or Publication – It shall be unlawful for any person or entity to present reports, programs or advertisements in print, broadcast, electronics, film or other forms of media, including stage shows or presentations, that degrade or treat the indigenous women and men, minors and children as inferior beings or which in any manner subject them to humiliation and ridicule. Publishers, reporters, station or program managers, producers, directors, advertisers, actors or other persons responsible for the production or presentation of such reports, programs or advertisements shall be penalized with a fine of P 2,500 or imprisonment of one (1) month or both at the discretion of the Court. The Court may impose suspension or revocation of the business permit or franchise to operate.



PROVISIONS FOR IMPLEMENTATION, MONITORING AND EVALUATION

THE GAD FOCAL POINT SYSTEM EXECUTIVE COMMITTEE

SECTION 66. IMPLEMENTATION

1. **Gender Integrating.** The City Government of Naga, Cebu shall adopt gender integrating as a strategy for implementing the GAD Code pursuant to RA 7192. It shall integrate the interventions stipulated in this Code in their regular plans and programs and allocate resources for the same.
2. **Participatory Governance and Implementation.** The City Government as well as the 28 barangay government shall lead in the implementation of this Code. Participation of the civil society groups in the implementation shall be ensured at all times. Horizontal and vertical partnerships and linkages with concerned agencies, institutions, organizations, and individuals shall be established.

SECTION 67. The Gender and Development (GAD) Focal Point System in the City of Naga, Cebu In order to carry out the general objectives of this Code, the Gender and Development (GAD) Focal Point System (GFPS) has been established in the City of Naga, Cebu and the creation of an Executive Committee to facilitate the same, per Executive Order No. 14, s. of 2014 signed by Hon. Mayor Valdemar M. Chiong.

SECTION 68. Composition of the GFPS Executive Committee – The GFPS Executive Committee shall be composed of the following:

Chairperson	: Local Chief Executive
Co-Chairperson / Focal Person:	CSWDO
Members	: LGU Department / Section / Unit Heads; Chairperson, Sanggunian Committee on Women, Children and Family Chairperson, Sanggunian Committee on Appropriations PNP Women's Desk Officer Representative Indigenous Peoples (IPs) Women's Organization Persons with Disabilities (PWDs) Private Sector Academe Recognized and/or Accredited Non- Government Organizations

SECTION 69. Membership in the GFPS Executive Committee. All members in the Executive Committee shall be appointed by the City Mayor. Provided however, that if there is a need for additional members, the inclusion or addition shall be decided by the majority of the members of the council. Provided furthermore, that any member can be removed from the roster of members upon the decision of the majority of the council members.

SECTION 70. Functions of the GAD Focal Point System (GFPS) Executive Committee. The following are the functions of the GFPS Executive Committee:

1. Lead in mainstreaming GAD perspectives in LGU policies, plans and programs, and in the process, ensure the assessment of the gender-responsiveness of

- systems, structures, policies, programs, processes, and procedures of the LGU based on the priority needs and concerns of constituencies and employees, and the formulation of recommendations including their implementation;
2. Assist in the formulation of new policies such as the GAD Code in advancing women's empowerment and gender equality;
 3. Lead in setting up appropriate systems and mechanisms to ensure the generation, processing, review, and updating of sex-disaggregated data or GAD database to serve as basis in performance-based and gender-responsive planning and budgeting;
 4. Coordinate efforts of different divisions/offices/units of the LGU and advocate for the integration of GAD perspectives in all their systems and processes;
 5. Spearhead the preparation of the annual and performance-based LGU GAD Plan and Budget (GPB) in response to the gender issues and or concerns of their locality and in the context of the LGU mandate; and consolidate the same following the form and procedures prescribed in the Joint Memorandum Circular (JMC) 2013-01 or the "Guidelines on the Localization of the Magna Carta of Women." The GFPS shall likewise be responsible for submitting the consolidated GPBs of the LGU;
 6. Lead in monitoring the effective implementation of the annual GPB, GAD Code, other GAD-related policies and plans;
 7. Lead in the preparation of the annual LGU GAD Accomplishment Report (GAD AR) and other GAD reports that may be required under the MCW and the aforementioned JMC;
 8. Strengthen linkages with other LGUs, concerned agencies or organizations working on women's rights and GAD to harmonize and synchronize GAD efforts at various levels of local governance;
 9. Promote and actively pursue the participation of women and gender advocates, other civil society groups and private organizations in the various stages of development planning cycle; giving attention to the marginalized sectors; and
 10. Ensure that all personnel of the LGU including the planning and finance officers (e.g. accountants, budget officers, auditors) are capacitated on GAD. Along this line, the GFPS will recommend and plan an appropriate capacity development program on GAD for its employees as part of and implemented under its regular human resource development program.

SECTION 71. Roles and Responsibilities of the GFPS Executive Committee. The GFPS Executive Committee shall:

1. Provide policy advice to the LCE to support and strengthen the GFPS and the LGU's gender mainstreaming efforts;
2. Direct the identification of GAD strategies, PPAs and targets based on the results of gender analysis and gender assessment, taking into account the identified priorities of the LGU and the gender issues and concerns faced by the LGU's constituents and employees;
3. Ensure the timely submission of the LGU GPB, GAD AR and other GAD-related reports to the DILG which shall be consolidated for submission to PCW and appropriate oversight agencies;
4. Ensure the effective and efficient implementation of the GAD PPAs and the judicious utilization of the GAD budget;
5. Build and strengthen the partnership of the LGU with concerned stakeholders such as women's groups or CSOs, national government agencies, GAD experts and advocates, among others in pursuit of gender mainstreaming;
6. Recommend awards and/or incentives to recognize outstanding GAD PPAs or individuals who have made exemplary contributions to GAD.

SECTION 72. The GFPS shall create a Technical Working Group (TWG) composed of, but not limited to the following:



1. Key staff from the various LGU offices/departments or committees represented in the GFPS Executive Committee;
2. Representative from the LCE's office; and
3. Members from the private sector, academe and civil society organizations as appropriate.

SECTION 73. Roles and Responsibilities of the GFPS Technical Working Group. Facilitate the gender mainstreaming efforts of the LGU through the GAD planning and budgeting process;

1. Formulate the LGU GPB in response to the gender gaps and issues faced by their constituents including their women and men employees;
2. Assist in the capacity and competency development of and provide technical assistance to the offices or units of the LGU. In this regard, the TWG shall work with the Human Resource Development Office (HRDO) on the development and implementation of a capacity development program on GAD for its employees, as necessary;
3. Coordinate with the various units/offices of the LGU and ensure their meaningful participation in strategic and annual planning exercises on GAD including the preparation, consolidation and submission of GPBs.
4. Lead the conduct of advocacy activities and the development of information, education and communication (IEC) materials to ensure critical support of local elected officials, department heads and staff, and relevant stakeholders to the GFPS and to gender mainstreaming;
5. Monitor the implementation of GAD-related PPAs and suggest corrective measures to improve their implementation;
6. Prepare and consolidate LGU GAD ARs and other GAD-related reports;
7. Provide regular updates and recommendations to the LCE or GFPS ExeCom regarding GFPS' activities and the progress of the LGU in gender mainstreaming based on the feedback and reports of concerned LGU offices/units, stakeholders and constituents.

SECTION 74. GFPS Secretariat. The GFPS Executive Committee shall select among themselves who shall serve as its Secretariat. The Secretariat shall assist the GFPS Executive Committee and the Technical Working Group in the performance of their roles and responsibilities, specifically on the provision of administrative and logistical services; preparation of meeting agenda; and documentation of GFPS' meetings and GAD-related activities.

GAD OFFICE AND RESOURCE CENTER

SECTION 75. GAD Office. There shall be established a GAD Office which will serve as the center of GAD actions. The said office shall be assigned by the City Mayor in any vacant space or may be built using the city GAD funds. It will be wise if the said office is situated within or adjacent to the GAD Resource Center.

SECTION 76. GAD Resource Center (GRC) – The City Government of Naga, Cebu shall establish a GAD Resource Center (GRC) in the city. A GRC must have the capacity to respond to all the needs for GAD mainstreaming of a province. It shall provide the following services and resources:

1. Updated library materials on Gender and Development and Gender / Women's Studies across various academic disciplines and development sectors;
2. Training programs like gender sensitivity workshops and seminars on Gender Planning and Budgeting;



3. Technical assistance for the preparation of a GAD plan and budget, development of gender policies and programs, monitoring and evaluation of the gender results of programs and related work;
4. Research programs to identify gender issues and propose appropriate actions to respond to gender issues;
5. Gender-focused monitoring and evaluation of program/project performance, outcomes and impacts;
6. Technical assistance for establishing Women's/Gender Studies Programs in academic institutions; and
7. Technical assistance for the implementation and monitoring of gender-related policies, ordinances and laws.

CONCLUDING PROVISIONS

TRANSITORY PROVISIONS

SECTION 77. Convening the GFPS Executive Committee – It shall be the role of the GFPS Focal Person to plan out for the first meeting of the GFPS Executive Committee and prepare for the necessary materials needed.

FINAL CLAUSES

SECTION 78. Separability Clause – If any portion or provisions of this Code is declared unconstitutional or invalid by virtue of national laws, the other sections or provisions hereof shall continue to be in full force and effect.

SECTION 79. Repealing Clause – Any provisions of other city ordinances which run in conflict with the provisions of this code are hereby repealed or modified.

SECTION 80. Supplementary Clause – On matters not provided for in this Code, existing applicable laws and their corresponding implementing rules and regulations, executive orders and relevant issuances thereafter shall also become part of this Code.

SECTION 81. Effectivity Clause – This Code shall take effect upon compliance with the mandatory posting and publication requirements prescribed under Republic Act No. 7160, otherwise known as the Local Government Code 1991.


UNANIMOUSLY APPROVED this 6th day of July 2015, on motion of Hon. Letecia F. Abangan, seconded by Hon. Virgilio M. Chiong.

July 13, 2015


I HEREBY CERTIFY to the correctness of the afore-quoted Ordinance taken from the minutes on file.

ATTESTED BY:


DELFIN R. SEÑOR
Vice Mayor/Presiding Officer


DELZA T. ARELLANO
Secretary to the Sanggunian

APPROVED BY:


VALDEMAR M. CHIONG
Mayor