



Republic of the Philippines  
**SANGGUNIANG PANLUNGSOD**  
City Government of Pasig

Ordinance No. 31  
Series of 2020

**THE 2020 REVISED GENDER AND DEVELOPMENT CODE OF PASIG CITY.**

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**WHEREAS**, the Philippines is a signatory to several international laws, commitments and agreements, namely: United Nations' Convention of the Elimination of all forms of Discrimination Against Women (UN CEDAW), Beijing Platform for Action and the Millennium Development Goals, that singly and collectively commit the government to: protect women and girl children, from all forms of gender-based discrimination, abuses and violence in the home, school, workplace and public spaces; and promote women and gender empowerment, equity and equality through national, local and barangay government Gender and Development planning, programming, legislation, mainstreaming, monitoring and evaluation;

**WHEREAS**, Sections 9 to 15 of the Declaration of Principles and State Policies enumerated in Article II of the 1987 Philippine Constitution, states:

- Section 9. The State shall promote a just and dynamic social order that will ensure the prosperity and independence of the nation and free the people from poverty through policies that provide adequate social services, promote full employment, a rising standard of living, and an improved quality of life for all.
- Section 10. The State shall promote social justice in all phases of national development.
- Section 11. The State values the dignity of every human person and guarantees full respect for human rights.
- Section 12. The State recognizes the sanctity of family life and shall protect and strengthen the family as a basic autonomous social institution. The natural and primary right and duty of parents in the rearing of the youth for civic efficiency and the development of moral character shall receive the support of the Government.
- Section 13. The State recognizes the vital role of the youth in nation-building and shall promote and protect their physical, moral, spiritual, intellectual, and social well-being. It shall inculcate in the youth patriotism and nationalism, and encourage their involvement in public and civic affairs.
- Section 14. The State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men.

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Section 15. The State shall protect and promote the right to health of the people and instill health consciousness among them.;

**WHEREAS**, the Philippine Plan for Gender Responsive Development, Women in Development and Nation Building Act, the Magna Carta of Women, Joint Memorandum Circulars Nos. 2011-01, 2012-01 and 2013-01 provide for the recognition of women's rights to protection from all forms of violence, prescribes the creation and strengthening of the GAD Focal Point System in institutionalizing, mainstreaming and aligning Gender and Development programs, and for agencies of government to give priority to the defense and protection of women against gender-based offenses and help women attain justice and healing, and also requires for mandatory training on human rights and gender sensitivity to all government personnel involved in the protection and defense of women against gender-based violence;

**WHEREAS**, the Joint Memorandum Circular No. 2013-01 issued by the Philippine Commission on Women (PCW), the Department of the Interior and Local Government (DILG), Department of Budget and Management (DBM), and the National Economic Development Authority (NEDA) prescribed guidelines in mainstreaming and aligning Gender and Development (GAD) in the planning, programming, budgeting, legislation, monitoring and evaluation of local government units;

**WHEREAS**, special laws like the Anti-Sexual Harassment Act of 1997, the Anti-Rape Law of 1997, the Rape Victims' Assistance and Protection Act of 1998, the Anti-Violence against Women and their Children of 2004, the Responsible Parenthood and Reproductive Health Act of 2012, the Expanded Anti-Trafficking against Persons Act of 2012, and the Safe Spaces Act of 2019, serve to protect women and all genders from all forms of physical violence and abuse, exploitation and provided penalties for violation.

**WHEREAS**, the local government of Pasig City has passed ordinances, resolutions and executive orders in line with abovementioned concerns for the promotion and protection of women in areas like health, employment, as well as attempts to craft earlier versions of the GAD Code, namely Ordinance No. 7, Series of 2010 and Ordinance No. 7, Series of 2015.

**WHEREAS**, new technologies and more matured systems were developed during the last decade and thus the need to revise and make the city's GAD Code more in tune with the requirements of this 2020 decade.

**NOW, THEREFORE, BE IT ORDAINED** by the Sangguniang Panlungsod of Pasig that:





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Book I  
**GENERAL PROVISIONS**

**CHAPTER I**  
**BASIC PRINCIPLES**

**ARTICLE I**

**TITLE, GAD PRINCIPLES, POLICIES AND STRATEGIES**

**Section 1. TITLE** - This Ordinance shall be known as the 2020 Revised Gender and Development Code of Pasig City.

**Section 2. DECLARATION OF POLICY AND PRINCIPLES OF THE CITY GOVERNMENT OF PASIG CITY** - It shall be the policy of the city government to ensure that women/girls and men/boys benefit equally and participate directly in the processes of different development programs and projects of the different departments/sectors and ensure the full participation and involvement of these gender groups in the development process following the provisions and principles upheld in various international commitments and national statutes/decrees where the Philippines is a signatory.

It shall also uphold the rights of women/girls and cultivate and strengthen their belief in and recognition of their worth as human beings as guaranteed in the Philippine Constitution and other relevant laws and pronouncements in the country. Any development endeavor that the city undertakes shall uphold the rights of women, enhance and harness women's full potentials, uplift their status and lead to the improvement of the quality of their lives, their families and their communities

Women shall also be recognized as full and equal partners of men in development and nation-building, and men shall share equally in all forms of productive and reproductive activities and responsibilities. The city government shall actively contribute to the establishment of a national and international economic order based on sustained, equitable growth and balanced ecology making full use of the potentials and skills, talents of women.

Pasig City is strongly against gender-based discrimination and shall pursue strong measures to prevent and deal with, in the strongest terms, acts of violence and discrimination against women, LGBTs and children.

Towards the aforementioned objectives, the city government shall pursue and implement vigorously gender responsive development policies, design and integrate specific gender support systems, take into consideration women's and





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girls' right 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 local government, non-governmental organizations and civil society organizations and the private/business sectors in all phases of the development program cycle.

**ARTICLE II**  
**DEFINITION OF TERMS**

**Section 3. DEFINITION OF TERMS** – The following terms or phrases used in this Code shall mean as follows: -

1. **Abortion** - the ending of a pregnancy by removal or expulsion of an embryo or fetus.
2. **Six Building blocks of Health** – these are (1) service delivery, (2) health workforce, (3) information, (4) medical products, technologies & vaccine, (5) financing, and (6) leadership/governance. This comes from the Department of Health plans.
3. **Complications of Abortion** – the most common post unsafe abortion complications are Hemorrhage, Sepsis, Peritonitis, Deep vein thrombosis and even Death.
4. **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-determination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices; seeks to transform society's social, economic, and political structures and questions the validity of the gender roles ascribed to women and men; contends that women are active agents of development and not just passive recipients of development assistance; and stresses the need of women to organize themselves and participate in political processes to strengthen their legal rights.
5. **Gender** – is a socially constructed difference between women and men 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.
6. **Gender-Based Discrimination** - unequal or disadvantageous treatment of an individual or group of individuals based on gender. Sexual harassment is a form of illegal discrimination.





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7. **Gender-based violence (GBV)**- is violence that is directed at an individual **based** on his or her biological sex or gender identity. It includes physical, sexual, verbal, emotional, and psychological abuse, threats, coercion, and economic or educational deprivation, whether occurring in public or private life.
8. **GAD Budget** — a portion of an agency's or a 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 gender issues and the cost and sources of financing a GAD plan.
9. **Gender and Development Systems and Structure**
- 9.a **GAD Focal Point System (GFPS)**- 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);
- 9.b **GAD Plan and Budget (GPB)**- 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;
- 9.c **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 programmes, in any area and at all levels. The ultimate goal of **mainstreaming** is to achieve **gender equality**.
10. **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





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with the State recognizing that all human beings are free and equal in dignity and rights.

11. **Gender Equity** - refers to the policies, instruments, programs, services, and actions that address the disadvantaged position of women in society by providing preferential treatment and affirmative action. Such temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discriminatory but shall in no way entail as a consequence the maintenance of unequal or separate standards. These measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.
12. **LGBT** - Collective term for Lesbians, Gay, Bisexual, and Transgender.
13. **Life Cycle Approach to Health** - a concept that emphasizes on prevention and early intervention at every stage of life - intrauterine period, early childhood, adolescence, youth, middle age and old age. The assumption here is Outcome at one point in the life cycle might be a determinant for health elsewhere further in the cycle.
14. **Maternal Health** - refers to the health of women during pregnancy, childbirth and the postpartum period. While motherhood is often a positive and fulfilling experience, for too many women it is associated with suffering, ill-health and even death.
15. **Reproductive Health** - a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity, in all matters relating to the reproductive system and to its functions and processes.
16. **Responsible Parenthood** - as defined in the Directional Plan of POPCOM, is the will and ability of parents to respond to the needs and aspirations of the family and children.
17. **Public Spaces** - refer to streets and alleys, roads, sidewalks, public parks, buildings, schools, churches, public washrooms, malls, internet shops, restaurants and cafes, transportation terminals, public markets, spaces used as evacuation centers, government offices, common carriers, public utility vehicles (PUVs) as well as private vehicles covered by appbased transport network services, other recreational spaces such as, but not limited to, cinema halls, theaters and spas, bars and clubs, resorts and water parks, hotels and casinos, and all other areas, regardless of ownership, openly accessible or offered to be accessed by the public.





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18. **Sexual Rights** -refer to specific norms that emerge when existing human rights are applied to **sexuality**. These rights include freedom, equality, privacy, autonomy, integrity and dignity of all people; principles recognized in many international instruments that are particularly relevant to **sexuality**.
19. **Sustainable development** -development that meets the needs of the present without compromising the ability of future generations to meet their own needs.
20. **Universal Health Care (UHC)** - defined as ensuring that all people have access to needed health services (including prevention, promotion, treatment, rehabilitation ).
21. **Violence Against Women** refers to any act of gender-based violence that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or in private life. It shall be understood to encompass, but not limited to, the following:
- (1) Physical, sexual, psychological, and economic violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, and other traditional practices harmful to women, non-spousal violence, and violence related to exploitation;
  - (2) Physical, sexual, and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment, and intimidation at work, in educational institutions and elsewhere, trafficking in women, and prostitution; and
  - (3) Physical, sexual, and psychological violence perpetrated or tolerated by the state consisting of **political violence** such as tolerance of gender-based violence, trafficking, domestic violence, sexual abuse, forced pregnancy and forced sterilization, **custodial violence** such as military and police rape, torture, and suppression of the political acts of the women's movement, abuse of women in refugee and relocation camps and in prisons; and **institutional violence** such as enforcement of discriminatory laws and regulations, policies and programs such as abortion policies, reproduction policies and matrilineal laws.

Note: Other terms are defined in appropriate sections in the body of this Code





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**CHAPTER II**  
**DEVELOPMENT AREAS OF CONCERN**

**ARTICLE I**  
**Violence Against Women: Prohibited Acts**

**Section 1. Violence Against Women Defined** - refers to any act of gender-based violence which results in or is likely to result in physical, sexual, psychological harm or suffering to women, or economic abuse including threats of such acts, battery, assault, coercion, harassment or arbitrary deprivation of liberty whether in public or private life as defined in UN Declaration on the Elimination of All Forms of Violence Against Women (CEDAW).

**Section 2. Acts of Violence Against Women shall include:**

- A. Physical violence- referring to acts that include bodily or physical harm.
- B. Sexual violence referring to an act which is sexual in nature, committed against a woman.  
It includes, but is not limited to:
  - a) rape, sexual harassment, acts of lasciviousness, treating a woman child as a sex object, making demeaning and sexually suggestive remarks, physically attacking the sexual parts of the victim's body, forcing her to watch obscene publications and indecent shows or forcing the woman 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;
  - b) acts causing or attempting to cause the victim to engage in any sexual activity by force, threat of force, physical or other harm or threat of physical or other harm or coercion;
  - c) prostituting the woman or her child.
- C. Psychological violence referring 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.





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D. Economic abuse referring to acts that make or attempt to make a woman financially dependent. This includes but is not limited to the following:

- a) withdrawal of financial support or preventing the victim from engaging in any legitimate profession, occupation, business or activity, except in cases wherein the other spouse/partner objects on valid, serious and moral grounds as defined in Article 73 of the Family Code;
- b) 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;
- c) destroying household property;
- d) controlling the victim's own money or properties or solely controlling the conjugal money or properties.

**Section 3. Sexual Harassment Defined** - 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, indirectly or impliedly.

**Section 4. Other Forms of Sexual Harassment** - In addition to those defined in RA 7877 the following constitute sexual harassment some of which are covered by the Revised Penal Code under Acts of Lasciviousness, the following are included:

1. persistent telling of offensive jokes such as green jokes or other analogous statements to someone who finds them offensive or humiliating;
2. taunting a person with constant talk about sex and sexual innuendoes;
3. displaying offensive or lewd pictures and publications in the workplace;
4. interrogating someone about sexual activities or private life; during interviews for employment, scholarship grant or any lawful activity applied for;
5. making offensive hand or body gestures at someone;
6. repeatedly asking for dates despite verbal rejection;
7. staring or leering maliciously or deliberately;
8. kissing or embracing someone against her will;
9. requesting sexual favors in exchange for a good grade, obtaining a good job or promotion, etc.;
10. cursing, whistling or calling a woman in public with words having dirty connotations or implications which tend to ridicule, humiliate or embarrass the woman with words such as "puta", "boring", "peste", etc.;
11. any other unnecessary acts during physical examinations; and
12. requiring women to wear suggestive or provocative attire during interviews such as job hiring, promotion, admission.





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In addition to areas of possible commission such as work, education and training – related institutions identified in R.A. 7877, sexual harassment in streets, public spaces and online as defined in RA 11313 are included.

**Section 5. Sexual Abuse Defined.** Sexual abuse shall include but is not limited to the following:

1. When a man inserts or attempts to insert his penis into the mouth or anus of a woman under any of the following:

- through force, threat or intimidation;
- by means of abuse of authority or relationship;
- when the offended party is deprived of reason or is otherwise unconscious; and
- when the offended party is below twelve years old, even though none of the above circumstances is present.

2. When a person who inserts part of his or her body other than the sexual organ, or who introduces any object or instrument into the genital or anus of a woman under any of the situations stated in paragraph 1.

3. When a person subjects another to have sexual intercourse with an animal under any of the circumstances stated in paragraph 1 or through any abnormal, unusual or ignominious sexual act.

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

5. Sexual abuse in intimate marital relations. Forced sexual act committed under intimate or marital relations shall form part of sexual abuse such as those between man and woman, woman and woman, man and man relations, married or unmarried, legally separated or separated in fact.

**Section 6. Battering Defined** – refers to a series of physical, emotional and psychological abuse. It is repeated and habitual cyclic pattern as means of intimidation and imposition of the batterer's will and control over the survivor's life.

Battering constitutes the following kinds of behavior but is not limited to:

- Sexual battering - this includes physical attacks on the women's breasts/genitals or forced sexual activity, accompanied by either physical violence or the threat of physical violence.
- Psychological battering - this includes threats of suicide, violence against the woman or her family, punching, breaking or defacing or otherwise destroying the house or any part thereof, or of the personal belongings of a woman, threatening to take the children away, threatening deportation of wives with foreign citizenship, threatening to kidnap children or take them to a foreign country and forcing the victim to do degrading things; controlling the victim's lawful or usual activities, the use of foul and insulting words or statements and threats of





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abandonment and expulsion such as forcing the wives to leave the conjugal dwelling. This provision shall likewise apply to common-law relations but does not include adulterous ones as contemplated in the Revised Penal Code.

- c. Economic battering - this includes deprivation of women of economic resources, their generation and mobilization so as to create dependency and submissiveness to men and to any established structures of domination.

**Section 7. Trafficking in Women Defined** - is a covert or overt recruitment of women into the sex trade industry. It 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 nationals; promoting or initiating a system in which women become movable properties and objects of exchange.

Trafficking in Women shall include the following but is not limited to:

- a. For any persons association, cult, religion or organization or similar entities to commit the following acts:
- establish or carry on a business for the purpose of matching women for marriage to foreigner either on a mail order basis or through personal introduction or cyberspace;
  - advertise, publish, print or distribute, or cause the advertisement, publication, printing or distribution of any brochure, flyer or propaganda material calculated to promote the above-mentioned prohibited acts for profit or advantage;
  - solicit, enlist or attack/induce any woman to join any club, association or organization whose objective is to match women for marriage to foreigners either on a mail-order basis or through personal introduction or cyberspace or any forms which facilitate the act of solicitation;
  - use the postal services, cyberspace or satellite TV to promote the above-mentioned prohibited acts.
- b. To buy or sell a woman, or any of her body parts for profit; or to use her body by any pretext; to be used for experiments, research or the like without her consent.
- c. To act as a procurer of a sex worker.
- d. To threaten or use violence and force a woman to become a mail-order bride.

**Section 8. Mail Order Bride Defined** - is a practice where a woman establish personal relations with male-foreign national via mail or similar means upon recruitment by an individual or agency for the purpose of exploiting women in the guise of marriage.

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**Section 9. Pedophilia Defined** - is a form of sexual perversion where children are the preferred victims which is defined under the following circumstances:

- when the offender shall have sexual intercourse with a girl; and
- when the offender shall have anal intercourse with a boy or girl.

**Section 10. Prohibition of Printing, Publication, Display and Distribution of Pornographic Scenes on Movie/TV Trailers/Shows, Posters, Billboard, Social Media and other Materials and Similar Literature.** - It shall be unlawful for any person to print, publish, display or distribute pornographic scenes on movie/TV trailers/shows, posters, billboards, literature, all forms of social media and other visual materials which treat women as sex objects and commodities.

**Section 11. Pornographic and Indecent Shows.** Indecent shows as used in this Code include nude or other provocative gestures which further project and exhibit women as sex objects. Any person or agency who engages in shows depicting women as sex objects in private or in public place or under scandalous circumstances are violating women's rights.

**Section 12. Liveshows.** It shall be a violation of women's rights to influence or force a woman or girl-child to dance or do naked shows in public or private places for commercial or entertainment purposes.

**Article II**

**Violence Against Women: Support Mechanisms**

**Section 13. Comprehensive Support to Women-Survivors of Violence.** The Local Government of Pasig City shall provide a comprehensive support to women-survivors of violence which consists of but not limited to the following:

- immediate conduct and investigation of incident within 24 hours;
- provide for counselling and medical services for the offended party;
- gather evidence for the arrest and prosecution of the offenders;
- make a report of the investigation and, on the basis of the offended party's testimony and additional evidence, if any, endorse the same to the proper prosecution office within 36 hours from time of filing, regardless of his/her evaluation of the case,
- ensure that only persons expressly authorized by the victim are allowed inside the room where the investigation or medical or physical examination is being conducted.
- Women victims-survivors of all forms of violence shall be registered in a community-based psychological program that shall assist the women in holistically re-building and empowering themselves;





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- g. All investigations/hearing involving rape cases and other forms of violence against women conducted in the police stations, prosecutor's office and the trial courts shall recognize the survivor's social support group as expressly allowed or requested by the offended party;
- h. A temporary shelter with appropriate support services for women in crises shall be appropriately constructed under the management and supervision of the City Social Services and Development Office.

**Section 14. Establishment and Maintenance of Women and Child Protection Center.** - the City Government shall establish a systematic primary prevention unit/s in response to the increasing number of women and children who need consultation due to violence, rape, incest and other related cases. This is designed to be an accessible and effective response system and strengthened functional mechanisms for coordination, planning, implementation, monitoring, evaluation and reporting for aforesaid problems. The Center shall have the following components: a) Violence and Injury Treatment and Prevention, and (b) Mental Health, this is in accordance with DOH 1997, Administrative Order 1-B.

**Section 15. Psychosocial Program.** The City shall include in its set of programs an intervention using a system approach to mental conditions of women as it views differentiated needs in a social context.

**Section 16. Survivors' Support Group.** There shall be an organized group of women to whom a woman-survivor of violence voluntarily agrees to establish a professional helping process.

**Section 17. Support Services for Women in the Entertainment Industry.**

**Entertainment Industry Defined.** This Includes establishments identified as places of amusements as defined in the Local Tax Code of Pasig City, Ordinance No. 51, Series of 2017.

**Other places of Amusement Defined**-this include all other places of amusement not specifically enumerated or otherwise provided for in this Ordinance, including but not limited to night clubs or day clubs, cocktail lounges, super or family clubs, disco houses, minus-one or sing along houses, bars or beer houses/gardens, fast food centers showing sports competitions or replay shows by direct hook up via satellite or those showing video cassette films/movies, beach resorts, and other places of amusement where one seeks admission to entertain himself whether by seeing or viewing or by direct participation.

The Local Government of Pasig City shall also endeavor to provide socio-economic support services for women in the entertainment industry in its desire to concretely respond to their practical needs.

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**Section 18. Free Medical Routine Check-up.** Women in the entertainment industry shall be afforded with free medical routine check-up and medicines, if needed.

**Section 19. Prostitution as a Violation of Women's Rights.** Prostitution shall be recognized as a violation of human rights and exploitation of women who have no real choices for survival. Pasig City shall address this by ensuring that women in prostitution are given support to help them get out of the system and rebuild their lives by facilitating the provision of support services to victims such as in the form of psychosocial counselling, legal assistance, and referral to appropriate training and government programs.

**Section 20. Local Monitoring Board for Violence in Media.** A local Monitoring Board for movie, print, broadcast, and multi-media, shall be set up to classify, censure, prohibit or regulate the exhibition of materials degrading women. The function of the Board shall also extend to video shops, electronic communication, cable television, books and other forms of audio visual channels or instruments.

**Section 21. Creation of Women's Desk and Appointment of Officer.** The Local Government of Pasig City shall coordinate with and encourage the local PNP to establish a Women's Desk and appoint a Women's Desk Officer in all police stations in the City to specifically handle women's concerns.

**Section 22. Role of Women's Desk Officer.** Complaints filed by women on battering and other forms of abuse against them shall be handled by Women's Desk Officer or a female officer in the local police force who shall undergo special training in handling cases affecting abused women.

**Section 23. Creation of Family Arbitration Committee within the Lupon ng Tagapamayapa.** There shall be created a Family Arbitration Committee within the Lupon ng Tagapamayapa of each barangay to resolve cases on family violence. Members shall be oriented on the proper ways of handling family violence cases.

**Section 24. Creation of Medico-Legal Desk for Women at the City Social Services and Development Office.** There shall be a Medico-Legal Desk for Women at the City Social Services and Development Office to cater to specific women problems and concerns.

**Section 25. Creation of Multi-Disciplinary and Multi-Sectoral Coordinating Council on Family Violence.** A Multi-Disciplinary and Multi-Sectoral Coordinating Council on Family Violence shall be created by the Local Government of Pasig City through the Gender and Development Office in coordination with existing women NGOs particularly the Pasig City Local Council of women and other NGOs engaged in programs against family violence to design protocol and mechanism for identification, assessment and interventions on family violence. The role of men sympathetic to women's issues as enumerated in this Code shall be harnessed by the representation of a suitable male NGO.





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**Section 26. Inter-Agency Council Against Trafficking.** An Inter-Agency Council Against Trafficking which shall be established with the following powers and functions:

- formulate a comprehensive program to suppress the trafficking of women and children;
- conduct massive information campaigns;
- undertake guidance and counseling to women going abroad as fiancées of foreign nationals;
- make representations to schools and universities for their inclusion of migration and its implications for women in all levels of curricula;
- refer trafficking victims to appropriate agencies;
- formulate a program for returning victims in cooperation with local offices of DOLE, TESDA and other government agencies involved in training and livelihood development;
- secure assistance from any of the local government units, departments or bureaus of the national government;
- exercise all powers and functions necessary to attain its purposes and objectives.

**ARTICLE III**

**Women's Right to Health and Nutrition**

**Section 27. Universal Health Care Coverage** - The City Government shall ensure that universal health coverage (UHC), including financial risk protection, access to quality essential health care services, family planning methods and services and access to safe, effective, quality, & affordable essential medicines & vaccines be provided to all pregnant women in all health facilities.

**Section 28. Comprehensive Health and Nutrition Care** - Pasig City shall undertake comprehensive and integrated health and nutrition programs and services (using the six building blocks of health as a model) and provide women's access to these programs and services using the life cycle approach taking into consideration the specialized needs of every Pasigueña from birth until old age in crafting policies and programs.

**Section 29. Upgrading of Health Care Delivery System.** The City Government shall devise ways in improving the quality of health care and services and ensure that there are no discriminatory practices on account of their gender, age, sex, creed, religion and ethnicity.

**Section 30. Maternal Health Care.** All women in Pasig City will be given Access to safe, accessible and acceptable maternal healthcare services which will include pre-natal and post-natal services to address healthy pregnancy, safe delivery, infant health and nutrition, in accordance with the standards set by the DOH.





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**Section 31. Breastfeeding** will be promoted through the infant and young child feeding program of the City Health Office, the Pasig City General Hospital and Pasig City Children's Hospital and the provision of breastfeeding facilities in all city government offices and by requiring private establishments to provide the same.

**Section 32. Reproductive Health Care Delivery.**

**Reproductive Health (RH) Defined.** As defined in the International Conference on Population and Development (ICPD) and World Health Organization (WHO) and affirmed in the Beijing Conference, reproductive health is a state of complete physical, mental and social well-being and not merely the absence of disease and infirmity in all matters relating to the reproductive system and to its functions and processes. This also means that people are able to have a satisfying and safe sex life and have the capability to reproduce and the freedom to decide if, when and how to do so. Pasig City shall adopt the reproductive health care approach at all levels of health care delivery. Such approach integrates many issues not previously considered which are central to population; sexuality, reproductive tract infection, gender, power relations and domestic violence and shall not be limited to family planning and child bearing.

**Section 33. Reproductive health care-** refers to the access to a full range of methods, facilities, services and supplies that contribute to reproductive health and well-being by addressing reproductive health-related problems. It also includes sexual health, the purpose of which is the enhancement of life and personal relations. The elements of reproductive health care include the following:

- (1) Family planning information and services which shall include as a first priority making women of reproductive age fully aware of their respective cycles to make them aware of when fertilization is highly probable, as well as highly improbable;
- (2) Maternal, infant and child health and nutrition, including breastfeeding;
- (3) Prevention of abortion and management of abortion complications;
- (4) Adolescent and youth reproductive health guidance and counselling;
- (5) Prevention, treatment and management of reproductive tract infections (RTIs), HIV and AIDS and other sexually transmittable infections (STIs);
- (6) Elimination of violence against women and children and other forms of sexual and gender-based violence;
- (7) Education and counselling on sexuality and reproductive health;
- (8) Treatment of breast and reproductive tract cancers and other gynecological conditions and disorders;
- (9) Male responsibility and involvement and men's reproductive health;
- (10) Prevention, treatment and management of infertility and sexual dysfunction;
- (11) Reproductive health education for the adolescents; and
- (12) Mental health aspect of reproductive health care.





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The City Government of Pasig shall endeavor to set up appropriate programs and services to address the problems of the Pasiguenos related to these different RH elements.

**Section 34. Women's Control Over Their Bodies.** Women's decision to prevent and plan pregnancy shall be given appropriate support and guidance by all health professionals, private and public, at very minimal cost to the women.

**Section 35. Responsible Parenthood.** The City Government shall promote and provide responsible parenthood information and services to all Pasiguenos and provide free, ethical, legal, safe and effective methods of family planning with high level of consideration to shared responsibility between women and men in planning and building their families.

**Section 36. Gender-Fair Approach to Pre-marital Counselling Program.** The review and redesign of the Pre-marital Counselling Program of the Local Government of Pasig City shall be jointly undertaken by the Gender and Development Office, City Health Office, the City Social and Development Office, and selected NGOs to make it a more gender-fair premarital counselling service.

**Section 37. Sexuality Education and Health Services** shall be provided to all Pasiguenos which are age, gender and culturally-sensitive. There shall be an Adolescent Sexual Reproductive Health Program which will establish the policy for understanding the phenomenon of early pregnancy and promote the institutionalization of comprehensive sex education, adolescent health and development and to have access to Family Planning methods to address early teenage pregnancies and repeat pregnancies. This program will be spearheaded by the City Health Office in partnership with the Department of Education and selected NGOs and CSOs.

**Section 38. Gender-Sensitive Crisis Intervention Unit.** The Local Government of Pasig City shall cause the establishment of a Gender-Sensitive Crisis Intervention Unit at all levels of health care (primary, secondary and tertiary) and shall provide service training to all health and other allied personnel who shall be assigned in this unit.

**Section 39. Prevention and Management of Gynecological Conditions and Malignancies, including Breast Cancer.** It is recognized that gynecologic conditions are among the top contributors of morbidity and mortality among women and thus affect a woman's quality of life and longevity. The City Government shall provide the necessary diagnostic facilities and treatment facilities for the prevention and management of these conditions and shall capacitate its health human resource for the early detection and referral of such cases. In this regard the Obstetric and Gynecological Center based at the Pasig City General Hospital shall be coordinating with the Cancer Center.





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**Section 40. Prevention of Abortion and Management of Pregnancy-Related Complications.** All pregnant women in Pasig will be provided with the necessary care so as to prevent abortion and manage pregnancy-related complications. It is recognized that an effective prevention measure is family planning.

**Section 41. Prevention and Management of Mental Health Conditions, including Substance Abuse and Post-Partum Depression.** Mental health conditions are some of the least recognized and diagnosed medical cases affecting women and the general population. Mental health conditions, including substance abuse and addiction issues, contribute greatly to the lessening of a woman's quality of life. The City Government will train its healthcare providers and provide logistics so as to provide screening, primary care management of women with such issues.

**Section 42. Women and Non-Communicable Diseases.** The City Government will provide diagnostic and therapeutic services to women of all ages aimed at managing chronic and lifestyle-related conditions. Also, the City Government will advance the promotion of preventive and promotive healthcare for women aimed at advancing healthy lifestyle and empowering life choices.

**Section 43. Health enabling environment -** Unsafe and destitute urban conditions result in vulnerability to violence, crime, abuse and ill-health, particularly for women and children. The City Government shall endeavor to determine the socio-economic determinants of women's good health and to implement measures to promote these and prevent the negative factors. It will have a special feature of classifying areas of the city into levels of poverty, destitution and security of health and lives. Appropriate intervention programs shall be conceptualized, tested and established on a broad programmatic platform.

**Section 44. Women and children during disasters and epidemics -** Climate Change, Degraded Environments and Health Disasters - many of the most important diseases, such as malaria, dengue, and waterborne diseases, are highly sensitive to climatic conditions. The recent COVID 19 pandemic threatened health conditions of women and children, escalating women's reproductive health needs including high risk pregnancies, teen age pregnancies, abuses and related health needs.

The City Government, having learned from the recent and current experiences shall be more prepared with its quick responses to calamities which balance requirements of health, security of life vis a vis economic resiliency. The pandemic experience shall be used in order to identify and build the pillars for readiness in dealing with unexpected disasters and pandemics. A strong gender component for the policies and programs shall be integrated. This calls for research and amore forward - looking framework for health planning.

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**ARTICLE IV**

**Women's Rights to Education**

**Section 45. Conduct of gender-sensitive training at all levels of public and private education system.** The DepEd in coordination with the Gender and Development Office shall conduct and incorporate gender-sensitivity orientation seminars for all school principals/heads and teachers at the beginning of each school year.

**Section 46. Promotion of Gender-Sensitive Curricula.** Schools in Pasig City shall actively promote gender-sensitive professional school counselling and career education programs to encourage females to pursue academic and technical courses in order to widen their future career opportunities.

**Section 47. Comprehensive Sexuality Education in all Schools.** In coordination with DepEd, age-appropriate sexuality education messages shall be integrated in the right way, at the right place and by the right people. Understanding human sexuality is an intimate and personal matter of everyone including parents and other concerned institutions that have the competence to carry out such obligation of molding the children in the context of being well-rounded individuals who are sensitive to their environment, to needs of others and their own requirements for positive growth as social and sexual beings.

**Section 48. Adult Education.** All women desiring to engage themselves in Functional and practical education shall be enlisted in adult education program which shall be set up in all barangays in Pasig City.

**Section 49. Knowledge and Skills Enhancement for Working Women –** There shall be Sunday classes in strategically located venues where working women can attend various knowledge enhancement classes.

**Section 50. Development, Monitoring and Reporting of Stereotyped Portrayal of Roles of Women, LGBTs and Men in Educational Materials.** The DepEd City Division Office shall ensure that all educational materials produced by the Division officials and other school officials are gender-fair and do not portray stereotyped roles of (men) boys, (women) girls and LGBTs. Public schools, private schools association and other network of schools will monitor and report stereotyped portrayal of roles of women, LGBTs and men as projected in education materials.

**Section 51. Scholarships for Women under the Pasig City Scholarship Program.** This will take two forms:





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- A. Balik Aral – The Pasig Scholarship Program shall have a back-to-school assistance program for women who would like to continue or pursue their schooling either on an academic track or vocational track.
- B. Solo Parent Scholarship – priority for scholarship grant will be given to women who are raising their own children and would like to go back to school.

**ARTICLE IV**

**POLITICAL PARTICIPATION, GOVERNANCE AND PARTNERSHIPS**

**Section 52. Participation in Local Governance** - The City Government of Pasig shall ensure active participation and unbiased representation of women in socio-political spheres and bring them within the political stream of local governance particularly in decision-making and policy-making processes in government to fully realize their role as agents and beneficiaries of development pursuant to R.A. 9710 or the Magna Carta of Women. The local government executives (Mayor and Barangay Chairmen) are mandated to ensure a gender-fair treatment of their legislative and executive staff in the assignment and implementation of programs and projects.

**Section 53. Promoting Gender Balance in all levels of Pasig City Local Government Positions** – The City Government of Pasig shall promote gender balance or equal proportion of qualified women and men for opportunity to assume key positions at all levels of local government in order to eliminate barriers to women's participation in the public sphere. There will be no barrier to women's participation in the electoral process.

**Section 54. Women Participation and Representation in the Barangay and City Development Councils** – Both the City and Barangay Councils shall encourage that at least one-third (1/3) of the membership in their Development Councils are reserved for women in recognition of their capability and leadership and involvement in various development efforts and initiatives. These women shall come from accredited organizations with programs geared towards people-centered development. Both the City and Barangay Development Councils shall undergo capacity building for gender responsive development planning to ensure that all plans, programs and projects are gender responsive.

**Section 55. Significant Days for Women's Action and Commemoration.** This will include but not limited to the following:





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1. **Women's Day and Month** - Pasig City Government shall commemorate Women's Month during the month of March every year in accordance with Presidential Proclamation No. 227 dated March 7, 1988. Also, March 8 every year is International Women's Day, this shall be declared as a special working holiday for women in Pasig. Various activities shall also be held during this month culminating in the State of the Women Address by the City Mayor to report all accomplishments and initiatives undertaken in promoting the status of women in Pasig City. Said activities shall be spearheaded by the Pasig City Gender and Development Executive Committee in partnership with the Pasig City Local Council of Women.

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2. **Breast Cancer Awareness Week** - The City Government shall set the third week of March to organize information campaign activities on the prevention and management of breast cancer, one of the top causes of maternal mortality. Coordinated City and Barangay level activities shall beset and spearheaded by the City Health Department to promote consciousness on and prevention of breast cancer.

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3. **Girl Child Week** - The City Government shall set the first week of October to organize activities to celebrate the Girl Child Week with special attention to issues concerning rights of the girl child on thematic issues like child labor, children victims of violence, teen pregnancy, crimes against children. It shall be spearheaded by the Division of City Schools and Pasig City Social Welfare and Development, with special partnership with the Girl Scouts Council of Pasig and the Pasig City Local Council of Women.

4. **International Day of Action for Women's Health** - The City Government shall set May 28 to celebrate the International Health Day for Women where women's rights advocates and allies in the sexual and reproductive health and rights (SRHR) shall get together to commemorate in diverse ways the history of women's struggle for their right to their own bodies and be free of any sexual harassment as well as promotion of their reproductive and sexual rights. Coordinated City and Barangay level activities shall be set and spearheaded by the GAD Executive Committee and the City Health Department with the active participation of the Pasig City Local Council of Women.

5. **International Week of Action against Gender-Based Violence** - This is also known as the 18-day Campaign Against Violence on Women. The City shall organize various events and activities to educate residents about violence against women and children every November 25 - December 10 as the period marked the International Week of Action against Gender-Based Violence and culminates on International Human Rights Day. The activities shall be spearheaded by the GAD Executive Committee and City Social Welfare and Development with the active participation of the Pasig City Local Council of Women.

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**6. Pasig Gender and Development Summit** – The City Government shall hold a Gender and Development Summit every year. The Pasig GAD Executive Committee in coordination with the Sangguniang Panlungsod Committee on Gender and Development shall manage and coordinate the activities and affairs of the summit assessing the current situation of women in Pasig City and women's issues and concerns and how these can be addressed. The summit shall come up with the priority issues with their specific action points to be disseminated and proposed for adoption to the City and Barangay Councils.

**ARTICLE V**

**Women's Economic Rights and Empowerment**

**Section 56. Socio-Economic Rights** - Pasig City shall undertake programs and services which provide women and all genders the opportunity and access for the attainment of economic empowerment and gender equality. This will involve efforts to provide "microcredit" to women who can open their own businesses or productive enterprises. It will also involve providing training for women so that they will be more aware of how to improve their economic status and providing the means to attain their objective for improving their status.

**Section 57. Assistance for small-scale women entrepreneurs**– the local government of Pasig will endeavor to provide all possible assistance to women in their pursuit of owning, operating and managing small business enterprises, this is also in compliance with RA 7882 or the act that states the Provision of Assistance to Women Engaging in Micro and Cottage Business Enterprises, and for other purposes,

**Section 58. Livelihood Programs for Women**- The City Government shall allocate funds for gender responsive livelihood programs that shall provide assistance to the marginalized women and all genders who would like to engage in micro enterprise. The Livelihood On Wheels Program (LOWP) of the GAD Office in partnership with the Department of Trade and Industry (DTI) shall provide start-up capital, various trainings and a monitoring system that shall give women opportunities to improve their financial status.

**Section 59. Pasiguenas' Cooperative**. The City Government shall encourage the establishment of a cooperative for women in selected barangays in partnership with the Pasig Cooperative Development Office and the relevant member of the barangay council. The Pasiguenas' Cooperative shall provide loans for women engaged in micro, small to medium scale enterprises with low interest. They shall be provided the necessary training for the purpose.





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**Section 60. Monitoring of Standardization of Prices of Basic Commodities.** The City government shall ensure fair marketing practices and standard pricing of basic commodities through regular price monitoring in the local markets where the customers are predominantly women.

**Section 61. Sectoral Projects for Economic Empowerment.** The City Government promotes participatory governance amongst civil society organizations/non-government organizations and supports projects in the following sectors: education, wellness, livelihood, cooperative and socio-civic. The City government shall allocate funds, and provide assistance through trainings in partnership with Gender And Development Office, Pasig City Local Council of Women ( PC-LCW ) and other women organizations in this undertaking.

**ARTICLE VI**

**Women's Rights in Housing and Infrastructure**

**Section 62. Ease of Access to Housing Services and Programs.** – The Pasig City Government shall ensure that women and all genders, regardless of their civil status, shall be allowed opportunities to socialized housing projects.

**Section 63. Integration of Strategic Gender Needs in Physical Structures.** The City Government of Pasig shall ensure that the design of physical structures are gender-friendly with a bias for the needs of women like women-friendly comfort rooms in public buildings, breastfeeding areas, day care areas.

**Section 64. Breastfeeding Area.** The City Government of Pasig shall adopt the national policy in providing breastfeeding facilities/rooms in offices and establishments to encourage, protect and support the practice of breastfeeding. It shall create an environment where basic physical, emotional, and psychological needs of mothers and infants are fulfilled through the practice of breastfeeding.

**Section 65. Daycare facilities** In support of the double role of working mothers with young children, workplaces shall delegate an area within their physical jurisdiction where young children can be provided childcare during work hours.

**Section 66. Socialized Housing Programs.** The City Government of Pasig shall establish, implement and provide socialized housing programs with basic amenities such as safe drinking water, electricity, communication facilities and are accessible via public transport and in affordable amortization rates.

**Section 67. Addressing Women's Needs in Evacuation Centers.** Child and Women-friendly spaces shall be established in evacuation centers in order to protect children and nursing mothers and pregnant women before, during and after disasters, calamities or any emergency situation. This will be in consonance with the relevant provisions of R.A. 10821 or the Children's Emergency Relief and Protection Act.





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**Section 68. Relocation Sites.** The City Government of Pasig through the UPAO and the PHRU shall allocate relocation housing units that are responsive to the needs of women and all genders particularly those who have small children or are senior citizens or have disabilities/special needs, giving them due priority in selecting locations that allow for their safe and easy access.

**ARTICLE VI**

**Women's Rights in Transportation**

**Section 69. Bike lanes and Sidewalks.** The City Government of Pasig shall make available more and improve all bicycle lanes for use by both bicycles and e-vehicles in the entire City to allow women and all genders the safe use of public roads when using alternative modes of transportation that are environmental friendly.

**Section 70. Inquiry into the Safety of Women in Public Transportation.** The City Government of Pasig shall conduct a study on the level of safety and security of women especially the older women and pregnant women in transport and related infrastructures like sidewalks, terminals, vehicles as well as of transport personnel with the aim of crafting policies and setting up programs to make them gender-fair.

**ARTICLE VII**

**Women and Climate Change**

**Section 71. Climate Change Adaptation.** The Pasig City Government recognizes the important role of women as agents of positive change in society, and sees the need to continuously capacitate them to become active and effective partners in addressing and mitigating the negative effects of climate change. To achieve this, the Pasig City Government shall require all concerned offices and agencies to ensure compliance with GAD policies and mandates in the planning and implementation of their various programs, projects and activities (PPAs) in relation to increasing the capacity of women and all genders for climate change adaptation.

- Identification of Strategic Gender Needs for Climate Change Adaptation to be conducted by the GAD Technical Working Group with the concerned offices/agencies and the stakeholders
- Inventory, Review and Alignment of Current PPAs for Climate Change Adaptation to be conducted by the GAD Executive Committee together with the concerned offices/agencies





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- c. Annual Effectiveness Assessment of PPAs for Climate Change Adaptation to be conducted by the GAD Executive Committee together with the concerned offices/agencies and the stakeholders
- d. Collection of Sex Disaggregated Data for the purpose improving the design and delivery of PPAs for Climate Change Adaptation

**ARTICLE VIII**

**Special Concerns**

**Section 72. Advocacy on Differently-Abled Women's Rights and Support Mechanism for Education and Employment.** The city government shall initiate active advocacy on the rights of the differently-abled women, establish special school/classes for them through the Division of City Schools, which shall offer appropriate curriculum for their specific needs, develop creative employment opportunities for them in recognition of their differentiated conditions and talent and full potential as a person. The city government shall ensure that all educational and commercial buildings are provided with ramps and toilet facilities for differently-abled persons. The city government shall implement Republic Act 7277 or the Magna Carta for Disabled Persons, that reserves five per cent (5%) of contractual or emergency positions for persons with disabilities.

**Section 73. Organization of Differently-Abled Women in the Community** – It shall be the duty of the Barangay GAD Committee to advance the interests of this special group of women and to monitor and report cases of harassment and discrimination committed against them to proper authorities.

**Section 74. Mobilizing Community Support to the Elderly Women In the Barangay** - It shall be the duty of the Barangay GAD Committee to organize a volunteer group to assist the elderly women within the barangay to advance their practical and strategic interests and needs. The City Government and the Barangay GAD Committee shall allocate funds for emergency assistance, yearly physical check ups, social programs, and appropriate socioeconomic activities.

**Section 75. Support for Women in Detention.** The rights of women detainees shall be protected through:

- (1) Speedy trial of cases;
- (2) Appropriate programs to respond to their needs especially in reproductive health;
- (3) Separate physical structure and space provision for detention and rehabilitation; and
- (4) Provision of legal services.





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**BOOK II - FINAL PROVISIONS**  
**CHAPTER I**  
**Provisions for Implementation**

**Section 1. Structure, Composition, Powers and Functions of the Pasig City GAD Focal Point System (GFPS).** This mechanism composed of groups of people so organized that will ensure and advocate for, guide, coordinate and monitor the development, implementation, review and updating of the GAD Plans and GAD-related programs, projects and activities (PPAs).

To achieve these, it shall have the following structure, composition, powers and duties:

It shall be composed of the (1) Gender and Development Executive Committee (GAD Execom) and the (2) Technical Working Group (TWG).

**Composition and Functions of the GAD Execom.**

Chairperson:	Local Chief Executive
Co-Chairperson:	Sanggunian Chair of Committee on Gender and Development
Members:	Sanggunian Chair on Appropriations
	Department Chairpersons of the City Government
	PNP representative
	President, Ligangmga Barangay
	President, Sangguniang Kabataan Federation
	Academe representative(s)
	Pasig City Local Council of Women
	Representative of (3) Women NGOs, CSOs
	Representative of a Male NGO or CSO

**A. Local Chief Executive (LCE) shall:**

- a. Issue policies and/or directives that support gender mainstreaming in the policies, plans, activities and services of the City as well as in its budget, systems, processes and procedures of the city government, including the creation, strengthening, modification or reconstruction of the Gender and Development Execom.
- b. Ensure the implementation of the approved GAD Plan and Budget (GPB) and timely submission of Gender and Development Accomplishment Report (GAD AR) and other GAD -related reports of the City as may be required by the Magna Carta Implementing Rules and Regulations and Joint Memorandum Circular (JMC 2013-01 and 2016-01), duly endorsed by the GAD Executive Committee with the assistance of the Gender and Development Technical Working Group (GAD-TWG).





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B. The GFPS Executive Committee shall:

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

C. Creation and Functions of the Gender and Development Technical Working Group (GAD TWG) - The GAD Technical Working Group (TWG) shall be composed of, but not limited to, key staff from the various City offices/departments or committees represented in the GAD Executive Committee, including a representative from the LCE office, members from the private sector, academe and civil society organizations as appropriate. The Gender and Development Technical Working Group (GAD-TWG) Chair shall be elected from among the GAD TWG members. The designation of the GAD TWG Chair shall be made official through the issuance of a Memorandum duly signed by the LCE and endorsed by his or her immediate supervisor or concerned City Department Head. The GAD TWG Chair may designate a secretariat to assist the TWG in its functions.

The GAD Technical Working Group (TWG) shall:

- Facilitate the gender mainstreaming efforts of the City Government of Pasig through the GAD planning and budgeting process;
- Formulate and submit the comprehensive medium term (three years) and annual City GPB in response to the gender gaps and issues, including gender-based violence, faced by its constituents including its women and men employees.





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- c. 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 and Development Office (HRDO) on the development and implementation of a capacity development program on GAD, including the prevention of Gender-Based Violence for its employees, as necessary;
  - d. 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;
  - e. 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;
  - f. Monitor the implementation of GAD-related PPAs and suggest corrective measures to improve their implementation;
  - g. Prepare and consolidate LGU GAD ARs and other GAD-related reports;
  - h. Provide regular updates and recommendations to the LCE or GAD Executive Committee regarding GFPS' activities and the progress of the LGU in gender mainstreaming based on the feedback and reports of concerned City offices/units, stakeholders and constituents;
  - i. Review all GAD PPAs from barangay to city level, prior to implementation to monitor if activities to be undertaken are in accordance with guidelines set forth;
  - j. Disseminate information on current developments and studies on GAD and related issues (i.e gender and governance; gender-based violence);
  - k. Identify and cause the implementation of studies/research/inquiries that can help in improvement of GAD policies, programs and services of the city; and
  - l. All other duties and functions that the Execom members would deem necessary to achieve its goals.

**Section 2. Establishment of the Gender and Development Department.** The GAD Department shall be established and/or strengthened in order to support and coordinate all-GAD related PPAs and concerns of the City GFPS. The department shall be responsible for the implementation of this Ordinance and address itself to the convergence of the local government efforts towards the comprehensive coordination and cooperation in facilitating gender and development program planning, development, implementation, monitoring and evaluation. Specifically, the Gender and Development Department shall be the coordinative, regulatory and monitoring body of the City of Pasig to focus on gender transformative programs, projects and activities. The LCE may also appoint or designate the personnel to manage the GAD Department.





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**Section 3. Enhancement and sustainability of Pasig City Government GAD Core Programs.** The gender component of every program is not limited to women and children protection, maternal, newborn, child health and nutrition programs. The GAD Department shall be primary coordinating body and serving as the secretariat of the whole GFPS in ensuring that the policies, programs, projects and activities being undertaken by various implementing agencies of GAD PPAs. It will also have partnership implementation arrangement with the following CORE programs like Women and Children Protection Center established at the Pasig City General Hospital, Pasig City Children's Hospital and City Health Office, The Human Milk Bank, Teen Parent Clinic, and Breastfeeding at the Workplace as well as future core GAD programs that shall be established. They will also coordinate with programs that shall be set up to promote the welfare of other genders such as the LGBTQIA.

**Section 4. Monitoring and Evaluation Scheme.** The City Government of Pasig shall establish, enhance, strengthen and/or maintain a gender responsive monitoring and evaluation (M&E) system. The GAD M&E Team shall be composed of the GAD TWG Chair, City Planning and Development Coordinator, Human Resource Development Officer, Budget Officer, DILG LGOO, representative/s of the LCE, representative of the Pasig City Local Council of women, CSO representative/s specifically from women's organizations and the academe. The GAD M&E Team shall invite the concerned implementing office or unit of the GAD PPAs during the monitoring and evaluation period. A unit within the GAD Department shall serve as the secretariat of the M&E Team.

There will be two levels of monitoring and evaluation to be conducted for projects namely: (1) gender-responsive project management and implementation and (2) the checklist for technical indicators of project monitoring and evaluation. The team shall utilize the prescribed checklists which are found as Box 16 and 17 respectively in Appendix C of the NEDA and PCW publication, HARMONIZED GENDER AND DEVELOPMENT GUIDELINES for Project Development, Implementation, Monitoring and Evaluation, 2<sup>nd</sup> edition. December 2010.

The M&E system aims to ascertain the project's success in achieving its targets and goals, assess practices and processes, and cull important lessons from the experiences and problems encountered by the project. The GAD M&E Team shall evaluate the outcomes of the City GAD policies, programs, and projects and submit a GAD Evaluation Report to the DILG Regional Office at the end of the LCE's three-year term. The submission shall be done not later than June of the next term.





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**Chapter II**  
**Penal Provisions**

**Article I**  
**Violence Against Women**

**Section 1. Violence against women and children.** Violations against acts defined as violence against women and children are to be penalized in accordance with the penalties defined in 2004 R.A. 9262 AN ACT DEFINING VIOLENCE AGAINST WOMEN AND THEIR CHILDREN, PROVIDING FOR PROTECTIVE MEASURES FOR VICTIMS, PRESCRIBING PENALTIES THEREFORE, AND FOR OTHER PURPOSES.

**Section 2. Rape** is defined as a crime against a person in RA 8353 which constitute an act of sexual assault by inserting his penis into another person's mouth or anal orifice, or any instrument or object, into the genital or anal orifice of another person. In the law, penalty to the perpetrator ranges from reclusion perpetua to death depending on the circumstances of the crime as follows:

1. Whenever the rape is committed with the use of a deadly weapon or by two or more persons;
2. When by reason or on the occasion of the rape, the victim has become insane;
3. When the rape is attempted and a homicide is committed by reason or on the occasion thereof
4. When by reason or on the occasion of the rape, homicide is committed;
  - a) Crime committed with the following aggravating circumstances When the victim is under eighteen (18) years of age and the offender is a parent, ascendant, step-parent, guardian, relative by consanguinity or affinity within the third civil degree, or the common-law spouse of the parent of the victim;
  - b) When the victim is under the custody of the police or military authorities or any law enforcement or penal institution;
  - c) ) When the rape is committed in full view of the spouse, parent, any of the children or other relatives within the third civil degree of consanguinity;
  - d) When the victim is a religious engaged in legitimate religious vocation or calling and is personally known to be such by the offender before or at the time of the commission of the crime;
  - e) When the victim is a child below seven (7) years old;
  - f) When the offender knows that he is afflicted with the Human Immuno-Deficiency Virus (HIV)/Acquired Immune Deficiency Syndrome (AIDS) or any other sexually transmissible disease and the virus or disease is transmitted to the victim;





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- g) When committed by any member of the Armed Forces of the Philippines or para-military units thereof or the Philippine National Police or any law enforcement agency or penal institution, when the offender took advantage of his position to facilitate the commission of the crime;
- h) When by reason or on the occasion of the rape, the victim has suffered permanent physical mutilation or disability;
- i) When the offender knew of the pregnancy of the offended party at the time of the commission of the crime; and
- j) When the offender knew of the mental disability, emotional disorder and/or physical handicap of the offended party at the time of the commission of the crime.

These acts have their corresponding penalties defined in RA 8353 or the Anti Rape Law of 1997

**Section 3. Sexual Harassment of Women in Streets and Public Spaces.** Defined in RA 11313 are specific acts according to their gravity and as per Section 11 of the law.

**Section 4. Pedophilia.** Any Act falling under the definition of pedophilia shall constitute a violation of this Code as stipulated in the Revised Penal Code. Thus any violator of this provision shall be penalized in accordance with the relevant provisions in RA 9208 and RA 7810.

**ARTICLE II**  
**LABOR AND EMPLOYMENT**

**Section 5. Equal Access to Job Training and Promotion.** No woman shall be deprived of job training and promotion on the basis of her gender, age, ethnicity, religion, and civil status. Violations shall be dealt with in accordance with penal provisions of the Labor Law.

**Section 6. Facilities and Support Systems for Women.** The City Government shall ensure the health and safety of women employees. In appropriate cases, it shall require employers to:

- 1) Provide seats for women and permit them to use such seats when they are free from work, and during working hours, provided they can perform their duties in this position, without detriment to efficiency.
- 2) Establish separate toilet rooms, lavatories and lounges for women and men.
- 3) Provide breastfeeding corners for women in the workplaces.

Violations by employers (public and private) shall be penalized in accordance with the appropriate provisions of the Labor Law.

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**Section 7. Maternity Leave Benefits as Incentives to Breastfeeding Mothers in the Public and Private Sectors.** Any employer, public or private, who violates the provision of this Code, shall be subjected to penalties specified in Section 18 of the Republic Act 1120 or the 105-Day Expansion of the Maternity Leave Law.

**Section 8. Sexual harassment.** Under RA 7877, considered unlawful acts are:

- 1) Asking for sexual favor as a condition in the hiring or in the employment, re-employment or continued employment of said individual, or in granting said individual favorable compensation, terms of conditions, promotions, or privileges; or the refusal to grant the sexual favor results in limiting, segregating or classifying the employee which in any way would discriminate, deprive or diminish employment opportunities or otherwise adversely affect said employee;
- 2) The above acts would impair the employee's rights or privileges under existing labor laws; and
- 3) The above acts would result in an intimidating, hostile, or offensive environment for the employee.

Violators of such acts are to be penalized according to Section 7 of the 1994 Republic Act No. 7877, An Act Declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment, and for Other Purposes.

**ARTICLE III**  
**Education and Training**

**Section 9. Equal Access to Training.** No woman shall be deprived of job training and promotion on the basis of her gender, age, ethnicity, religion, and civil status.

Violators of this affirmative action shall be subject to penalty according to Book Seven Title I Penal Provisions and Liabilities Article 303 [288] of the Labor Code of the Philippines.

**Section 10. Sexual Harassment in Education and Training Institutions.** It is unlawful to commit the harassment acts:

- (1) Against one who is under the care, custody or supervision of the offender;
- (2) Against one whose education, training, apprenticeship or tutorship is entrusted to the offender;
- (3) When the sexual favor is made a condition to the giving of a passing grade, or the granting of honors and scholarships, or the payment of a stipend, allowance or other benefits, privileges, or consideration;
- (4) When the sexual advances result in an intimidating, hostile or offensive environment for the student, trainee or apprentice.





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Violators of such acts are to be penalized according to Section 7 of the 1994 Republic Act No. 7877, An Act Declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment and for Other Purposes.

**Section 11. Orientation Seminar on Sexual Harassment.** All government, commercial and private offices, agencies, establishments or companies located in Pasig City shall conduct regular orientation seminars on sexual harassment to their respective employees. Certificate of Compliance shall be issued by the GAD Execom. Establishments or offices which fail to comply with this provision shall pay a fine of Three Thousand Pesos (P3,000.00) or as per discretion of the Court.

**Section 12. Barangay Education on Sexual Sensitivity.** All 30 barangays of Pasig City shall conduct compulsory training and education for barangay officials, Barangay Public Safety Officers, VAWC desk officers, LuponTagapamayapa, homeowner association officials, on gender sensitivity. Administrative sanction shall be imposed to any barangay council which fails to comply with this provision.

**Section 12. Sexuality Education.** There is mandatory sexuality education starting grade 5, and "malicious disinformation" is penalized.

All health care service providers who provide reproductive health services, including faith-based hospital administrators, may be imprisoned or fined if they refuse to provide family planning services in accordance with the provisions stated in Republic Act 10354 or the Reproductive Health Act of 2012.

**Article IV**

**Other Final Provisions**

**Section 13. Rules and Regulations** - Upon effectivity of the Ordinance, a Drafting Committee to formulate the Implementing Rules and Regulations (IRR) necessary to carry out the provisions of this Ordinance shall be convened by the City Gender and Development Executive Committee with the assistance of the GAD Technical Working Group.

**Section 14. Compliance Report.** Within six (6) months after the approval of this Code and every six (6) months thereafter, all departments and offices of the City Government shall submit a report to the City Council on their compliance to this Code.

**Section 15. Funding.** For the effective implementation of this Ordinance, the City Government shall appropriate five percent (5%) of the City's Annual Development Fund in pursuance of R.A. No. 7192, R.A. No. 9710 and PCW-DILG-DBM-NEDA Joint Memorandum Circular(JMC) 2013-01, as amended by JMC 2016-01.

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**Section 16. Repealing Clause.** - All ordinances, resolutions, circulars, memoranda, or rules, rules and regulations inconsistent with the provisions of this Code are hereby repealed and modified accordingly.

**Section 17. Separability Clause** - If for any reason, any portion or provision of this Code is declared unconstitutional or invalid, the other sections or provisions hereof which are not affected thereby shall continue to be in full force and effect.

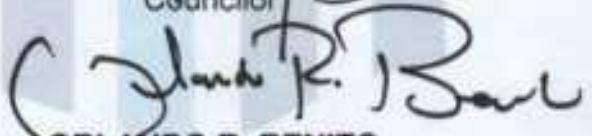
**Section 18. Effectivity Clause.** - This ordinance shall take effect Fifteen (15) days after its publication in a newspaper of general circulation and upon posting to Pasig City Bulletin Board.


APPROVED, this 5th day of **August** 2020 at Pasig City.


  
**FERDINAND A. AVIS**  
Councilor

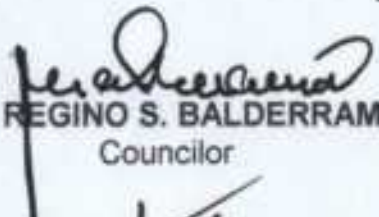
  
**MARIO C. CONCEPCION, JR.**  
Councilor


  
**GREGORIO P. RUPISAN JR.**  
Councilor

  
**ORLANDO R. BENITO**  
Councilor


  
**REYNALDO R. SAN BUENAVENTURA III**  
Councilor

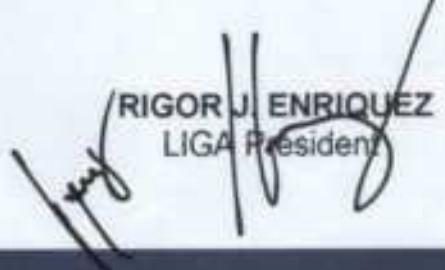
  
**RODRIGO B. ASILO**  
Councilor

  
**REGINO S. BALDERRAMA**  
Councilor

  
**CORAZON M. RAYMUNDO**  
Councilor

  
**EDITHA C. SANTIAGO**  
Councilor

  
**WILFREDO F. SITYAR**  
Councilor

  
**RIGOR J. ENRIQUEZ**  
LIGA President

  
**GEORGIALYNNE P. CLEMENTE**  
SK President





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*[Signature]*

*[Signature]*  
**RHICHIE GERARD T. BROWN**  
Councilor  
Minority Floor Leader

*[Signature]*  
**ROSALIO D. MARTIRES**  
Councilor  
Majority Floor Leader

Attested by:

*[Signature]*  
**IYO CHRISTIAN C. BERNARDO**  
City Vice-Mayor  
Presiding Officer

APPROVED:

*[Signature]*  
**VICTOR MA. REGIS N. SOTTO**  
City Mayor

Attested by:

*[Signature]*  
**LOIDA U. VILLANUEVA**  
Acting City Council Secretary

**PASIG**

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