

EXCERPT FROM THE MINUTES OF THE TWENTY SIXTH REGULAR SESSION OF THE SANGGUNIANG PANLALAWIGAN NG BATANGAS HELD ON MONDAY, JULY 24, 2017, FROM 10:38 A.M. AT THE SALVADOR H. LAUREL SESSION HALL, APOLINARIO M. MABINI LEGISLATIVE BUILDING, CAPITOL SITE, BATANGAS CITY

PRESENT:

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| Hon. Rowena Sombrano-Africa | Acting Vice Governor |
| | Presiding Officer |
| Hon. Ramon I. Bausas | Board Member-First District |
| Hon. Carlo Roman G. Rosales | Board Member-First District |
| Hon. Wilson Leandro T. Rivera | Board Member-Second District |
| Hon. Divina G. Balba | Board Member-Third District |
| Hon. Alfredo C. Corona | Board Member-Third District |
| Hon. Jonas Patrick M. Gozos | Board Member-Fourth District |
| Hon. Maria Claudette U. Ambida | Board Member-Fifth District |
| Hon. Arthur G. Blanco | Board Member-Fifth District |
| Hon. Lydio A. Lopez, Jr. | Board Member-Sixth District |
| Hon. Wilfredo M. Maliksi | Board Member-ABC President |
| Hon. Mildred B. Sanchez | Board Member-President of Provincial Councilor’s League |

ON OFFICIAL BUSINESS:

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| Hon. Arlina B. Magboo | Board Member-Second District |
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ON LEAVE:

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| Hon. Jesus H. De Vera | Board Member-Fourth District |
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RESOLUTION NO. 485
YEAR 2017

PROVIDING FOR THE PASSAGE OF AN ORDINANCE AMENDING PROVINCIAL ORDINANCE NO. 001, YEAR 2012ENACTING THE GENDER AND DEVELOPMENT (GAD) CODE OF THE PROVINCE OF BATANGAS.

Authors: Hon. DIVINA G. BALBA
Hon. ROWENA SOMBRANO AFRICA

Co - Authors:

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| HON. RAMON I. BAUSAS | HON. CARLO ROMAN |
| HON. ARLINA B. MAGBOOO | HON. WILSON LEANDRO T. RIVERA |
| HON JONAS PATRICK M. GOZOS | HON. ALFREDO C. CORONA |
| HON. JESUS H. DE VEYRA | HON. LYDIO A. LOPEZ, JR. |
| HON... ARTHUR GGG. BLANCO | HON. MA. CLAUDETTE U. AMBIDA |
| HON. MILDRED B. SANCHEZ | HOOON. WILFREDO M. MALIKSI |

WHEREAS, the Provincial Government has committed to respect human rights, recognize women’s role in nation building and ensure their equality with men before the law, as embodied in the 1987 Constitution and other existing national laws;

WHEREAS, the Gender and Development (GAD) Code has helped in harnessing different stakeholders in ensuring sustainability and in bringing forward innovative program and services for women;

WHEREAS, cognizant of the increasingly critical role of women, there is a need to revise and update the GAD Code of the Province of Batangas;

WHEREAS, presented to this Body for third and final reading, is the proposed ordinance amending Provincial Ordinance NO. 001, YEAR 2017 enacting the gender and development code of the province of Batangas;

WHEREFORE, on motion of Honorable Board Member Divina G. Balba, unanimously seconded, RESOLVED, as it is hereby resolved to pass;

**PROVINCIAL ORDINANCE NO. 017
YEAR 2017**

AN ORDINANCE AMENDING PROVINCIAL ORDINANCE NO. 001, YEAR 2012 ENACTING THE GENDER AND DEVELOPMENT (GAD) CODE OF THE PROVINCE OF BATANGAS

AUTHORS: Hon. DIVINA G. BALBA
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Hon. ALFREDO C. CORONA
Hon. LYDIO A. LOPEZ, JR.
Hon. MA. CLAUDETTE U. AMBIDA
Hon. WILFREDO M. MALIKSI

Be it ordained by the Sangguniang Panlalawigan of Batangas in session duly assembled that;

**ARTICLE I
GENERAL PROVISIONS**

CHAPTER I- GENERAL PROVISIONS ARTICLE 1 TITLE, DECLARATION OF PRINCIPLES AND POLICIES AND DEFINITIONS OF TERMS

Section 1. **TITLE.** This ordinance shall be known and cited as the “2017 Gender and Development Code of the Province of Batangas” hereinafter referred to as the Code.

Section 2. **DECLARATION OF PRINCIPLES AND POLICIES.** It shall be the policy of the Local Government of the Province of Batangas to uphold the rights of women, believe in their worth, and protect their dignity as human beings;

equality in their responsibilities and enjoying equally in the fruits thereof.

The Local Government of the Province of Batangas, in its commitment to the establishment of a national and international order based on sustainable and equitable growth, undertakes to facilitate the full development of women’s potentials towards the improvement of the quality of their families and that of their communities.

The Local Government of the Province of Batangas, fully cognizant of women’s effort towards empowerment and self-determination, shall vigorously pursue and implement gender-responsive development support systems, and implement measures to protect and promote their rights.

TO ATTAIN THE FOREGOING POLICY

1. A reasonable amount from the official development assistance received from foreign government and multilateral agencies and organizations shall be set aside to support programs and activities for women accordance with the provision of RA 7192, otherwise known as the Women in Development and Nation Building Act, by the Local Government of the Province of Batangas provided that it shall conform with the requirements and conditions set forth by the funding agencies.
2. The Local Government of the Province of Batangas shall ensure that women benefit equally and participate directly in the government programs and projects of said agencies specifically those funded under foreign development assistance to ensure in the development process pursuant to RA 7192.
3. All Government project proposal shall ascertain the inclusion of gender responsive indicators and guidelines focusing on roots of women oppression, pursuant to the United Nations Declarations of which the Philippine Government is signatory.

4. All local governments departments and agencies in the Province of Batangas shall review and revise all their regulations, circulars, issuances and procedures to remove gender biases herein and shall complete the same within two years.
5. The Provincial Committee on Gender and Development (PCGAD) of the Province of Batangas shall be actively consulted in matters dealing with official development assistance or foreign aid so as to determine gender biases and implications on women.
6. Mainstream gender and development in their respective plans, programs, projects, services and activities in order to address gender issues.
7. Integrate gender in planning processes and plans through the conduct of gender analysis using sex-disaggregated data, including gender in project management and design, and ensuring women' participation in the processes, such as through consultations.
8. Utilize their GAD budget for gender mainstreaming undertakings.
9. Eliminate gender biases in all their policies, systems and procedures, and maintain these to be non-discriminatory and non-sexist.

Section 3. **RELATED PRINCIPLES.** To facilitate the development of the full potentials of women, the following rights defined and declared under the United Nations Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) are hereby declared under this ordinance.

3.1 Women have the right to the prevention of, and protection from all forms of violence and coercion against their person, their freedom, their sexuality and their individuality;

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

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

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

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

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

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

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

3.9 Women have the right to equality before the law, in principle and in practice. However, it is unfortunate that as of the moment a macho image of our society still exists as it continues to view women as the "weaker sex", men are traditionally the heads of the household and of most organizations. Aside from ramp modeling and beauty contests, women today do not share the power and prestige, status and societal positions as man. They rather play supportive roles to men and tend to live to the idea that major decisions are made prerogatives. Oftentimes, women are exploited on media commercials, impressing upon the public that without their attractive and pleasing features, products would be less appealing. But in reality, women should not be viewed as second class to men but as partners of men in development.

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

1. Mainstream gender concerns in sectoral development plans, policies and program.
2. Intensity awareness campaign on gender issues and concerns.
3. Strengthen GO-PO-NGO partnership to maximize the effectiveness of programs and services addressing Gender and Development (GAD) concerns.
4. Encourage, support and expand the participation of grassroots women in the planning, implementation, monitoring and evaluation of development programs and projects.
5. Recommend appropriate academic curricula that are gender-sensitive.
6. Provide gender-responsive relief and rehabilitation programs with special focus on women and children's needs.
7. Involve men in family planning programs, health and child care and nutrition concerns and engage them in projects that enhance the well-being of the family.
8. Set-up crisis intervention centers and shelters in the Province of Batangas for survivors of violence against women and children and other social conflicts.
9. Promote gender sensitivity in local media and advertising agencies.
10. Increase the members of women in decision and policy making posts in the locality through implementation of capability building programs.

Section 4. **DEFINITION OF TERMS.** The following terms or phrases used in this Code shall mean as follows:

1. **Battering**- a series of physical, emotional and psychological abuse. It is repeated and habitual cyclic patterns as mans of intimidation and imposition of the batterer's will and control over the survivor's life. It constitutes the following kind of behavior but is not limited:
 - a. Sexual battering- this includes physical attacks on the woman's breast, genital or forced sexual activity;
 - b. Psychological battering- this include threats of suicide, violence against women or her family, punching holes in the walls, threatening to take the children away, threatening deportation of wives with foreign citizenship, threatening to kidnap children or take them to a county and forcing the victim to do degrading things. It may also include controlling the victim's lawful or usual activities, the use of foul words or statements and threats or abandonment and expulsion such as forcing the wife to leave the conjugal dwelling. This provision shall likewise apply to common law relations but does not include adulterous ones as contemplated in the Revised Penal Code.
 - c. Economic battering- this includes deprivation of women of economic resources, their generation and mobilization so as to create dependency and submissiveness to men and to any established structures of domination.
 - d. Premeditated and international destruction of property and pets usually the victim's favorite.
2. **Benefit Dance/Disco**- refers to a dance in the locality where women are commodified to fund raising purpose.
3. **Collateral relatives**- next of kin who are not in direct line or inheritance such as cousin

4. **Commodification of Women**- is a practice which puts women in a subordinated situation, which results in the treatment of women as both consumers and objects of consumption, as consumers women are allured to buy beauty products to enhance their physical attractiveness, as objects of consumption women are reduced to a sexual commodity for manipulation and utilization for one's sexual desire or interest, usually in exchange of money or goods so that women have no power or control to reject such utilization or manipulation.
5. **Development**- the improvement of the quality of life of all regardless of age, sex, gender, tribe, race, creed and religion. It is characterized by sustained and equitable growth in a balanced ecology.
6. **Persons with Disability**- are survivors of physical impairments that have differentiated needs and potentials.
7. **Discrimination against women**- any distraction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women of their rights irrespective of their marital status.
8. **Equity**- is a concept of distributive justice which is remedial and is intended to overcome bias, favoritism and inequalities.
9. **Empowerment**- refers to a process by which women are mobilized to understand, identify and overcome gender discrimination.
10. **Feminization of Poverty**- a condition when the gap between the rich and the poor and grassroots women bear the brunt as in economic instability and unequal distribution of wealth. Such gap reinforces non-response to both practical and strategic needs of grassroots women.
11. **Fund Raising Initiatives**- refers to any activity, whether in whole or in part integrated in any raffle draw, benefit or disclosure, premiere showing of movies, or any similar fund raising undertaking where women are used as donor prize, substitute for cash prizes won, a companion package for an award prize, substitute for cash prizes won, a companion package for an award prize or recognition or any manner, activity, come on- display or exhibits which depicts a woman as central, partial or special focus in order to raise funds.
12. **Gender** refers to the differentiated social roles, behavior, capacities and intellectual, emotional and social characteristics attributed by a given culture to women and men, in short all differences the strictly biological.
13. **Gender and Development**- shall refer to a development perspective which promotes greater focus on people both as development agents and participant. It encourages the equal contributions of women and men in all aspect/sectors of development. Such a perspective involves the process of searching of new and innovative initiatives which help transform unequal gender relations into opportunities which equally/equitably both men and women. It recognizes that unequal relation between women and men is a major deterrent to social and economic progress. It acknowledges that the difficulties encountered by women have to be addressed to ensure their effective participation in development. It envisions a future society where women and men equally contribute to an benefit from development.
14. **Gender Equality**- is the role required by or expected of women and men as prescribed by society. As a key to development, gender equality means the equal empowerment and participation of women, men and other subgroups of society, i.e. homosexuals in all spheres of public and private life.
15. **Gender Mainstreaming**- refers to the strategy of integrating gender and development concerns and issues at all levels.

16. **Gender Perspective**- way of viewing issues and problems that take into consideration the different realities of women's and men lives and recognizing that there is unequal relationship between the two.
17. **Gender Planning**- means taking account of gender issues in planning. In development planning, it means that gender issues are recognized in the identification of problems and addressed in development objectives.
18. **Gender Sensitive/responsive**- having an understanding of the marginalized position of women and consciously challenging the attitudes and behavior the reinforce women's subordinate status.
19. **Gender sensitization**- is an experimental and critical process of learning and unlearning of an individual female or male of the causes and effects of the culturally determined roles of women and men.
20. **Gender sensitivity training**- means providing people with formal learning experience in order to increase their awareness. The overall purpose of the training is to provide the knowledge and skills necessary to recognize and address gender issues in the programming process. At the center of the learning process is the conscientization, involving the ability to recognize the underlying issues of gender equality which form a pervasive obstacle to program progress.
21. **Indecent shows**- are shows which include rude or other provocative gestures which further project and exhibit men and women as sex-objects.
22. **Indigenous people**- a group of people who have continuously lived as organized community or communally bounded and defined territory, and who have under claims of ownership since time immemorial occupied possessed and utilized such territories sharing common bonds of language, customs, traditions and other distinctive cultural traits, they are regarded as indigenous on account of their decent from the populations who inhabited the country at the time of conquest or colonization and who retain some or all of their own social, economic, cultural and political institution and have been displaced from their traditional domains or who may remained outside their ancestral domain.
23. **Minors**- refers to persons below 18 years of age and unable to take care of themselves from abuse, neglect, cruelty, exploitation or discrimination.
24. **Land-Based projects**- are projects designed systematically in order to provide women the opportunity to have full access and control over the maximum utilization of land and other indigenous resources.
25. **Mail Order Bride**- is a practice where a woman establishes personal relationships with a male foreign national via mail or similar means upon recruitment by an agency operating for the purpose.
26. **Other places of amusement**- include all other places of amusement not specifically enumerated cocktail lounges, super or family, clubs, disco houses, minus-one or sing-along houses, bars or beerhouses gardens, fast food center showing sports competitions, replay videocassette films/movies and other places of amusement where one seeks admission to entertain oneself by seeing or viewing or by direct participation.
27. **Places of amusement**- includes theaters, cinemas, concert halls, circuses and other places of amusements when one seeks admission to entertain oneself by seeing viewing the show or performances.
28. **Pornography Scenes, Pictures, Publications**- written or graphic or other forms of communications intended to entertain lascivious feelings.

29. **Prostitution**- is the sale, purchase and exchange of women and minors for sexual exploitation for each project other economic considerations by and individual including but not limited to pimp, hotels and restaurants and any other persons who uses various schemes to prostitute women and minors. It is the act as defined under the Revised Penal Code of the Philippines and shall be recognized as violation of human rights and exploitation of women who have no real choices for survival.
30. **Reproductive Health**- is a state of complete physical, mental and social well-being and not merely the absence of disease and infirmity, in all matters relating to the reproductive system and to its function and process. It constitutes 10 elements namely;
- a. Maternal and Child Health and Nutrition
 - b. Family Planning
 - c. Prevention and Treatment of Reproductive Tract Infection (RT) including STD, HIV and AIDS
 - d. Prevention and Management of Abortion Complication
 - e. Education and Counseling on Sexuality and Sexual Health
 - f. Prevention and Treatment of Infertility and Sexual Disorders
 - g. Men's Reproductive Health
 - h. Violence Against Women
 - i. Adolescent Reproductive Health

ARTICLE II

GENDER AND DEVELOPMENT PROGRAM

Section 5. INTERGRATED GENDER AND DEVELOPMENT PROGRAM

5.1 The local Government of the Province of Batangas shall promote and ensure the integration of Gender and Development (GAD) in the local policy-making, planning and budgeting system, implementation, monitoring and evaluation of all programs and projects as stipulated in the Joint memorandum Circular No. 2013-01 "GUIDELINES FOR THE LOCALIZATION OF MAGNA CARTA OF WOMEN."

5.2 The Local Government of the Province of Batangas shall ensure that the Philippines Plan for Gender and Responsive Development (PDGD) which was adopted through Executive Order 273 is implemented for women in relation to the services stipulated in Republic Act 7160 of the Local Government Code of 1991 particularly Sections 16 and 17 and other related provisions.

Kits jurisdiction shall prepare a GAD plan addressing gender issues of their locality following Sections 16 and 17 of the Local Government Code of 1991 and other related provisions.

5.4 The LGU of the Province of Batangas shall integrate gender concerns in the formulation of the Comprehensive Development Plan (CDP), Comprehensive Land Use Plan (CLUP) and Annual Investment Plan (AIP).

5.5 The formulation of the GAD Plan shall follow the regular planning and budget calendar and shall anchor on the existing CDP, CLUP and AIP;

5.6 It is the responsibility of the Provincial Planning and Development Coordinator to ensure that GAD PPA's are integrated in the local planning process.

Section 6. SUPPORT TO GENDER STUDIES.

A sufficient amount shall be allotted to gender related documentation and researchers, which shall form part of the Province of Batangas data based program which will eventually be lodged with the Batangan GAD Resource Center.

- A. Establishment of database on women owned enterprises and women workers. The Provincial Government coordination with the Municipal Treasures and the Business Permits and Licensing section (BPLS) shall undertake mapping out of enterprises, to upgrade records on registered enterprises and those in the formal sector. Mapping shall be undertaken in preparation for the business registration season of the ensuing year. Result of Mapping shall be submitted to the Batangas Micro, small and medium enterprises Development Council as basis in determining appropriate services for the enterprises.
- B. Partnership and linkage for research and development. The Provincial government shall establish partnership and linkage with colleges and universities and other institutions to

improve and expand productivity and service through continuous Research and Development (R&D) and establish mechanisms to facilitate transfer of R&D breakthrough to women micro entrepreneurs thereby increasing their access to information and technology.

Section 7. **POPULARIZATION OF GENDER-FAIR MATERIALS.**

There shall be an active promotion and publication of gender-fair materials in popular forms in the Province of Batangas. Department of Education shall ensure that their books and other reference materials use gender fair language.

The Provincial Information Office shall ensure that all printed materials published and distributed by the Provincial Government, whether for information or advocacy purposes, shall use gender fair language.

Section 8. **GENDER SENSITIVITY TRAINING FOR ALL EMPLOYEES IN ALL GOVERNMENT OFFICES, HOSPITALS AND OTHER PUBLIC INSTITUTIONS.**

All Human Resources Management Office (HRMOs) shall include in their basic mandatory training modules for new entrants or newly hired employees an orientation on gender sensitivity, including pertinent laws. All employees assigned as front desk officers or considered front liners and those who deal with women and children victims of physical and psychological abuse shall undergo a mandatory training on gender sensitivity.

Section 9. **INTEGRATED GENDER SENSITIVE AND ENVIRONMENT**

Friendly Zonification Plan. An integrated Gender-Sensitive and Environment-Friendly Zonification Plan for the Province of Batangas shall be established taking into consideration among others the following:

- a. Relocation of communities shall not deprive anyone of their sources of livelihood.
- b. Relocation sites shall not contribute to an increase in anyone's burden in economic, home and social production.
- c. Housing and industrial project sites shall be those unproductive lands unsuitable for agricultural purposes.

Section 10. **COMMUNITY-BASED ENVIRONMENT PLANS AND PROGRAMS**

The provincial government shall encourage participation in pollution control, zero waste technology development and management, preservation of the forest, with due respect to indigenous people's rights to self-determination.

Section 11. **GENDER-SENSITIVE NATURAL RESOURCES-BASED MANAGEMENT PROGRAM.** The Local Government of the Province of Batangas shall engage itself in gender-sensitive natural resources based management program.

Section 12. **ROLE OF WOMEN IN ENVIRONMENT IMPACT ASSESSMENT PROJECT.** The Provincial Government shall promote the active role of women in environment impact assessment projects.

Section 13. **PROMOTION OF ALTERNATIVE TECHNOLOGY.** The Provincial Government shall actively promote alternative technology that is appropriate impact assessment projects.

Section 14. **SUFFICIENT BUDGET FOR BASIC SOCIAL SERVICES.** An amount necessary to under write basic social services for women and children in extremely difficult circumstances shall be allocated from any available source of funds.

Section 15. **GENDER SENSITIVITY TRAINING FOR THE LUPONG TAGAPAMAYAPA.** A special paralegal training for the Lupong Tagapamayapa shall be conducted along gender questions and related matters.

Section 16. **GENDER RELATED PROGRAMS AND SERVICES FOR MEN.**

1. Community based program for fathers such as Empowerment and Re-affirmation of paternal abilities (ERPAT) shall be implemented by the local Government units.
2. MEN OPPOSED TO VIOLENCE EVERYWHERE (MOVE) shall be organized in all government agencies within the Province.

Section 17. **GENDER SENSITIVITY TRAINING FOR BARANGAY TANODS.**

Local Government Units in the Province of Batangas shall encourage the conduct of Gender Sensitivity Training for Barangay Tanods.

Section 18. **TRAINING ON NON-TRADITIONAL OCCUPATION.** Women shall be given opportunity to acquire training on non-traditional occupations such as those related to science and technology.

ARTICLE III HEALTH

Section 19. **STATEMENT OF POLICY.** No woman shall be denied basic health services such as those declared by World Health Organization as necessary to respond to basic health needs especially those that relate to maternal health care on purely financial grounds or lack of access thereto.

Section 20. **BUDGET FOR WOMEN'S HEALTH.** A substantial portion of health budget of the provincial government shall be allocated for women's health services.

Section 21. **WOMEN'S RIGHT OVER THEIR BODIES.** Women's decision to prevent and control pregnancy without necessarily resulting to abortion shall be given appropriate support and guidance by all health, professionals, private and public at very minimal cost.

Section 22. **ACCESS TO SAFE WATER IN TE MUNICIPALITY.** The Provincial Government shall provide easy access to safe water supply. Appropriate water systems shall be installed to ease women's workload brought about by the lack of the facility.

Section 23. **GENDER FAIR HEALTH CARE DELIVERY SERVICES.** THE Provincial Health officer shall ensure the health care services are not discriminating on account of gender, age, religion or political affiliation.

Section 24. **REPRODUCTIVE HEALT SERVICES.** No hospital or medical facility operating within the territorial jurisdiction of the Province of Batangas shall deny reproductive health services to any woman by reason of the latter's poverty.

Section 25. **INFORMATION EDUCATION ON WOMEN'S HEALTH.** The Provincial Health Officer in collaboration with the Provincial Health Board shall endeavor to improve the implementation of education information campaign on women's health.

In connection with this, the Provincial Government shall facilities the celebration of the International Day of action for Women's Health every May 28 of each year where issues and concerns relative to the protection of and promotion of Women's health shall be examined, deliberated, projected and government action sought.

Section 26. **PROTECTION AGAINST DRUG ABUSE.** A special task force shall be created and sustained by the province for the protection against drug abuse and proliferation of illicit drugs.

ARTICLE IV EDUCATION AND TRAINING

Section 27. **STATEMENT OF POLICY.** The Provincial government shall endeavor to improve access of women to technology-based education and training program.

Section 28. **WOMEN LITERACY AND ADULT EDUCATION.** In cooperation with the Department of Education, non-formal education classes for all shall be held in identified schools in the province to facilitate working person access to education. Anyone desiring to engage in functional and practical education shall be enlisted in the adult education program which shall be set-up in the local government.

Section 29. **GENDER FAIR CURRICULA.** In cooperation with the Department of Education, no formal education, classes for all shall be held in to education. Anyone desiring to engage in functional and practical education shall be enlisted in the adult government education program which shall be set up in the local

Section 30. **SPECIAL EDUCATION FOR WOMEN WITH DISABILITY.** The provincial government shall ensure that all interested women with disability of the province shall have access to special education programs.

Section 31. **SCHOLARSHIP PROGRAM.** The province shall institutionalize its scholarship programs for the indigent but deserving students and shall not disqualify married women and mothers with infants.

ARTICLE V LABOR, EMPLOYMENT AND ECONOMIC OPPORTUNITIES

Section 32. **STATEMENT OF POLICY.** The province shall ensure that all departments and agencies shall engage in and expand their socio-economic programs to include women as beneficiaries and implement programs and projects designed to further capacitate women to empower them to access medium and large scale economic opportunities.

Section 33. **EQUAL ACCESS TO EMPLOYMENT AND TRAINING PROGRAM.** No one shall be denied of employment opportunity on account of gender, age, ethnicity, creed, religion and civil status, as prescribed in the Labor Code as amended by RA 6725. Likewise, no one shall be denied of training and promotion in employment.

Section 34. **ECONOMIC OPPORTUNITIES**

1. Accessing loans and financial assistance. The Provincial Government shall assist women entrepreneurs in accessing loans and financial assistance.
2. Efforts to continuously build the capacity of women entrepreneurs to access loan and negotiable shall also be undertaken.
3. Special credit programs for women. The provincial government shall provide special credit programs for women micro entrepreneurs with collateral-free and simplified application procedures to expand women's access to loans/credits.
4. Protection against iniquitous and excessive interest rate, pursuant to Anti-Usury Law as amended by PD 116 and other existing regulations of the Monetary Board of the Bangko Sentral ng Pilipinas.
5. Women are recipients of financial or capital assistance. The Provincial Government shall ensure that women are given opportunities as recipients of any financial or capital assistance that may be extended as either loans or grants.
6. Formulation of comprehensive entrepreneurial training program for women entrepreneurs. The Provincial Government shall spearhead the formulation of comprehensive entrepreneurial training program for women entrepreneurs in consultation with women micro entrepreneurs themselves, and in collaboration with private sectors, civil society organizations, business service organizations, and government agencies such as the Department of Trade and Industry (DTI), Technical Education and skills Development Authority (TESDA), Department of Agriculture (DA), and others.
7. Entrepreneurial and livelihood training and programs for women shall be integrated into the regular plans and programs of the different departments of the Provincial Government. Program shall include but not be limited to skills training for women, including management training, leadership training and other technical courses such as bookkeeping and accounting.

Section 35. **WAGE AND BENEFITS.** Every employer shall comply with the minimum wage as prescribed by the Regional Wage Board and shall grant all benefits to all employees such as maternity/paternity leave, sick and vacation leave, retirement termination and other benefits provided by law.

Section 36. **FACILITIES AND SUPPORT SYSTEM TO EMPLOYEES.** The provincial Government shall ensure the safety and health of women in appropriate cases, employees may:

- a. Establish separate and proportionate number of toilets rooms and lavatories for men and women and provide at least a dressing room for women; and
- b. Establish and maintain breastfeeding, child rearing and early childhood care facilities for working parents while on their respective jobs.

Section 37. **ORIENTATION ON SEXUAL HARASSMENT.** All local offices, school agencies and establishment or companies, government and private, operating in the province shall conduct or sponsor orientation on sexual harassment to their respective personnel.

Section 38. **ORGANIZATION AND FUNCTIONALIZATION OF LOCAL COUNCILS FOR THE PROTECTION OF CHILDREN.** The province shall ensure the reactivation of the City/Municipal Councils for the protection of women and children.

Section 39. **FARMLAND FOR WOMEN HEADED FAMILIES,** portion of agricultural lands, the ownership of which is transferred to the Provincial Government by legal fiat, shall be distributed to landless and indigent families who are interested and committed to till the land, giving priority to woman-headed household.

Section 40. **EMPLOYMENT OPPORTUNITIES FOR WOMEN WITH DISABILITY.** The Provincial Government in partnership with appropriate national government agencies and private groups and other entities shall develop creative employment opportunities to women with disability recognizing their differentiated conditions and potentials as human being.

Section 41. **HEALTHY AND GENDER FAIR WORK ENVIRONMENT.** The Provincial Government shall ensure that the work place, private or public, actualizes the principle of equality between women and in all aspects of their employment. For this purpose, employers are required to provide seats proper for women and permit them to use when they are free from each and during working hours, provided they can perform their duties in this position without detriment to efficiency and provide workers with the necessary gear to guard against the detrimental effects of the nature of their functions such as the special support stocking for female workers required to perform their functions in standing position.

Section 42. **FLEXIBLE TIME WORK SCHEDULE.** Solo parents and mothers or care givers with children or wards shall be accorded the privilege of working with flexible time schedule provided that the mandatory working 8 hours a day is met.

The Provincial Government shall ensure compliance to the provisions of Section 6 of Republic Act No. 8972 "SOLO Parents' Welfare Act of 2000", which states that "the employer shall provide for a flexible working schedule for solo parents: Provided, that the same shall not affect individual and company productivity: Provided, further, that any employer may request exemption from the above requirements from the DOLE on certain meritorious grounds." And Section 16 of the Rules and Regulations Implementing Republic Act No. 8972 which states that "The employer shall provide for a flexible work schedule for solo parents: Provided, that the same shall not affect individual and company productivity: Provided Further, that any employer may request exemption from the above requirements from the DOLE on certain meritorious grounds. In the case of employees in the government service, flexible working hours will be subject to the discretion of the head of the agency. In no case shall the weekly working hour schedule format (flexi-time). In the adoption of flexi-time, the core working hours shall be prescribed taking into consideration the needs of the service."

Section 43. **PROVINCIAL BASED REGISTRATION OF HELPERS (KASAMBAHAY).** The Provincial Government shall come up with an Annual Survey of domestic helpers in the cities/municipalities to monitor case of sexual harassment, sexual abuse and other forms of maltreatment. Employees must provide their house-helpers a recreational day-off at terms and conditions mutually agreed by both parties.

Section 44. **SPOUSAL SUPPORT.** Women and their children are by law entitled b to support from their spouses for this purpose. All agreements or settlements arrived at the barangay level relative to the support of the family shall be final and executory following the mandatory allotment of wife and child support. Innovations of the agreement shall be allowed only if the same is advantageous to the children.

ARTICLE VI POLITICAL AND PUBLIC SPHERE OF WOMEN AND CHILDREN

SECTION 45. **STATEMENT OF POLICY.** The province shall ensure the fundamental equality before the law of men and women open as an arena for their active participatory role in the development process.

Section 46. **DECLARATION OF MARCH AS WOMEN'S MONTH.** As declared by the united nations. Month through an issuance of an Executive Order by the provincial Governor. There shall be a provincial level set of activities, for women to increase their level of awareness and critical consciousness on the issues affecting them.

Section 47. **PROVINCIAL SELF ORGANIZATION OF WOMEN.** The Provincial Government through the Provincial Committee on Gender and Development (PCGAD) shall encourage and support the formation of community based organizations, and facilitate their accreditation with the Sangguniang Panlalawigan.

Section 48. **NATIONAL CHILDREN'S MONTH.** Pursuant to Republic –Act No. 10661 an Act Declaring November of Every Year as National Children's Month, the Province shall observe the month of November as National Children's Month and undertake projects in the observance thereafter. Focal Point of GAD programs.

Section 49. **PARTICIPATION OF WOMEN IN LOCAL GOVERNANCE.** To widen and enhance the participation of women in local government decision-making and administration, the Provincial Government of Batangas shall ensure the participation of women in the Provincial Government, The Provincial Development Council and all local special bodies.

Women representatives in local special bodies shall be elected among the accredited women’s organizations in the province as a concrete manifestation of women’s potential in formulation and planning of local development programs.

Section 50. **CREATION OF THE PROVINTIAL COMMITTEE ON GENDER AND DEVELOPMENT (PCGAD).** The Provincial Committee on Gender and Development (PCGAD) shall serve as the Focal Point of GAD programs.

50. 1 The PCGAD shall be composed of the following:

- Co-Chairperson
- Sangguniang Panlalawigan, Chairperson of the Committee on Women and Family
- Vice-Chairperson/Secretariat- PGDH, PSWDO
- Members
- Provincial Planning and Development Coordinator
- Provincial Health Officer
- Provincial Agriculturist
- Provincial Tourism, Culture and Arts Officer
- Provincial Assistance for community Development Officer
- Provincial Legal Officer
- Provincial Cooperative, Livelihood and Enterprise Development officer
- Provincial Accountant
- Provincial Treasurer
- PGDH, PGENRO
- PGDH, PEO
- Provincial Director, DILG
- Provincial Director, PNP
- Provincial Director, DOLE
- Division Superintendent, DEPED
- Batangas State University GAD Focal Person
- PIA Provincial In-Charge Provincial Director, TESDA
- Provincial Women Coordinating Council, President

50.2 THE PCGAD shall be tasked with the following:

- a. Catalyze, coordinate, provide direction, monitor and serve as technical adviser on programs/projects on women/gender and development concerns within the province;
- b. Review the mandated tasks of the LGU as per RA 7192 (Women in Development and Nation Building Act) and other Presidential Directives on the course of action to be taken;
- c. Conduct a Gender-Responsive Planning Workshop;
- d. Make a Comprehensive and Integrated Plan and Program for women in the province and ensure the implementation thereof;
- e. Establish a data bank unit;
- f. Facilitate a trainers’ training on GAD;
- g. Ensure that GAD Activities of the LGU are replicated at the barangay level;
- h. Guarantee that all provincial government department ad agencies in the province of batangas are to designate GAD Focal Persons and shall review all the regulations, circulars, issuances and procedures to remove gender inequality;

50.3 GFPS EXECUTIVE COMMITTEE, the function are as follows:

- 1. Provide policy advice to the provincial Governor, to support and strengthen the PCGAD and the Province’s gender mainstreaming efforts;
- 2. Direct the identification of GAD strategies, PPA and targets based on the results of gender analysis and gender assessment, taking into account the identified priorities of the Provincial Government and the gender issues and concerns faced by its constituents and employees;
- 3. Ensure the timely submission of the GAD plan and budget, GAD accomplishment report and other GAD related reports to the DILG which shall be consolidated for submission to the Provincial Commission on Women and appropriate oversight agencies;
- 4. Ensure effective and efficient implementation of the GAD PPA and the judicious utilization of the GAD budget;
- 5. Build and strengthen the partnership of the Provincial Government with concerned stakeholders
- 6. Recommended awards and/or incentives to recognize outstanding GAD PPA’s or individuals who made exemplary contributions to GAD PPAS or individuals who made exemplary contributions to GAD

50.4 THE PGDH of the PSWDO shall act as Focal Point Officer of the Province and shall have the following functions:

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

50.5 THE SECRETARIAT OF THE PCGAD shall have the following functions:

- a. Document matters taken up in the PCGAD during seminars, workshops and meetings; and
- b. Prepare and furnish the official minutes of meetings of the PCGAD signed by the Presiding Officer.

50.6 THE TECHNICAL WORKING GROUP (TWG). Each member of office/agency shall designate a permanent focal person with a position not lower than a Division Chief to represent his office in the TWG. The designated focal person shall serve as a Resource Person for capability building activities of the different Local Councils and Local GAD focal points.

A. Composition of the TWG

- Chairperson -Provincial Social welfare and Development Officer
- Secretariat -Provincial Social Welfare and Development Office Committee on Women and Family
- Members
 - Office of the Provincial Governor Provincial
 - Planning and Development Office
 - Provincial Human Resource and Management Office
 - Provincial Budget Office
 - Provincial Treasurer’s office
 - Provincial Accounting Office
 - Provincial Health Office
 - Provincial Cooperative Livelihood and Enterprise Development office
 - Provincial Agriculture Office
 - Provincial Tourism, Culture and Arts Office
 - DILG Provincial Office
 - Representative from Batangas State University

B. Function of the TWG.

- 1. Facilitate the gender mainstreaming efforts of the LGU through the GAD planning and budgeting process;
- 2. Formulate the Provincial Government GAD Plan and Budget (GPB) in response to the gender gaps and issues faced by their constituents including their women and men employees;

- 3. 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 PHRMO on the Development and Implementation of a capacity development program on GAD for its employees, as necessary;
- 4. Coordinate with the various units/offices of the Provincial Government and ensure their meaningful participation in strategic and annual planning exercises on GAD including the preparation, consolidation and submission on GPBs;
- 5. Lead the conduct of Advocacy activities and the development of information, education and communications (IEC) materials to ensure critical support of local elected officials, department heads and staff, and relevant stakeholders to the GFPS and to gender mainstreaming;
- 6. Monitor the implementation of GAD-related PPAS and suggest corrective measures to improve their implementation;
- 7. Prepare and consolidate Provincial GAD Accomplishment Reports and other GAD-related Reports and other GAD-related Report; and
- 8. Provide regular updates and recommendations to the Provincial Governor or PCGAD ExeCom regarding the activities and the progress of the Province in gender mainstreaming based on feedback and reports of concerned Provincial offices/Units, stakeholders and constituents.

50.7 Monitoring and evaluation Team, a sub-committee of the TWG.

A. its composition shall be the following:

- Chairperson - Provincial Planning and Development Office
- Members
 - Provincial Social welfare and Development office
 - Provincial Human Resource and Management office
 - Provincial Budget office
 - DILG Provincial Office
 - Representative from Local Chief Executive
 - Representative from Women’s Organization
 - Representative from Academe

B. Functions of the Monitoring and evaluation team:

- 1. Monitor the implementation of the Annual GAD Plan and Budget and assess the status of the Provincial Government’s institutional mechanism on gender mainstreaming annually;
- 2. Coordinate with the different offices and committee including the Local Project Committee, where existent and facilitate the participation if stakeholders such as women and men constituents and program/project beneficiaries by consulting them and documenting their feedback/lessons learned and insights in the evaluation report;
- 3. Recommended the results of the monitoring and evaluation to serve as inputs to local policy-making and planning including GAD planning, programming, budgeting and implementation.
- 4. Prepare annual status report on the institutional mechanism for gender mainstreaming and submit these to the DILG Regional Office for consolidation.

50.8 The Provincial Committee on Anti-Trafficking and Violence Against Women and their Children of the (PCAT-VAWC) Province of Batangas, id hereby created:

A. Composition

- Chairperson - Provincial Governor on his duly authorized representative
- Vice-Chairperson - Provincial Prosecutor, Department of Justice
- Members
 - Provincial Planning and Development Coordinator
 - Provincial Social Welfare and Development Officer
 - Provincial Health Officer
 - Sangguniang Panlalawigan, Chairperson of the Committee on Women and Family
 - Provincial Public Employment and Services Officer (PESO)
 - Provincial Legal Officer
 - Provincial Director, DILG

- Schools Superintendent, DepEd Division of Batangas
- Field Officer Director, Civil Service Commission
- Provincial Director PNP
- Representative, Philippine Ports Authority
- Representative, National Bureau of Investigation (NBI)
- Representative, Criminal Investigation and Detection Group (CIDG)
- Representative, Batangas Medical Center at least three (03) NGO Representative

B. Function

1. Institute policies and programs to protect women and children who are victims of trafficking and violence;
2. Create and establish systems on surveillance, investigation and rescue to ensure effective and efficient coordination with the proper authorities;
3. Undertake information, education and advocacy campaign against trafficking in Persons and VAWC;
4. Monitor and oversee the strict implementation of RA 9208, RA 9262 and other related laws for the Protection of women and children, and of the IACAT and IACVAWC National Plans of Action.

50.9 For the purpose of institutionalizing the Provincial Council on Gender and Development an amount of FIVE HUNDRED THOUSAND PESOS (500,000.00) shall be appropriated and taken from the Annual Development Fund of the Province and the year thereafter.

a. All formulated plans and programs on Gender Development approved by the local chief executive including women and children will be funded from the Annual Development Fund pursuant to Section 12 rule V of RA 7192;

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

50.10 To effectively carry out the functions of the PCGAD and to ensure implementation of the Provisions of this code, the following committees may be created:

- a. Anti-Discrimination Monitoring Committee
- b. other committees that the PCGAD deems necessary

Section 51. **STRENGTHENING THE PROVINCIAL LOCAL COUNCIL OF WOMEN.**

The Provincial Local Council of Women shall be organized in the province which shall be composed of accredited women's organizations existing in the province.

Section 52. **PROVINCIAL CENTER FOR WOMEN.** Incorporating Provincial Ordinance No. 010 YEAR 2003 An ordinance creating the Provincial Center for Women (Tanglaw ng Batangan) providing funds therefor and for other purposes.

Section 53. **WOMEN COORDINATING COUNCIL.** Incorporating the Provincial Ordinance No. 09 YEAR 2000 An ordinance creating the Women Coordinating Council in the Province of Batangas, providing funds therefor, and for other purposes.

Section 54. **ORGANIZATION OF WOMEN WITH DISABILITY.** The Provincial Government in collaboration with the Provincial Social Welfare Development officer shall encourage and support the organization of women with disability in the Province to give focus on and facilitate response to their special needs.

Section 55. **ORGANIZATION OF WOMEN SENIOR CITIZENS.** The Provincial Government's Office of the Senior Citizen's Affairs shall encourage and support the organization of elderly women in collaboration with the Provincial Senior Citizen's Affairs (POSCA) to give special focus on and facilitate response to their special needs.

The Provincial Office for Senior Citizens Affair (POSCA) in coordination with PSWDO shall lead the organization of women senior citizens in the province. Their specific issues and concerns shall be addressed through programs and services that are incorporated in the Annual Investment Plan.

Section 56. **WOMEN'S SUMMIT.** The Provincial government through the Provincial Local Council of Women shall hold and convene a Provincial Women's Summit at least once every year to renew women's recommendations for actions thereon.

Section 57. **SUPPORT PROGRAMS TO SURVIVORS OF VIOLENCE.** The Provincial Government of Batangas shall provide immediate support services to survivors of violence. Support Services shall consist of the following but not limited to legal, medical, psychosocial, shelter and other forms of support services. The support services shall be provided by the Provincial Health Office, and other related agencies as provided in implementing Rules and Regulations of the Code.

Section 58. **PSYCHOLOGICAL PROGRAM.** Women and children who are survivors of all forms of violence shall be registered in Psychosocial programs which shall be carried out by the Provincial Social Welfare and Development Office, Batangan GAD Resource Center, Provincial Health Office, and other related agencies as provided in Implementing Rules and Regulations of the Code.

Section 59. **ROLE OF FEMALE POLICE OFFICER.** Complaints of battering and other forms of abuse against women and children shall be handled by female officers in the local police who shall undergo special courses on handling cases affecting abused women, and whose character and credibility do not violate the accepted ethical standards in handling such cases.

Section 60. **CRISIS INTERVENTION CENTER.** A crisis intervention center is hereby established to serve as temporary shelter with appropriate support services for women and children in crisis under the management and supervision of the provincial Social Welfare and Development Office.

Section 61. **SUPPORT SERVICES FOR WOMEN IN THE ENTERTAINMENT INDUSTRY.** The Provincial Government shall provide socio-economic support services for women in the entertainment industry in its desire to concretely respond to their practical needs. The PSWDO, PCLEDO and PESO shall make available sources of income and livelihood to women engaged in entertainment industry or places of amusement.

Section 62. **CONTINUING EDUCATION AGAINST SEXUAL HARASSMENT.** To foster a culture against sexual harassment, all government or private agencies and offices within the jurisdiction of the municipal/city shall conduct a continuing education against sexual harassment.

For this purpose the Provincial Local Council of Women and the Provincial Labor-Management Council shall work together to ensure that:

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

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

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

Section 63. **SUPPORT AND DEVELOPMENT OF DAY CARE CENTERS.**

The Provincial government of Batangas shall ensure that day care centers are set-up in all barangays. Day care centers existing in the barangays shall be responsive to the need of the community to provide childcare assistance to parents in order that they may be able to engage in economically productive activities. For this purpose, day care centers shall give priority to children aged 3-4 years old.

Section 64. **ESTABLISHMENT OF CHILD MINDING CENTER.**

All government and private companies shall establish child minding centers within their premises to provide custodial care to minor children of employees.

Section 65. **LEGAL EDUCATION AND COUNSELING.**

The Provincial Legal Officer

65.1 undertake legal education and training for community leaders. Barangay officials and members of the Lupong Tagapamayapa on Legal counseling and arbitration to capacitate community workers to facilitate resolution of cases and family conflicts at barangay level in coordination with the City/Municipal Social Welfare and Development Office and concerned Government Organization (GOs).

65.2 Undertake a special para-legal training on gender issues and related for Punong Barangay and Barangay Kagawad for all barangays in the Cities/Municipalities in partnership with the Liga ng mga Barangay and other non-government organizations.

Section 66. **MEDICO LEGAL DESK FOR WOMEN AND WOMEN AND CHILD PROTECTION UNIT (WCPU).** The Provincial Health Officer and the chief of District Hospital shall create a medico legal desk for women to attend to women’s special medical needs.

Section 67. **SUPPORT FUND FOR THE SENIOR CITIZENS AFFAIRS.**
The Provincial Government shall allocate funds for livelihood assistance, routine physical checkup, social group work programs and other appropriate socio-economic activities for the senior citizens.

Section 68. **SUPPORT TO PERSONS IN DETENTION.**
The rights of all detainees shall be protected as follows:

- 68.1 Speedy trial of the cases shall be ensured by all concerned;
- 68.2 An appropriate program shall be designed to respond to their specific needs and problems as detainees; and
- 68.3 Separate structure, space for detention and rehabilitation for women and men shall be established.

Section 69. **BATANGAN GAD RESOURCE CENTER.**

The Batangan GAD Resource Center (GRC) shall be a one-stop facility that shall provide technical and material resources and shall consist of a pool of highly trained and motivated gender trainers, researchers and advocates from the academe, government agencies and non-government organizations. It shall be backstopped by a provincial network of gender trainers. The establishment of the GRC shall build the capacity of LGU’s and academic institutions in gender planning and gender formulation and shall ensure the sustainability of GAD programs and projects in government.

CHAPTER II
MISCELLANEOUS AND PENAL PROVISIONS

ARTICLE I
PROTECTION AGAINST VIOLENCE AND DISCRIMINATION OR ABUSE

Section 70. **SEXUAL ABUSE.**
Sexual abuse shall include but is not limited to the following:

- 70.1 When a man inserts or attempts to insert his penis into the mouth or anus of a woman against her will or under any of the following situations, through force, threat or intimidation by means of abuse of authority or relationship when the offended party is deprive of reason or otherwise unconscious.
- 70.2 When an offended party is below 12 years old even though none of the above circumstances is present;
- 70.3 When a person inserts or attempt to insert part of his or her body other than the sexual organ or introduces any object or instrument into the genital or anus of a woman against her will or under any of the situations stated in paragraph number 1 above.
- 70.4 When a person subjects another to have sexual intercourse with an animal under any of the circumstances stated in the paragraph on through any abnormal, unusual or ignominious sexual act.
- 70.5 Any intentional contact however slight of one’s penis to the genital, mouth, breast or anus of a women 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.

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

Section 71. **PHYSICAL VIOLENCE.** Any intentional act that causes physical harm or hurt to the victim.

Section 72. **PSYCHOLOGICAL/EMOTIONAL VIOLENCE.**

Any intentional act that offered or cause harm or hurt-in the feelings of the victim such as but not limited to the following:

- 72.1 Threats of suicide if the victim will not give in to the demands of the offender;
- 72.2 Threats of harm against the victim of her family;
- 72.3 Punching, breaking or defacing or otherwise destroying the house or any part thereof of the personal belongings of the victims.
- 72.4 Threatening to kidnap the children or to take them to a foreign country
- 72.5 Threatening to take the victim's children away
- 72.6 Threatening deportation of the victim with foreign citizenship
- 72.7 Forcing the victim to do things he/she considers as dehumanizing or degrading.
- 72.8 Controlling the victims lawful or usual activities
- 72.9 Use of Fault and insulting words, language, or statement against a woman
- 72.10 Threats of abandonment and expression such as forcing the woman to leave the conjugal dwelling
- 72.11 Shouting invectives against the victims and other forms of verbal abuse.

Section 73. **ECONOMIC VIOLENCE.**

This includes depriving the victim of economic resources or their generation and mobilization, so as to create forced dependence and submissiveness to the offender.

Section 74. **BATTERING.** This refers to a series of sexual physical psychological/emotional or economic abuse constituting a repeated cyclic pattern as means of intimidation and imposition of the batterer's will and control over another.

Section 75. **DOMESTIC VIOLENCE AND SEX TRAFFICKING.** Any of the acts defined under section 70 to 74 above all constitute domestic violence when the offender or perpetrator is a member of a family Of the victim or offended party within the fourth civil degree of consanguinity or affinity; provided, however that in case the violence committed is between persons living as husband and wife, parent and child or between persons with common child/children whether living together or not, the violence committed shall be deemed as domestic violence regardless of legitimacy of the relationship between them.

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

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

Section 76. **SOLICITATION.** It is unlawful for any person to solicit a woman's service for sexual purposes regardless of whether the solicitor-profits or not from such acts. Penalty for the commission of these acts, shall be dependent to the prevailing laws and regulations.

Section 77. **OTHER FORMS OF TRAFFICKING IN WOMEN.** Any person or agency who encourages, influences or recruits for work abroad or locally for a particular job on a promise of a fee instead, forced and deceived to engage in prostitution domestic help or other odd jobs shall be prosecuted and penalized in accordance with RA 6955 (Anti-Mail Order Bride Act), RA 10906 (Anti-Mail Order Spouse Act), RA 9208 (Anti-Trafficking in Persons Act of 2003) and RA 10364 (Expanded Anti-Trafficking in Persons Act of 2012).

Section 78. **SEXUAL HARASSMENT.** Other than the acts defined as constitutive of sexual harassment under RA 7877, the following shall constitute sexual harassment punishable under this ordinance, some of which are covered by the Revised Penal Code under Acts of Lasciviousness.

78.1 Persistent telling of offensive jokes or other analogous statements despite having been previously requested to refrain from doing so;

78.2 Taunting a person with constant talk about sex and sexual innuendoes;

78.3 Displaying offensive or loud pictures and publications in the workplace;

78.4 Interrogating someone about their sexual activities or private life except on physical or examination purposes;

78.5 Making offensive hand or body gestures at someone;

78.6 Repeatedly asking for dates despite verbal rejection;

78.7 Staring or leering maliciously;

78.8 Touching, pinching or brushing up against someone's body unnecessarily or deliberately;

78.9 Kissing or embracing someone against her will;

78.10 Requesting sexual favors in exchange for a good grade obtaining a good job, promotion;

78.11 Cursing, whistling, or calling a woman in public with words having dirty connotations or implications which ridicules humiliates or embarrasses the woman, such as "puta", "peste", "puñeta", etc.

78.12 Any other necessary acts during physical examinations;

78.13 Requiring a woman to wear suggestive or provocative attire during interviews, such as on job hiring, promotions.

Section 79. **OTHER PROHIBITED ACTS.**

The following acts are hereby declared prohibited:

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

79.2 indecent Shows. Public staging of indecent shows or shows offensive to the sensibilities of the public or tends to corrupt the morality of the youth.

Section 80. **COMMODIFICATION OF WOMEN.**

Any activity or form of beauty contest which tends to commodify, abuse, humiliate or treat women as sex objects shall be strictly prohibited within the territorial jurisdiction of the Province of Batangas. For this purpose, the staging of Beauty Contests shall be permitted if it showcases not only the physical beauty of a person but also her talents and abilities.

For this purpose, the Provincial Committee on Gender and Development are hereby mandated to jointly draw up and promulgate the guidelines that shall be adhered to in the conduct of staging or shows, on beauty contests involving women and children.

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

A. for business organizations- cancellation of business permit or a fine of not less than P1,000.00 but not more than P2,500 or as prescribe in the implementing rules and regulations.

B. for representatives of agencies, departments or local government units-suspension for one month without pay or a fine not less than P1,000.00 but not more than P2,000.00 or others as maybe prescribed in implementing rules and

C. for educational institution, charity or welfare organizations – a fine as maybe prescribed in the implementing rules and regulations.

Section 81. **FORCED MARRIAGE.**

No woman shall be forced to marry without her consent, any person committing fraudulent or coercive acts to effect a forced marriage Violations of this provisions as defined in this code shall cover the penalty prescribed in Section 100 General Penalty. However, the customs and traditions of the indigenous people shall be taken into consideration and duly respected.

Section 82. **HUSBAND AND WIFE BATTERING.**

Husband and wife battering shall be punishable and other forms of battering as defined in this code shall be covered by the penalty prescribed in Section 100 General penalty.

Section 83. **DISCRIMINATION AGAINST THE LGBT.**

Shall be governed by Provincial Ordinance No. 005 Year 2015 entitled an ordinance prohibiting discrimination on sexual orientation, gender identification and gender expression for Lesbian, Gay, Bi-Sexual, Transgender (LGBT) in the Province of Batangas.

Section 84. **FUND RAISING INITIATIVES.** Fund raising initiatives refers to any activity whether in whole or in part, integrated in any raffle draw, benefit or disco dance or any similar fund raising undertaking where women are used as donor prize, substitute for cash prizes won, a companion package for an award, prize or recognition or any manner, activity come-on display or exhibit which depicts a woman as central, partial or special focus in order to raise funds. Violations of this provision as defined in this code shall cover the penalty prescribed in Section 100 General Penalty.

ARTICLE II
LABOR AND EMPLOYMENT

SCETION 85. **EQUAL ACCESS TO JOB TRAINING AND PROMOTION.**

No woman shall be depOrived of job training and promotion on account of her gender, age, ethnicity, cruel religion and cruel status.

Violation by private employers shall constitute a fine of P2,500.00 and cancellation of Business Permit or as prescribed by the Court.

A government unit or agency head of office that violates this provision shall be heal liable through a penalty of one month suspension or a fine of P1,000.00 or as prescribed by the prevailing rules and regulations.

Section 86. **WAGE BENEFITS FOR WOMEN.** Employers shall comply with the minimum wage requirement as stipulated by the Regional Wage Board or passed by Congress and shall grant all the grant all the benefits to all women employees such as maternity leave, retirement, termination and other benefits provided by Law.

Section 87. **REPRODUCTIVE HEALTH SERVICES.**

Establishments within the Province of Batangas as well as Labor intensive establishment shall provide access to reproductive health services to workers regardless of sex and civil status as a manifestation of concern for women’s role ion social production.

Cancellation of business permit or li8cense to operate shall be recommended for imposition by the LGU concerned and or a fine of P2,500.00 shall constitute the penalty for violation of this provision.

Section 88. **GENDER-SENSITIVE PHYSICAL PLAN.** A physical plan appropriate for gender sensitivity shall be adopted by all offices, agencies and establishments will shall help prevent sexual harassment in the workplace.

ARTICLE III
WOMEN IN THE ENTERTAINMENT INDUSTRY

Section 90. **WORKERS IN ENTERTAINMENT INDUSTRY.** Women in the entertainment industry shall be recognized as wage earners, and they shall receive minimum wages and benefits afforded to workers and shall render services only in the place of work as specified in the business permit of the establishment concerned.

Violation shall be subject to a fine P2,500.00 or cancellation of business permit or both at the discretion of the court.

ARTICLE IV
HEALTH RIGHT

SECTION 91. SOCIALIZED REPRODUCTIVE HEALTH SERVICES FOR ALL HOSPITALS.

No hospital in the Province of Batangas shall deny a woman, living below the poverty line, of reproductive health services. Certificates of indigency shall be issued by the Barangay Captain. In case of emergency, a social worker or any authorized personnel shall be designated to conduct a rapid appraisal of the socio-economic status of the patient for admission purposes.

Non-compliance to the administration of this provision shall be penalized by a fine of P2,500.00.

ARTICLE V
SOCIO ECONOMIC BENEFIT FOR WOMEN

Section 92. BANKS. FINANCIAL INSTITUTION AND COOPERATIVE SUPPORT SYSTEM.

All Banks, financial institutions and cooperatives are encouraged to open special windows for lending to women including young women who lack access to traditional sources of collateral. This process ensures and protects the economic rights of women.

ARTICLE VI
DIFFERENTLY- ABLED PERSONS

Section 93. PROVINCIAL LOCAL SANCTION ON CASES OF HARASSMENT COMMITTED AGAINST PERSONS WITH DISABILITY.

The Provincial Government, through the Provincial Council for the Persons with Disabilities shall formulate sanctions on cases of harassment committed against persons with disability.

The creation of the Provincial Council for the Persons with Disabilities is pursuant to Provincial Ordinance no. 002 Year 2011 entitled an ordinance creating the Provincial Council for the Persons with Disabilities in the Province of Batangas, prescribing its powers and functions and providing therefor.

ARTICLE VII
WOMEN AND CHILDREN

Section 94. SUPPORT TO WOMEN AND CHILDREN.

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

ARTICLE VIII
PROMOTION OF WOMEN FRIENDLY TECHNOLOGIES

Section 95. The Provincial Government, thru the Provincial Agriculture office, establish women friendly technology center for rural women and access to science.

ARTICLE IX
GENDER AND DEVELOPMENT TRAINING.

Section 96. GENDER AND DEVELOPMENT ORIENTATION TRAINING.

All schools, offices, establishments or companies, department and agencies including Provincial, City, Municipal and Barangay Officials shall initiate gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender issues and concerns. Likewise, schools, colleges and universities shall develop assessment tools for gender-bias.

Non-compliance of this provision shall require the concerned head of office/agency or officer in charge to pay a fine of P2,000.00 and issuance of warning by the Provincial Committee on Gender and Development (PCGAD).

CHAPTER III
PROVISIONS FOR IMPLEMENTATION

Section 97. THE BATANGAS GENDER AND DEVELOPMENT RESOUCCE CENTER.

The Batangan GAD Resource Center is duly created by virtue of this ordinance which shall be under the Provincial Social Welfare and Development Office.

Section 98. FUNCTIONS OF GAD RESOURCE CENTER.

The GAD Resource Center shall as the lead convenor of the PCGAD. For this purpose, it shall:

- a. coordinate with the different NGAs, PGAs, LGUs and private sector;
- b. Provide administrative and technical assistance to the PCGAD;
- c. Mobilize various sectors for gender program in relation to GAD;
- d. Design capability building programs in relation to GAD;
- e. Conduct advocacy programs in relation to GAD;
- f. Provide assistance to women and children in especially difficult circumstances; and
- g. Evaluate and monitor the GAD program of the province.

Section 99. IMPLEMENTING RULES AND REGULATIONS.

The PCGAD shall promulgate the rules and regulations to carry out the provisions of this ordinance.

A Technical Working Committee shall be formed for effective and efficient formulation of the Implementing Rules and Regulations.

The Technical Working Committee shall be composed of the following:

- | | |
|------------------|--|
| Chairperson | -Provincial Social Welfare and Development Office |
| Vice-Chairperson | -Provincial Legal Office |
| Member | - Sangguniang Panlalawigan, Chairperson, Committee on Women and Family |
| | -Provincial Director, DILG |
| | -One (1) NGO representative |

ARTICLE IV
FINAL PROVISIONS

Section 100. PENALTY.

1. the penalty for violation of any provisions of this Code, which is not penalized elsewhere in other Sections of this Code or in a national law, shall be upon conviction by the proper court, an imprisonment of six (6) months to one (1) year and/or a fine ranging from One Thousand Pesos (1,000.00) to Five Thousand Pesos (PH5,000.00) shall be imposed.

2. penalty imposed by the Revised Penal Code and national Laws shall be the primary source of penalty and sanctions for Sections 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81 and 82

Section 101. All Local GAD code inconsistent with any provisions of this Ordinance shall be invalid or modified accordingly.

Section 102. **REPEALING CLAUSE.** All ordinances, resolution, executive orders, rules and regulations inconsistent with the provisions of this CODE are hereby repealed and modified accordingly.

Section 103. **SEPARABILTY CLAUSE.** If for any reason, any portion or provision of this Code is declared unconstitutional or invalid, the other sections or provision hereof which are not affected thereby shall continue to be full force and effect.

Section 104. **SUPPLEMENTARY CLAUSE.** On matters not provided for in this code, any existing applicable laws and their corresponding Implementing Rules, Executive Orders and relevant issuances issued therefore shall apply in a supplemental manner.

Section 105. **EFFECTIVITY CLAUSE.** This code shall take effect upon compliance of the mandatory posting and publication requirement prescribed under RA 7160 otherwise known as the Local Government Code of 1991.

