



REPUBLIC OF THE PHILIPPINES
 PROVINCE OF BULACAN
 MUNICIPALITY OF PULILAN



OFFICE OF THE SANGGUNIANG BAYAN

EXCERPT FROM THE MINUTES OF THE SPECIAL SESSION NO. 01 OF THE 11TH SANGGUNIANG BAYAN OF PULILAN, BULACAN HELD AT HONORATO "ATO" AGUIRRE HALL, PULILAN, BULACAN ON APRIL 14, 2023

PRESENT:

HON. ROLANDO S. PERALTA JR.	Municipal Vice Mayor and Presiding Officer
HON. GILBERT S. MUÑOZ	SB Member
HON. ZANDRO C. HIPOLITO	SB Member
HON. PETER JOHN T. DIONISIO	SB Member
HON. FRANCISCO DJ. CRUZ JR.	SB Member
HON. RODOLFO E. ARCEO	SB Member
HON. ROLANDO G. PAYUMO	SB Member
HON. JOHN J. NETHERCOTT	SB Member
HON. REYNALDO J. CLEMENTE JR.	SB Member
HON. DENNIS M. CRUZ	President - Liga ng mga Barangay
HON. JULIUS H. TAYAO	President - SK Pederasyon

ABSENT:

NONE

MUNICIPAL ORDINANCE NO. 11-06-2023

AN ORDINANCE ENACTING THE REVISED GENDER AND DEVELOPMENT CODE OF THE MUNICIPALITY OF PULILAN OF 2023

Sponsored by: Hon. Peter John T. Dionisio
 Hon. Reynaldo J. Clemente Jr.
 Hon. Julius H. Tayao

WHEREAS, the United Nation's Universal Declaration of Human Rights states that all human beings are born free and equal in dignity and rights, and that everyone is entitled to all the rights and freedoms set forth in the declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status;

WHEREAS, the 1987 Philippine Constitution, Article 11 Section 14 states that "the State recognizes the role of women in nation-building and shall ensure the fundamental equality before the law of women and men";

WHEREAS, Section 2 of R.A. 9710 declares that the economic, political, and sociocultural realities affect women's current condition, and the State affirms the role of women in nation building and ensures the substantive equality of women and men. It shall promote empowerment of women and pursue equal opportunities for women and men, and ensure equal access to resources and to development results and outcome. Further, the State realizes that equality of men and women entails the abolition of the unequal structures and practices that perpetuate discrimination and inequality;

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WHEREAS, Section 447 of the Local Government Code of 1991 states that the Sangguniang Bayan, as the legislative body of the municipality, shall enact ordinances, approve resolutions and appropriate funds for the general welfare of the municipality and its inhabitants;

WHEREAS, the Municipal Government of Pulilan recognizes the importance of gender equality as a vital aspect in the sustainable development and growth of the community, thus it supports the promotion of equal rights, responsibilities and opportunities for all regardless of whether one is born male or female;

NOW THEREFORE, be it ordained by the Sangguniang Bayan of Pulilan duly assembled, that:

CHAPTER 1

ARTICLE I

TITLE, SCOPE, DECLARATION OF PRINCIPLES AND POLICIES, GAD LEGAL BASIS AND MANDATES

SECTION 1. TITLE. This Ordinance shall be known and cited as the "*Pulilan GAD Code of 2023*", hereinafter referred to as the Code.

SECTION 2. DECLARATION OF PRINCIPLES AND POLICIES. It shall be the policy of the Municipal Government of Pulilan that in pursuit of development that is empowering people-centered, just and sustainable, the municipality shall embody the principles of gender and development. As such, women's empowerment and gender equality shall be integrated in all their development efforts.

It shall also be the policy of the Municipal Government to uphold the rights of women and the belief in their worth and dignity as human beings. Women shall be recognized as full and equal partners of men in development and nation building and men shall share equally with all forms of productive and reproductive activities.

The Municipality of Pulilan Gender and Development Code of 2023 is aimed at mainstreaming women's concern, ensuring the fundamental equality before the law of men and women, opening wider arena for their active participatory role in the development process, and providing women rights and opportunities equal to that of men.

It shall pursue and implement gender responsive development policies, design and integrate gender and development support systems, taking into consideration women's immediate economic survival and support for their efforts of empowerment and self-determination, and to adopt and implement measures to protect and promote women's rights.

SECTION 3. LEGAL BASIS.

a. International Commitments:

1. UN Convention on the Elimination of All Forms of Discrimination Against Women (UN-CEDAW) or the International Bill of Rights for Women which calls for gender equality in all fields (civil and political spheres, economic, social, cultural and family life), affirmative action for women and protection of women from violence;
2. The Beijing Platform for Action (BPA) which calls for action on 12 areas of concern affecting women, namely (1) women and poverty; (2) education and training of women; (3) women and health; (4) violence against women; (5) women and armed conflict; (6) women and the

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ROLAN O.G. PANTOMO

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economy; (7) women in power and decision-making; (8) institutional mechanisms for the advancement of women; (9) human rights of women; (10) women and media; (11) women and the environment; and (12) the girl child. It also seeks to remove obstacles to women's full and equal participation in all spheres of life, protects women's human rights and integrates women's concerns in all aspects of sustainable development;

3. Sustainable Development Goals provide a clear recognition that gender equality is important in achieving all of the development goals;

b. National Mandates:

1. 1987 Constitution of the Republic of the Philippines:
 - i. Article II, Section 14 which states that "The State recognizes the role of women in nation-building and shall ensure the fundamental equality before the law of women and men;"
 - ii. Article XIII, Section 14 of the 1987 Constitution which recognizes women's maternal and economic role;
 - iii. Article XIII, Section 11 of the 1987 Constitution which recognizes women's special health needs;
2. RA 7160 or The Local Government Code of 1991 which mandates LGUs to promote the general welfare and provide basic services and facilities to their constituents.
3. RA 7192 or the Women in Development and Nation-Building Act which promotes the integration of women as full and equal partners of men in development and nation-building.
4. RA 9710 or The Magna Carta of Women, the comprehensive women's human rights law.
5. Section 28 of the General Appropriations Act (GAA) from 1995 to 2000 directing government entities to formulate a GAD plan, the cost of which shall not be less than five (5) percent of their yearly budget, otherwise known as the GAD budget.
6. Executive Order (EO) 273 which directs all government agencies to institutionalize GAD efforts in government by incorporating GAD concerns in their planning, programming and budgeting processes. It also mandates agencies to incorporate and reflect GAD concerns in their agency performance commitment contracts, annual budget proposals and work and financial plans.
7. Joint Circular 2012-01 of the PCW-NEDA-DBM or the Guidelines for the Preparation of Annual Gender and Development (GAD) Plans and Budgets and Accomplishment Reports to Implement the Magna Carta of Women.
8. PCW-DILG-DBM-NEDA Joint Memorandum Circular No. 2013-01 or the Guidelines on the Localization of the Magna Carta of Women.
9. Civil Service Commission Memorandum Circular No. 12, s. 2005 which encourages all heads of constitutional bodies, departments, bureaus, offices and agencies of the national government, local government units, state universities and colleges, government-owned and/or -controlled corporations the use of non-sexist language in all official documents, communications and issuances.
10. Philippine Plan for Gender-responsive Development (PPGD), 1995-2025 which envisions a society that promotes gender equality and women's

[Signatures]
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empowerment, and upholds human rights, among other development goals.

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

c. Other Statutes:

1. RA 6725 or the Act Strengthening the Prohibition on Discrimination Against Women with Respect to Terms and Conditions of Employment
2. RA 6955 or An Act to Declare Unlawful the Practice of Matching Filipino Women for Marriage to Foreign Nationals on a Mail-Order Basis and other Similar Practices Including the Advertisement, Publication, Printing or Distribution of Brochures, Fliers and Other Propaganda Materials
3. RA 7322 or the Act Increasing Maternity Benefits in Favor of Women Workers in the Private Sector
4. RA 7438 otherwise known as the Act Defining Certain Rights of Person Arrested, Detained or Under Custodial Investigation as Well as the Duties of the Arresting, Detaining and Investigating Officers, and Providing Penalties for Violations Thereof.
5. RA 7688 or An Act Giving Representation to Women in the Social Security Commission.
6. RA 7877 or the Act Declaring Sexual Harassment Unlawful in the Employment, Education, or Training Environment
7. RA 7882 or the Act Providing Assistance to Women Engaging in Micro and Cottage Business Enterprises
8. RA 8042 or the Migrant Workers and Overseas Filipinos Act of 1995
9. RA 8353 or the Anti-Rape Law of 1997
10. RA 8505 or the Rape Victim Assistance and Protection Act of 1998
11. RA 8972 or the Solo Parent's Welfare Act of 2000
12. RA 9208 or the Act to Institute Policies to Eliminate Trafficking in Persons Especially Women and Children, Establishing the Necessary Institutional Mechanisms for the Protection and Support of Trafficked Persons, Providing Penalties for its Violations and, for Other Purposes
13. RA 9262 or the Anti-Violence Against Women and their Children Act of 2004
14. RA 10354 or The Responsible Parenthood and Reproductive Health Act of 2012
15. RA 8551 or the Philippine National Police Reform and Organization Act of 1998
16. RA 6972 or the Act Establishing a Day Care Center in Every Barangay
17. RA 7600 which provides incentives to all government and private health institutions with rooming-in and breastfeeding practices.

d. Local Laws:

1. Municipal Ordinance No. 11-21-2022, Pulilan Children's Welfare Code
2. Municipal Ordinance No. 03-2018, LGBT-Gender Equality Ordinance of Pulilan.
3. Municipal Ordinance No. 28-2018, An Ordinance Adopting Republic Act No. 9710 or "The Magna Carta of Women".

[Signatures and names of Sangguniang Bayan members]
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4. Municipal Ordinance No. 22-2017, An Ordinance Institutionalizing a Drug-Free Workplace in the Municipal Government of Pulilan, Bulacan and Providing Sanctions for Violation Thereof.
5. Municipal Ordinance No. 21-2017, An Ordinance Instituting Measures to Counteract Bullying Committed Among Elementary Pupils and High School Students in the Municipality of Pulilan.
6. Municipal Ordinance No. 13-2017, An Ordinance Enjoining All Business Establishments, Investors and the Like to Hire a Minimum of 40% of their Workforce from Qualified and Bonafide Residents of the Municipality of Pulilan, Bulacan, Including PWDS and Senior Citizens.
7. Ordinance No. 08-2011, An Ordinance Adopting Republic Act No. 8972, More Commonly Known as the "Solo Parents' Welfare Act of 2000" An Act Providing for Benefits and Privileges to Solo Parents and their Children, Appropriating Funds Therefor and for Other Purposes.
8. Kautusang Bayan Blg. 03-2011, Kautusan na Nagtatakda at Sumasakop sa Pagtatayo at Pamamalakad ng mga Bahay Aliwan at Panlibangan sa Pulilan.

ARTICLE II
 DEFINITION OF TERMS

SECTION 4. DEFINITION OF TERMS. For purposes of this Code, the following terms shall mean:

- a. *Battering* – a series of physical, emotional and psychological abuse. It is a batterer's will control over the survivor's life.
- b. *Catcalling* – unwanted remarks directed towards a person, commonly done in the form of wolf-whistling and misogynistic, transphobic, homophobic, and sexist slurs
- c. *Commodification of Women* – is a practice, which puts women in subordinate 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.
- d. *Development* – is the improvement of the quality of life of all regardless of age, sex, gender, tribe, race, creed and religion. It is characterized by an enrichment of Filipino indigenous resources, sustainable utilization of the natural resources of the country and freedom from dependency. It is therefore, a sustained, equitable growth and balance ecology.
- e. *Differently-Abled Women* – are women survivors of physical impairments and have differentiated needs and potentials.
- f. *Discrimination against Women* – any distinction, exclusion or restriction made on the basis of sex which has purpose or effect of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of marital status.
- g. *Employee* – a person, who in exchange for remuneration, agrees to perform specified services for another person, whether natural or juridical, and whether private or public, who exercises fundamental control over the work, regardless of the term or duration of agreement: Provided, that for the purposes of this law, a person who is detailed to an entity under a subcontracting or secondment agreement shall be considered an employee.

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- h. *Employer* – a person who exercises control over an employee. Provided, that for the purpose of this Act, the status or conditions of the latter’s employment or engagement shall be disregarded
- i. *Feminization of Poverty* – a condition when gap between the rich and the poor widens and grassroots women bear the grunt as in economic instability and unequal distribution of wealth. Such gap reinforces non-response to both practical and strategic needs of grassroots women.
- j. *Gender* – is a set of characteristics, roles, and expectations attributed to women and men by society. It is a socially constructed difference between men and women, where differences are created artificially, partly through socialization and partly through positive and negative discrimination in the various institutions and structures of society.
- k. *Gender and Development (GAD)* – refer to the development perspective, which recognizes the equal contribution of women and men in all aspects/sectors of development. Such a perspective involves the process of searching for new innovative, which transform unequal gender relations into opportunities, which are equally/equitably beneficial to both men and women.
- l. *Gender-based online sexual harassment* – an online conduct targeted at a particular person that causes or likely to cause another mental, emotional or psychological distress, and fear of personal safety, sexual harassment acts including unwanted sexual remarks and comments, threats, uploading or sharing of one’s photos without consent, video and audio recordings, cyberstalking and online identity theft.
- m. *Gender Equality* – is the role required or expected of women and men as prescribed by society.
- n. *Gender identity and/or expression* – the personal sense of identity as characterized, among others, by manner of clothing, inclinations, and behavior in relation to masculine or feminine conventions. A person may have a male or female identity with physiological characteristics of the opposite sex in which case this person is considered transgender.
- o. *Gender Mainstreaming* – strategy of integrating gender and development concerns and issues at all levels of government undertaking.
- p. *Gender Perspective* – way of viewing issues and problems that take into consideration the different realities of women’s and men’s lives, and recognizing that there is an unequal relationship between the two.
- q. *Gender Sensitive* – having an understanding of the marginalized position of women and consciously challenging the attitudes and behavior that reinforce women’s subordinate status.
- r. *Gender Sensitization* – is an experiential and critical process of learning and unlearning by an individual, female or male, of the causes and effects of the culturally determined roles of women and men.
- s. *Other Places of Amusement* – include all other places of amusement not specifically enumerated or otherwise provided for in this Ordinance including but not limited to nightclubs or day clubs, cocktail lounge, super 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 films/movies, beach resorts and other places of amusement where one seeks admission to entertain himself by seeing or viewing or by direct participation.



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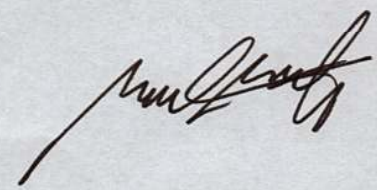

 GILBERT S. AMUNOZ



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- t. *Pornography* - is a written, graphic or other form of communications intended to excite lascivious feelings.
- u. *Prostitution* – is the sale, purchase and exchange of women and minors for sexual exploitation, cash, profit or other economic considerations by an individual, including but not limited to pimp, procurer of the service, parents, owners of establishments such as disco houses, bars, sauna baths, massage clinics, hotels and restaurants and any other persons who use various schemes to prostitute women and minors.
- v. *Public spaces* – streets and alleys, public parks, schools, buildings, malls, bars, restaurants, transportation terminals, public markets, spaces used as evacuation centers, government offices, public utility vehicles as well as private vehicles covered by app-based transport network services and other recreational spaces such as, but not limited to, cinema halls, theaters and spas.
- w. *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:
 - Maternal & child Health, Nutrition
 - Family Planning
 - Prevention and Treatment of Reproductive Tract Infection including STDs, HIV and AIDS
 - Prevention and Management of Abortion Complication
 - Education and Counseling on Sexuality and Sexual Health
 - Breast and reproductive Tract Cancers & other Gynecological conditions
 - Prevention and treatment of Infertility and sexual Disorders
 - Men's Reproductive Health
 - Adolescent Reproductive Health
 - Violence Against Women
- x. *Sexual Harassment* – 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 impliedly, directly or indirectly.
- y. *Stalking* – conduct directed at a person involving the repeated visual or physical proximity, non-consensual communication, or a combination thereof that cause or will likely cause a person to fear for one's own safety or the safety of others, or to suffer emotional distress.
- z. *Violence Against Women* – 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 act, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.

SECTION 5. ACRONYMS.

- a. BPLO – Business Permit and Licensing Office
- b. DOH – Department of Health
- c. DOLE – Department of Labor and Employment
- d. GAD – Gender and Development
- e. MHO – Municipal Health Office
- f. MSWDO – Municipal Social Welfare and Development Office
- g. PESO – Public Employment Service Office

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- h. POEA – Philippine Overseas Employment Administration
- i. RH – Reproductive Health
- j. SDD – Sex Dis-aggregated Data
- k. STD – Sexually Transmitted Disease
- l. VAW – Violence Against Women
- m. VAWC – Violence Against Women and Children
- n. WCD – Women and Children’s Desk

**CHAPTER 2
 DEVELOPMENT CONCERNS AND GAD INTERVENTIONS**

**ARTICLE I
 GENDER-BASED VIOLENCE**

SECTION 6. ADOPTION OF NATIONAL LAWS. In the effort of the Municipality of Pulilan to curb and eradicate gender-based violence in the municipality, the following shall be undertaken and enforced:

- a. RA 9262 or the Anti-Violence against Women and Their Children Act of 2004
 - 1. The law defines violence against women and their children as a public crime. It provides for the security of the woman-complainant and her children through the availment of the barangay, temporary or permanent protection orders. It also identifies the duties of barangay officials, law enforcers, prosecutors, court personnel, social welfare and health care providers and the LGUs to provide the necessary protection and support of VAWC victims.
 - 2. The Local Government Unit shall promote the protection and safety of victims of violence against women and their children.
 - 3. The crime of violence against women and their children is committed through any of the following acts:
 - i. Causing physical harm to the woman or her child;
 - ii. Threatening to cause the woman or her child physical harm;
 - iii. Attempting to cause the woman or her child physical harm;
 - iv. Placing the woman or her child in fear of imminent physical harm;
 - v. Attempting to compel or compelling the woman or her child to engage in conduct which the woman or her child has the right to desist from or to desist from conduct which the woman or her child has the right to engage in, or attempting to restrict or restricting the woman’s or her child’s freedom of movement or conduct by force or threat of force, physical or other harm or threat of physical or other harm, or intimidation directed against the woman or her child
 - vi. Inflicting or threatening to inflict physical harm on oneself for the purpose of controlling her actions or decisions;
 - vii. Causing or attempting to cause the woman or her child to engage in any sexual activity which does not constitute rape, by force or threat of force, physical harm, or through intimidation directed against the woman or her child or her/his immediate family;
 - viii. Engaging in purposeful, knowing, or reckless conduct, personally or through another, that alarms or causes substantial emotional or psychological distress to the woman or her child.

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ix. Causing mental or emotional anguish, public ridicule or humiliation to the woman or her child, including, but not limited to, repeated verbal and emotional abuse, and denial of financial support or custody of minor children or denial of access to the woman's child/ children.

b. RA 8353 or the Anti-Rape Law of 1997

The commission of rape is defined as follows:

1. By a man who shall have carnal knowledge of a woman under any of the following circumstances:
 - a. Through force, threat or intimidation;
 - b. When the offended party is deprived of reason or otherwise unconscious;
 - c. By means of fraudulent machination or grave abuse of authority; and
 - d. When the offended party is under twelve (12) years of age or is demented, even though none of the circumstances mentioned above be present.
2. By any person who, under any of the circumstances mentioned in paragraph 1 hereof, shall commit 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.

c. RA 9208 or the Anti Trafficking in Persons Act of 2003

It shall be unlawful for any person, natural or juridical, to commit any of the following acts:

1. To recruit, transport, transfer, harbor, provide or receive a person by any means, including those done under the pretext of domestic or overseas employment or training or apprenticeship, for the purpose of prostitution, pornography, sexual exploitation, forced labor, slavery, involuntary servitude or debt bondage;
2. To introduce or match for money, profit or material, economic or other consideration, any person or, as provided for under Republic Act No. 6955, any Filipino woman to a foreign national, for marriage for the purpose of acquiring, buying, offering, selling, or trading, him/her to engage in prostitution, pornography, sexual exploitation, forced labor, slavery, involuntary servitude or debt bondage;
3. To offer or contract marriage, real or simulated, for the purpose of acquiring, buying, offering, selling or trading them to engage in prostitution, pornography, sexual exploitation, forced labor, slavery, involuntary servitude or debt bondage;
4. To undertake or organize tours and travel plans consisting of tourism packages or activities for the purpose of utilizing and offering persons for prostitution, pornography or sexual exploitation;
5. To maintain or hire a person to engage in prostitution or pornography;

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6. To adopt or facilitate the adoption of persons for the purpose of prostitution, pornography, sexual exploitation, forced labor, slavery, involuntary servitude or debt bondage;
 7. To recruit, hire, adopt, transport or abduct a person, by means of threat or use of force, fraud, deceit, violence, coercion, or intimidation for the purpose of removal or sale of organs of said person; and
 8. To recruit, transport or adopt a child to engage in armed activities in the Philippines or abroad.
- d. RA 7877 or the Anti-Sexual Harassment Act of 1995
1. The law declares incidents involving unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of sexual nature, made directly or indirectly, in the employment, education or training environment unlawful.
 2. Work, education or training-related sexual harassment is committed by an employer, employee, manager, supervisor, agent of the employer, teacher, instructor, professor, coach, trainer, or any other person who, having authority, influence or moral ascendancy over another in a work or training or education environment, demands, requests or otherwise requires any sexual favor from the other, regardless of whether the demand, request or requirement for submission is accepted by the object of said Act.
 3. It shall be the duty of the employer or the head of the work-related, educational or training environment or institution, to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts of sexual harassment.
 4. The employer or head of office, educational or training institution shall be solidarity liable for damages arising from the acts of sexual harassment committed in the employment, education or training environment if the employer or head of office, educational or training institution is informed of such acts by the offended party and no immediate action is taken thereon.
- e. RA 11313 of the Safe Spaces Act

The crimes of gender-based streets and public spaces sexual harassment are committed through any unwanted and uninvited sexual actions or remarks against any person regardless of the motive for committing such action or remarks.

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

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SECTION 7. BATTERING. It is a series of physical, emotional, and psychological abuse. It is a 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 not limited to:

- a. *Physical Battering*: repeated infliction of brute force causing injuries to the victim.
- b. *Sexual Battering*: this includes physical attacks on the person's breasts or genitals, forced sexual activity, accompanied by either physical violence or the threat of physical violence.
- c. *Psychological Battering*: this includes threats of suicide, violence against the person or his/her family, punching, breaking or defacing or otherwise destroying the house or any part thereof, or of the personal belongings of a person, threatening to take the children away, threatening deportation of wives/husband with foreign country and forcing the victim to do degrading things; controlling the victim's lawful or unusual activities, the use of foul and insulting words or statements and threats of abandonment and expulsion such as forcing the wives to leave the conjugal dwelling. This provision likewise applies to common-law relations but does not include adulterous ones as contemplated in the Revised Penal Code.
- d. *Economic Battering*: this includes deprivation of someone of economic resources, their generation and mobilization so as to create dependency and submissiveness to a person and to any established structures of domination.


SECTION 8. PRINTING, PUBLICATION, DISPLAY, AND DISTRIBUTION OF PORNOGRAPHIC SCENES AND SIMILAR LITERATURE. It shall be unlawful for any person to print, publish, display, post online or distribute scenes on Movie/TV trailers/shows, posters, billboards, literature and other visual materials which treat women as sex objects and commodities.

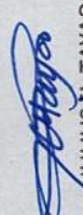
SECTION 9. PORNOGRAPHIC AND INDECENT SHOWS. Indecent shows as used in this Code include nude or other provocative gestures which further project and exhibit a person as sex objects such as doing naked shows in public or private places for commercial or entertainment purposes.

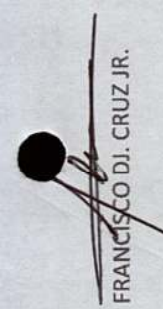
It shall be a violation of the person's rights for any one or any agency who engages in shows in public or in private place under scandalous circumstances.

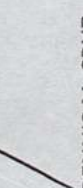
SECTION 10. DISCRIMINATION. Discrimination is committed when a person treats another less favorably on the basis of actual or perceived sexual orientation, gender identity and expression, than a person treats or would treat another without that attribute, on the same or similar circumstances in employment, education, accommodation, delivery of services, and in other areas.

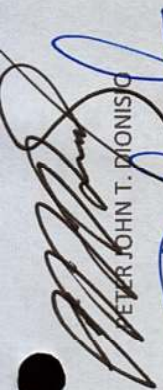
It shall be unlawful for anyone to discriminate against any person or group of persons on the basis of actual or perceived sexual orientation, gender identity and expression. Based on Municipal Ordinance No. 03-2018, it is the policy of the Municipality of Pulilan to actively work for the elimination of all forms of discrimination that offend the equal protection clause of the Bill of Rights enshrined in the Constitution, and other existing laws and to value the dignity of every person, guarantee full respect for human rights and give the highest priority to measures that protect and enhance the right of all people.



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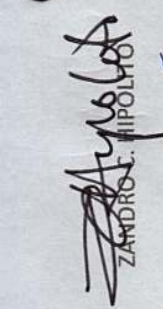

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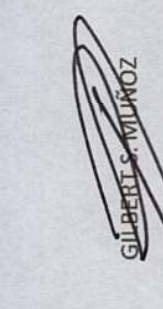

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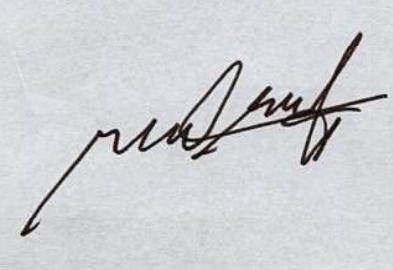

 ZANDRO C. HIPOBITO

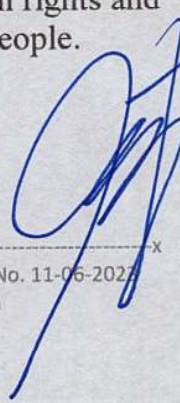

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SECTION 11. SUPPORT TO SURVIVORS OF VIOLENCE. The Local Government of Pulilan shall provide an immediate comprehensive support to survivors of violence which consists of the following but not limited to:

- a. Legal;
- b. Medical;
- c. Psychosocial;
- d. Shelter;
- e. Other forms of support services.

The said support shall be provided in coordination with the Municipal Social Welfare and Development Office and other involved agencies in accordance with the provisions of this Code.

SECTION 12. PSYCHOSOCIAL PROGRAM. Women and children who were survivors of all forms of violence shall be registered in the Psychosocial program which shall be carried out by the Municipal Government of Pulilan, Municipal Social Welfare and Development, Municipal Health Office, concerned NGO and other related agencies as provided in this Code.

SECTION 13. SURVIVOR'S SUPPORT GROUP. There shall be an organized group to whom a survivor of violence voluntarily agrees to establish a professional helping process. All investigations/hearings involving rape cases and other forms of violence against all persons conducted in the police stations, prosecutor's office and trial courts shall recognize and allow the survivor's support group to be present in the courtroom as observers and to provide moral support to the survivor subject of litigation as expressly allowed or requested by the offended party.

SECTION 14. FREE MEDICAL ROUTINE CHECK-UP. Survivor of violence shall be afforded with free medical routine check-up and medicines if needed.

The Local Government of Pulilan shall provide program addressing the health needs of all survivors of violence.

SECTION 15. EDUCATION ON LAWS AND POLICIES ADDRESSING GENDER-BASED VIOLENCE. The Municipality of Pulilan shall provide education on laws and policies addressing gender-based violence which consists of but not limited to the following:

- a. Conduct of public information on Gender-based violence to strengthen the awareness of men and women, boys and girls on gender-based violence through comprehensive and multi-level information and education campaigns in close coordination and partnership with the civil society organizations;
- b. Expand programs to educate and involve men on gender-based violence;
- c. Continuously develop the capacity of service providers and front liners in handling cases of violence against women through their attendance in trainings and other capability development activities;
- d. Conduct of capability development activities for barangay officials and workers on gender-based violence especially in handling VAWC cases on an annual basis.

SECTION 16. MONITORING OF ENTERTAINMENT ESTABLISHMENTS. The Business Permit and Licensing Office (BPLO) of the Municipality of Pulilan together with the Pulilan Municipal Police Station personnel, Municipal Social Welfare and Development Officer and Municipal Health Officer shall

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conduct a regular inspection of entertainment establishments to ensure that these are not used as brothels or fronts of prostitution and trafficking.

Provisions stated in Kautusang Bayan Blg. 03-2011 of the Municipality of Pulilan must be implemented and monitored by the concerned departments and agencies to ensure that entertainment establishments are strictly following the rules and regulations set by the local government.

SECTION 17. MONITORING OF AUDIO-VISUAL CHANNELS AGAINST PORNOGRAPHY. A Municipal Monitoring Board shall be established which shall monitor print, broadcast and multimedia to include movie houses, video shops, computer shops, cable companies, books or other forms of audio-visual channels or instruments against pornographic activities that degrade women and children.

The Board shall be composed of the following:

- Municipal Information and Communication Technology Officer,
 - Chairman, Sangguniang Bayan Committee on Women, Children, Family and Gender Equality
 - Representative from CSOs:
- Religious Sector
 Women Organization
 Youth Organization

SECTION 18. OTHER SUPPORT SERVICES AGAINST GENDER-BASED VIOLENCE. The Municipality of Pulilan shall have the following support services against gender-based violence:

- a. Conduct of research on the nature and causes of gender-based violence to be spearheaded by the MSWDO which shall collect, compile and maintain a database for proper intervention and legislation;
- b. Counseling and Rehabilitation program for perpetrators of violence;
- c. Assist in organizing men against gender-based violence.

SECTION 19. ESTABLISHMENT OF VAW DESK OFFICE. The Municipality of Pulilan shall ensure the establishment of a Violence Against Women (VAW) desk office and its officer, as well as VAW office in every barangay which will receive complaints and support women victims of violence.

SECTION 20. PNP WOMEN AND CHILDREN'S DESK (WCD). The Local Government of Pulilan, through the Philippine National Police, shall establish and maintain the Municipal Women and Children's Desk (MWCD) preferably handled by women police officers duly trained in GAD issues and concerns. A separate MWCD room shall be equipped and maintained within the police headquarters.

SECTION 21. WOMEN AND CHILDREN CRISIS CENTER. The Municipality shall ensure the effective operation of the Women and Children Crisis Center with the provision of enough funds and personnel to assist women victims that seek shelter within it. The operation of the facility will be under the supervision of the Municipal Social Welfare and Development Office.

**ARTICLE II
 HEALTH, NUTRITION AND REPRODUCTIVE HEALTH**

(Signatures and names of Sangguniang Bayan members)
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(Signatures of officials)



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SECTION 22. REPRODUCTIVE HEALTH CARE APPROACH. The Municipality of Pulilan shall adopt the Reproductive Health (RH) approach at all levels of health care delivery. Such approach shall be anchored on the following elements:

- a. Maternal and child health and nutrition;
- b. Family planning information and services;
- c. Prevention of abortion and management of its complications;
- d. Adolescent and youth health;
- e. Prevention and management of Reproductive Tract Infections (RTIs), HIV/AIDS and other Sexually Transmittable Diseases (STDs);
- f. Elimination of violence against women;
- g. Education and counseling on sexuality and sexual health;
- h. Treatment of breast and reproductive tract cancers and other gynecological conditions;
- i. Male involvement in reproductive health; and
- j. Prevention and treatment of infertility and sexual dysfunction.

SECTION 23. UPGRADNG OF HEALTH CARE DELIVERY. Quality health care and services that are not discriminatory on account of their gender, age, sex, creed, religion or ethnicity shall be implemented in the Municipality of Pulilan.

The Local Government of Pulilan shall strengthen the Primary Health Care Delivery in the context of reproductive health to be undertaken by the Municipal Health Office. It shall endeavor the sustained upgrading of services and facilities of all Rural Health Units in the Municipality.

Comprehensive health services and health information and education shall cover all stages of a woman's life cycle, which addresses the major causes of women's mortality and morbidity, including access to among others, maternal care, responsible, ethical, legal, safe and effective methods of family planning, and encouraging healthy lifestyle activities to prevent diseases.

SECTION 24. PREGNANT WOMEN AND LACTATING MOTHERS.

Health personnel under the MHO shall inform pregnant women and mothers of the importance of mother's milk, its benefits to the infant and superiority over breast milk substitute, and the advantages of breastfeeding their infants.

As stated in Section 12 of RA 7600, during the prenatal, perinatal and postnatal consultations and/or confinements of the mothers or pregnant women in a health institution, it shall be the obligation of the health institution and the health personnel to immediately and continuously teach, train, and support the women on current and updated lactation management and infant care, through participatory strategies such as organization of mothers' clubs and breastfeeding support groups and to distribute written information materials on such matters free of charge.

SECTION 25. MEN'S INVOLVEMENT IN REPRODUCTIVE HEALTH.

The Local Government shall promote programs that will emphasize on the need to actively and purposively involve the male in all aspects of reproductive health as a way to attain women's empowerment and gender equality.

The Municipality of Pulilan, through its MHO, shall upgrade the rural health facilities by providing male-friendly services in accordance with Sentrong Sigla and PhilHealth standards.

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SECTION 26. CAPACITY DEVELOPMENT FOR HEALTH PROVIDERS.

The Municipal Government through the GFPS shall include capability building activities for health personnel and health care providers namely: Doctors, Nurses, Midwives, Sanitary Inspectors and Barangay Health Workers (BHWs) to include among others Gender Sensitivity Training to ensure efficiency and gender responsiveness in health care management and delivery.

SECTION 27: GENDER-FAIR APPROACH TO MARRIAGE COUNSELING PROGRAM. The Municipal Government shall review and redesign the Pre-Marriage Orientation and Counseling (PMOC) Program. It shall be jointly undertaken by the members of the PMOC team which includes the Municipal Social Welfare and Development Office, Municipal Population Office, Municipal Health Office and other concerned agencies. Agencies involved shall adhere to the principles of gender-fair pre-marriage counseling service.

Pursuant to Article 16 of the Family Code, the pre-marriage orientation and counseling is mandatory and required to all contracting parties towards an informed decision about their forthcoming married life.

Would-be couples will have to submit their application at the Municipal Population Office and a schedule will be given to the them. The PMOC sessions shall be conducted every Wednesday through the collaboration of MSWDO, Population Office and MHO.

SECTION 28: ACCESSING INFORMATION ON SEXUALITY AND REPRODUCTIVE HEALTH. The Municipality of Pulilan shall ensure availability and accessibility of information on sexuality and reproductive health utilizing the tri-media.

SECTION 29: GENDER SENSITIVE AND RESPONSIVE HEALTH SERVICES. Pulilan 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 30: ACCESS TO SAFE WATER. As declared in the Municipal Ordinance No. 09-2022 or the "*Pulilan Environment Code of 2021*", water resources in the municipality shall be managed to meet the definite basic requirements for potable water of all residents of Pulilan, Bulacan and for agricultural production, as well as, for securing the availability of adequate supplies of water for the growing industrial, recreational, and commercial development activities, through water resources pricing, institution of municipal water pollution control legislation. Further, it is hereby declared the policy of the Municipal Government that management of water resources shall be unified and sustained. Furthermore, water resources in the Municipality of Pulilan, Bulacan shall be shared and that no person shall be deprived of safe and clean water.

SECTION 31: NUTRITION PLAN. The Local Government of Pulilan shall ensure that the Municipal Nutrition Action Plan includes programs, projects and activities that converge in families of the nutritionally vulnerable individuals as well as communities/barangays with high levels of undernutrition or overnutrition.

The Municipal Nutrition Office, together with the Municipal Health Office and other government offices/agencies, shall develop and implement programs that will ensure good nutrition among its male, female and children constituents in partnership with healthcare professionals.

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SECTION 32: PROMOTION OF BREASTFEEDING. Pursuant to Executive Order No. 51 dated October 20, 1986 or "The Milk Code of the Philippines" and Republic Act No. 7600 or "The Rooming-In and Breastfeeding Act of 1992", the Municipality, through the MHO, shall protect and promote breast feeding of newborn infants and shall create an environment where basic physical, emotional and psychological needs of mothers and infants are fulfilled through the practice of rooming-in and breastfeeding.

As stated in Section 45 of the Municipal Ordinance No. 11-21-2022 or the *Pulilan Children's Welfare Code of 2022-2027*, that all government and private establishments in the Municipality are required to establish breastfeeding areas within their facilities for the mothers to nurse their babies or pump their milk if necessary. The breastfeeding area needs:

- a. A clean, private, multi-purpose space (not a toilet) with a table and comfortable chair to breastfeed or express milk and an electric outlet in order to pump milk as necessary.
- b. A sink, soap, water, and paper towels nearby for cleaning hands and equipment.

SECTION 33: PROMOTION OF PHYSICAL FITNESS PROGRAM. The Municipality of Pulilan shall promote the conduct of physical fitness programs among offices, agencies, schools and colleges, both private and public, at least twice a month in compliance with the Mental Health Act.

SECTION 34. WEIGHING OF INFANTS, CHILDREN, PREGNANT AND LACTATING MOTHERS. All barangay health centers and stations shall undertake weighing of infants, children, pregnant and lactating mothers. Reports shall be submitted to the Municipal Health Office for the programming and identification of necessary interventions. This shall also include school children.

SECTION 35. BUDGET FOR WOMEN'S HEALTH. At least three percent (3%) of the health budget of the municipal government shall be allotted for women's health care and nutrition services.

**ARTICLE III
 WOMEN IN GOVERNANCE**

SECTION 36. CREATION OF BARANGAY-BASED ORGANIZATION. Self-organization of women shall be recognized at the barangay level to include young women.

The participation of women in the democratic process is to a large extent achieved through belonging to associations/ organizations in which they may integrate with each other and pursue common objectives collectively. Women's organizations shall submit application for accreditation with the Sangguniang Bayan.

SECTION 37. CREATION OF THE PULILAN COUNCIL OF WOMEN. The Pulilan Council of Women is a non-government entity which shall be comprised of women's organizations existing in the Municipality and is duly recognized by the local government unit. The Municipal Mayor may appoint a point person to convene all women NGOs in the locality to organize the local council of women.

The Council shall have nine (9) members: seven (7) representatives from NGOs/POs/Professional Groups, one (1) representative from the Municipal Government of Pulilan, and one (1) representative from the National Council of Women of the Philippines (NCWP) or its affiliates. These nine (9) members of the board shall elect

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among themselves the regular Chairperson and other officers such as: Vice-Chairperson, Secretary, Assistant Secretary, Treasurer, Assistant Treasurer, Auditor, PRO and other officers that may be created as the need arises. The LGU representative cannot be elected as Chairperson. The term of office of the Pulilan Council of Women Officers shall be two (2) years.

As a vehicle in mainstreaming GAD in pursuit of women empowerment, gender equality, social justice, lasting peace, fulfillment and protection of human rights, and sustainable development, it shall be the role of the council to:

- a. Define their respective advocacy agenda which shall incorporate their local priorities in terms of local, national, international women's agenda, to include but not limited to the following:
 1. Implement all gender-based policies, programs, projects and activities of the Local Government of Pulilan;
 2. Lead in gender mainstreaming perspective and programs beneficial for the constituents of the Municipality;
 3. Promote information, education and advocacy campaign on women empowerment and gender-responsiveness;
 4. Assist with the monitoring and implementation of all GAD plan, policies, programs and budgets;
 5. Coordinate with other agencies, both public and private organizations, and civil society groups in developing and strengthening a harmonized GAD policy in various level of governance and in establishing projects and programs in marginalized sectors; and
 6. Recommend and plan appropriate capacity development program on gender and development for women empowerment for the Municipality.
- b. Collaborate with government agencies concerning the implementation and development of GAD related programs, projects and activities on issues and women's concerns;
- c. Formulate and implement programs, projects and activities such as livelihood, micro enterprise, social services and skills training development, within the framework of GAD for Women;
- d. Establish strong alliance with business sectors, Government Organization (GO) and Non-Government Organization (NGO) to enable women's access to resources, and information and technology in order to carry out its projects more effectively;
- e. Monitor and evaluate the impact of local policies, programs, projects and activities on women, and provide the Local Chief Executive and other relevant agencies and organizations with the result of the evaluation with ensure corresponding action plan;
- f. Establish linkage with the National Commission on the Role of Filipino Women (NCRFW) in the pursuit of gender and development mainstreaming and women empowerment at the local level; and
- g. Build the entrepreneurial capability of marginalized women locally, nationally and internationally.

SECTION 38. REPRESENTATION OF WOMEN IN LOCAL SPECIAL BODIES. The municipal and barangay government units shall ensure the participation of women in all mandatory and special bodies, committees and councils, at least 40% as mandated in RA 9710. Likewise, it must ensure that women sector representative/s is/are appointed to the Municipal and Barangay Development Council provided that the

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women's organizations shall submit for accreditation with the Sangguniang Bayan or recognized by the Barangay Council, which is a requisite for an organization's membership in mandated local special bodies.

SECTION 39. PROMOTING GENDER BALANCE AT ALL LEVELS OF LOCAL GOVERNMENT POSITIONS. The municipal government shall promote gender balance or equal proportion of qualified women and men for opportunity to key positions at all levels of local governance – municipal and barangay whether elective or appointive. This shall form part of the effort to eliminate barriers to women's participation in the public sphere.

SECTION 40. SUPPORT FOR WOMEN CAPABILITY DEVELOPMENT. Mechanisms to support women's capability development shall be adopted by the Municipality of Pulilan, which consist of but are not limited to the following:

- a. Encouragement of women to run for public office at all levels;
- b. Provision of opportunities for women's participation in governance;
- c. Conduct of trainings, especially leadership trainings for women, to be initiated and funded by the municipal government in coordination with NGOs and other stakeholders.

**ARTICLE IV
 LABOR AND EMPLOYMENT**

SECTION 41. MECHANISM TO MONITOR COMPLIANCE WITH LABOR LAWS. The Municipality of Pulilan, in coordination with the Department of Labor and Employment (DOLE), the Civil Service Commission (CSC) and other concerned agencies, shall establish mechanisms to monitor all offices, agencies and establishments operating within the municipality to ensure their strict compliance with the Labor Code and other provisions of existing laws especially those pertaining to children, women and labor.

SECTION 42. NON-DISCRIMINATION IN EMPLOYMENT. All institutions and establishments and their employers shall implement non-discriminatory policies especially women employees/workers with respect to terms and conditions of employment.

- a. No one shall be denied of employment opportunity on account of gender, age, creed, religion and civil status as prescribed in the Labor Code. Likewise, no one shall be denied of training and promotion in employment.
- b. Payment of lesser compensation, including wage, salary or other forms of remuneration and fringe benefits to women employees/workers compared to male employees/workers for work of equal value.
- c. 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 43. SOCIAL SECURITY/PROTECTION FOR WORKERS AND EMPLOYEES. The Municipality of Pulilan through the Business Permit and Licensing Office (BPLO)/Municipal Treasurer's Office or its equivalent office shall encourage the compliance with the provision of Section 24 (g) of the Social Security Act of 2018, by sustainable/stable business establishments operating within the municipality.

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SECTION 44. EMPLOYMENT ASSISTANCE PROGRAM. In cooperation with the Department of Labor and Employment, the Municipality of Pulilan, through the Municipal Public Employment Service Office, shall endeavor to assist poor students, the unemployed, and the underemployed in securing gainful employment.

SECTION 45. ORIENTATION ON GENDER SENSITIVITY AND SEXUAL HARASSMENT. All government units and agencies and private establishments and institutions within the municipality shall conduct an orientation on gender sensitivity and sexual harassment through the assistance of the GFPS. A Certificate of Compliance shall be issued by the municipal government to this effect. Failure to comply with the provision shall be penalized with a fine of Two Thousand Pesos (Php2,000.00).

SECTION 46. COMMITTEE ON DECORUM AND INVESTIGATION (CODI). A Committee on Decorum and Investigation shall be created and strengthened at the municipal and barangay government units and encouraged to be set up in all private and business institutions. This shall serve as the grievance machinery to act on all complaints on sexual harassment in the workplace. For this purpose, a grievance procedure must be installed in the aforementioned office or establishment.

SECTION 47. FACILITIES AND SUPPORT SYSTEM FOR WELL-BEING OF WOMEN AND MEN EMPLOYEES/WORKERS. Employers shall ensure the health, safety and well-being of their women and men employees/workers. In appropriate cases, employers shall:

- Establish separate toilets, lavatories and lounge for women and men and provide at least a dressing room for women;
- Set up a home care center in the workplace where working parents may have breast feeding, child-rearing and early childhood care and development activities while on their respective jobs;
- Institute flexible working arrangement to accommodate the various responsibilities of women and men to their families;
- Ensure that working environment shall be gender sensitive to prevent sexual harassment, sexual abuse and other forms of maltreatment in the workplace as well as conducive and safe to working for women and men employees/workers.

SECTION 48: INVENTORY OF DOMESTIC WORKERS/HOUSEHOLD HELP. The Municipality of Pulilan through the Public Employment Service Office (PESO) in coordination with DOLE shall come up with an annual inventory of domestic workers/household help within the municipality to monitor cases of maltreatment, sexual harassment and other forms of sexual abuse. Households shall be required to provide information regarding their domestic workers/household help for identification and other purposes.

The municipal government shall provide assistance and other forms of support to domestic workers/household help. In appropriate cases, employers of domestic workers/household help within the municipality shall provide the latter with social security, Philippine Health insurance and other benefits. Domestic workers/household help shall also be treated humanely.

SECTION 49. SUPPORT TO OVERSEAS FILIPINO WORKERS (OFW) AND THEIR FAMILIES. The Municipality of Pulilan adopts the Migrant Workers and Overseas Filipino Act of 1995. To strengthen its implementation in the locality, the


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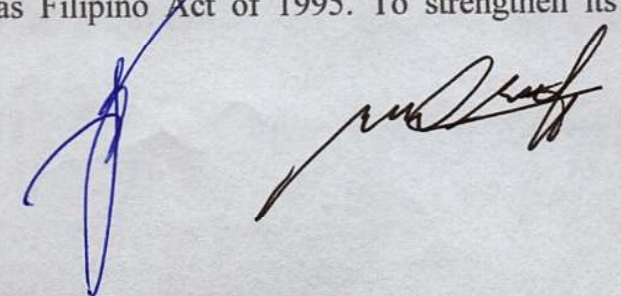

 JOHN J. NETHERCOTT

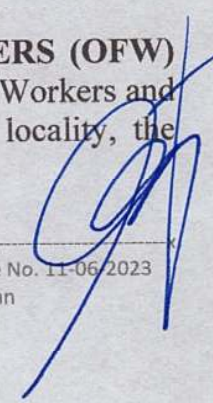

 GILBERT S. MALVAROZ


 ROLANDO G. PAYUMO

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municipal government shall create a Migrants' Desk to coordinate and assist in the concerns of the OFWs and their families in the different cycles of migration.

The Migrants' Desk in coordination with the PESO shall maintain a data base on departing, deployed and returning overseas migrants and relevant information therein as well as domestic labor migrants to be updated annually. Towards this effort, the barangay councils through its Focal Person on Domestic and International Migration shall submit relevant data annually.

A Tracking System on legitimacy of recruitment agency/employment shall be established. The Municipal PESO in coordination with the Provincial PESO shall keep a tracking and verification system on the veracity and legitimacy of employment and recruitment agencies, whether they are accredited by DOLE through the Philippine Overseas Employment Administration (POEA) and shall give public information and updates on the matter.

The PESO shall ensure that PEOS and orientation on RA 8042 (*Pre-Employment Orientation Seminar (PEOS) and Migrant Workers and Overseas Filipinos Act of 1995*) are conducted to prospective overseas workers and their families about the realities of overseas labor and employment conditions. Services of the POEA and migrant NGOS may be tapped for this purpose.

There must be a monitoring of OFWs during their deployment in the labor-receiving countries. The Municipality of Pulilan in cooperation with the concerned families through coordination with the Provincial PESO, POEA, Overseas Workers Welfare Administration (OWWA) and other concerned agencies and institutions shall monitor and act with urgency for any violations of RA 8042 of concerned OFWs.

To ensure that migration becomes an option rather than a necessity, overseas workers and their families should always consider a Reintegration Program. Towards this direction, the Municipality of Pulilan can assist through:

- a. Improving prospects for alternative employment and investments.
- b. Capacity enhancement program for returning migrants or integrating skilled migrants to share their expertise to their constituents.
- c. Organizing of OFWs and/or their families. The municipal government strongly encourages the strengthening of organization/s of OFWs and their families especially the children and facilitates in the conduct of capacity development activities.

ARTICLE V
TRADE, INDUSTRY AND TOURISM

SECTION 50. LOCAL ECONOMIC DEVELOPMENT AND WOMEN ECONOMIC EMPOWERMENT. The Municipal Government shall postulate gender-fair local economic setting that will also promote women's economic rights and independence, including equal access to employment, appropriate working conditions and control over economic resources.

SECTION 51. ESTABLISHMENT OF DATABASE ON ENTERPRISES WITHIN THE MUNICIPALITY. The Local Government, through the BPLO, shall initiate the establishment of database of all enterprises within the Municipality. The data collected will be vital in devising GAD plans related to economic growth.

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SECTION 52. PARTNERSHIP AND LINKAGE WITH BUSINESS DEVELOPMENT SERVICE ORGANIZATIONS, GOVERNMENT AGENCIES AND OTHER INSTITUTIONS. The BPLO, PESO and Investment Marketing and Promotion Office of the Municipality shall establish business linkage programs with business development organizations, government agencies and other institutions in order to upgrade domestic enterprise, enhance market competitiveness and allow access to local and international markets, finance, technology, management skills and specialized knowledge that are very beneficial in promoting economic empowerment for all constituents.

SECTION 53. ACCESSING LOANS AND FINANCIAL ASSISTANCE. The Municipality, through its Investment Marketing and Promotion Officer and Municipal Legal Officer, shall conduct consultations with POs, GOs and NGOs to establish agreements for loans and investment loans that can promote or assist people's welfare and development at the Municipality and barangay level.

SECTION 54. PROTECTION AGAINST INQUITOUS AND EXCESSIVE INTEREST RATES. It shall be the policy of the Municipality of Pulilan to eliminate oppressive lending/credit schemes and imposition of iniquitous and excessive interest rates pursuant to Anti-Usury Law as amended by PD 116 and other existing regulations of the Monetary Board of the Central Bank of the Philippines. Towards this effort, the municipal government shall undertake a study of existing interest rates provided by credit/lending institutions and individuals, and take appropriate actions therein.

SECTION 55. FINANCIAL ASSISTANCE TO GROUP ENTERPRISES. The Municipal Government shall facilitate and/or provide access to capital/financial assistance to group enterprises in Pulilan which are registered with any national or provincial accrediting agency, accredited with the Sanggunian Bayan and which have complied with funding requirements.

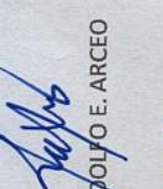
SECTION 56. PROMOTION FOR TOURISM AND FAMILY-ORIENTED ACTIVITIES. The Municipality of Pulilan shall promote equality of women and men by providing full opportunities for their development and participation in tourism and family-oriented activities without exploiting the rights of women, men and children.

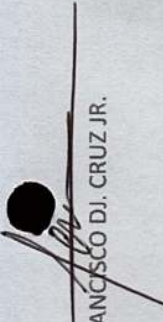
**ARTICLE VI
 EDUCATION AND MEDIA**

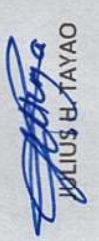
SECTION 57. PROMOTION OF GENDER-SENSITIVE COUNSELING AND CAREER PROGRAMS. All government departments and agencies, schools, institutions, offices, establishments or companies within the Municipality shall conduct or participate in gender sensitivity orientation and training, gender-sensitive counseling, and career programs to equip them with theoretical and practical knowledge on gender issues and concerns.

SECTION 58. GENDER SENSITIVITY EDUCATION. The Municipality of Pulilan through its GFPS in coordination with the respective school authorities shall raise the level of awareness of teachers, administrators and members of the Parents, Guardians and Teachers Association (PGTA) within its jurisdiction about gender fairness and sensitivity.

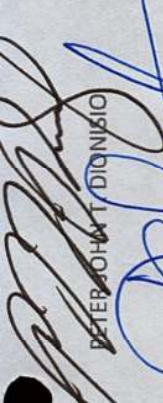
- a. Gender Sensitivity Orientation and Training shall be conducted to teachers, administrations and the members of the PGTA;


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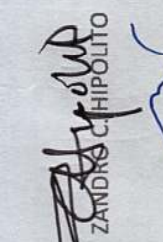

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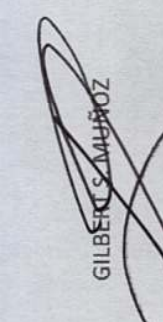
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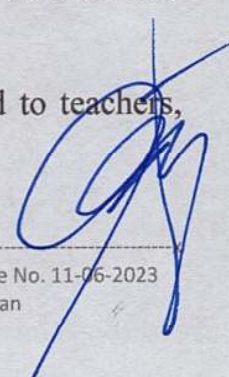

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- b. Integration of sex and gender education in the formal education system as a special course shall be encouraged with due consideration to the level of need and comprehension of the students;
- c. Popularization in the schools within the jurisdiction of the municipality of the six core messages on gender-fair education developed by the Department of Education:
 1. shared parenting;
 2. shared home management;
 3. shared decision making; equalized opportunities;
 4. equalized representation and enhanced participation of women in public affairs and business; and
 5. elimination of violence against women.

SECTION 59. GENDER-RESPONSIVE NON-FORMAL EDUCATION FOR ADULTS AND OUT-OF- SCHOOL YOUTH. The Municipality of Pulilan and the Alternative Learning System of the Department of Education (ALS DepEd) and other educational institutions within the jurisdiction of the municipality shall endeavor to promote the following:

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

SECTION 60. SUPPORT FOR OTHER MEDIA AND INFORMATION COMMUNICATION TECHNOLOGY. Media advocacy on women's rights and gender-related concerns through other forms and expressions as well as new technologies of communication shall be supported and encouraged.

SECTION 61. TRAINING ON NON-TRADITIONAL OCCUPATION. Both men and women shall be given opportunity to acquire training and skills on non-traditional occupation such as those related to science and technologies.

SECTION 62. PRODUCTION OF GENDER-FAIR MATERIALS. The production and dissemination of gender-fair materials that promote better understanding of gender issues and concern shall be supported by the Municipality.

ARTICLE VII

THE PROMOTION OF JUSTICE, PEACE AND ORDER

SECTION 63. CONTINUOUS REVIEW OF THE GENDER-RESPONSIVENESS LAWS AND POLICIES. The Municipality of Pulilan shall encourage the continuous review of local laws and policies with the end in view of detecting and eliminating all forms of discrimination on the basis of sex and provisions that are gender-based.

SECTION 64. PROMOTION OF LEGAL RIGHTS LITERACY. Information on GAD-related laws and relevant national and local laws and its impact on women and men, list of agencies and offices responsible for the administration of justice and guidelines on how to use the justice system shall be made accessible to all.

[Signatures and names of Sangguniang Bayan members]
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SECTION 65. GAD ORIENTATIONS AND TRAININGS FOR LAW ENFORCERS. The Municipality of Pulilan shall strengthen its linkages with the law enforcers and para-legal to ensure that gender and development orientations and trainings are regularly conducted.

SECTION 66: GENDER-SENSITIVE, CHILD-FRIENDLY KATARUNGANG PAMBARANGAY SEMINAR. A regular conduct of seminar to Lupon Tagapamayapa as part of the assistance of the municipal government to barangay shall be conducted in coordination with the DILG and/or DOJ.

SECTION 67: HUMANE AND JUST TREATMENT OF FEMALE AND MINOR OFFENDERS. To promote humane and just treatment of females apprehended for light offenses and of minor offenders, they shall not be handcuffed unless the rules of engagement of the PNP provides otherwise.

SECTION 68. PERSONS IN DETENTION. The Municipality of Pulilan shall provide support to persons in detention and shall ensure that their rights are protected through the following:

- a. Speedy trial of their cases shall be ensured by all concerned;
- b. An appropriate program shall be designed to respond to their specific needs and problems as detainees;
- c. There shall be a separate structure and space for detention and rehabilitation for women and men detainees. Likewise, no child shall be in detention as provided by RA 9344 which states that he or she shall be conveyed separately to, or from Court. Likewise, he or she shall await hearing of his or her own case in a separate holding area.

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

SECTION 69: COMMUNITY-BASED ENVIRONMENT PLANS AND PROGRAMS. The Municipality of Pulilan shall ensure the participation of women in the planning and in decision making at all levels regarding environment and natural resources management.

Both men and women shall participate in pollution control, zero-waste technology development and management, preservation of the forest, marine and aquatic resources, reforestation, and in other environmental impact assessment projects.

SECTION 70. PROMOTION OF ENVIRONMENTALLY SOUND PRODUCTION TECHNOLOGIES. Promote the use of environmentally sound production technologies and practices in households and enterprises that are capable of reducing pollution and operational costs, maximizing profitability, as well as meeting the goals of sustainable development. These efficient technologies are producing less damage to the environment and recycle waste by-products.

SECTION 71. INTEGRATED GENDER-SENSITIVE AND ENVIRONMENT-FRIENDLY ZONING PLAN. The implementation of the Zoning Ordinance of Municipality of Pulilan shall take into consideration the following:

- a. relocation of communities shall not deprive anyone of their sources of livelihood

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[Signatures]



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- b. relocation sites shall not contribute to an increase in anyone's burden in economic, home and social production.
- c. housing and industrial projects shall be those unproductive lands not suitable for agricultural purposes.

SECTION 72. PROMOTION OF LAND AGRI-BASED PROJECTS. The Municipality of Pulilan and other partner agencies and institutions shall support and engage in promoting land-based projects to ensure food security for rural women utilizing scientific, women-friendly, accessible and appropriate technology.

SECTION 73. WOMEN'S PARTICIPATION IN ALL WATER-SYSTEM RELATED PROJECTS. In all water system related projects, the participation of women in the planning and in decision making process shall be ensured.

SECTION 74. PUBLIC EDUCATION CAMPAIGNS. The Municipality of Pulilan shall undertake public education campaigns on issues related to sanitation, health, coastal resource management, sustainable agriculture, renewable energy, clean air, clean water use, conservation, sustainable use of biological diversity and climate change adaptation with gender dimension.

ARTICLE IX
GENDER IN DISASTER RISK MANAGEMENT

SECTION 75. MEASURES IN PRE-DISASTER AND RESILIENCE BUILDING.

- a. Ensure that women and the other vulnerable groups participate in the public awareness and education campaigns on disaster risk management and climate change adaptation;
- b. Ensure that women and the other vulnerable groups are involved in the Hazard, Vulnerability and Capacity Assessment (HVCA) mapping and in the formulation of disaster contingency plans;
- c. Ensure that women and the other vulnerable groups are represented in the Municipal and Barangay Disaster Risk Reduction Management Council structures and are distributed in the different service committees to ensure their participation in decision-making processes;
- d. Design an emergency response plan for vulnerable groups including women, children and elderly for search and rescue operations, evacuation management plan and rehabilitation plan;
- e. Build the capacity of women in managing community-based early warning system (CB-EWS);
- f. Ensure that women have sustained livelihood and income;
- g. Build the capacity of women in managing trauma and in providing psycho-social intervention to survivors of disasters;
- h. Train women in providing first aid medical response to cases resulting from disasters; and
- i. Maintain updated sex disaggregated data and statistics especially on vulnerable groups (women, children, elderly, persons with disabilities and others).

SECTION 76. MEASURES DURING DISASTER.

- a. Prioritize the vulnerable groups in the search and rescue operations;
- b. Ensure updating of statistics;
- c. In appropriate cases, provide a separate evacuation center for women and their children;

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- d. Ensure that the minimum standards in disaster response as set forth in the Humanitarian Charter, including people's need for water, sanitation, nutrition, food, shelter, clothing, health care and others are met.; and
- e. Ensure that health protocols are followed to prevent the spread of infectious and communicable diseases.

SECTION 77. MEASURES IN POST DISASTER (RECOVERY AND REHABILITATION).

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

SECTION 78. FUNDING. The Municipality of Pulilan as well as the Barangay Councils shall ensure that portion of the 5% DRRM Fund is allocated for meeting the special needs of the vulnerable groups especially women, children, elderly and persons with disabilities in the emergency and relief phase up to the recovery and rehabilitation stage. The Municipality of Pulilan and barangay councils shall also appropriate a budget for disaster preparedness activities.

**ARTICLE X
 GENDER IN INFRASTRUCTURE PROJECTS AND FACILITIES**

SECTION 79: FACILITIES FOR MEN, WOMEN AND PERSONS WITH DISABILITIES. All government and private offices, clinics/hospitals and other establishments such as port terminals shall have separate toilets and lavatories for men, women and persons with disabilities.

SECTION 80. GENDER-SENSITIVE PHYSICAL PLAN. All public and commercial buildings and structures should be designed in a manner that helps prevent sexual harassment and sexual abuse and facilitates easy mobility and accessibility of women, children, elderly and persons with disabilities. In appropriate cases, the building official shall ensure that building and structural plans and designs conform to the minimum requirements prior to the issuance of building permits.

SECTION 81. ACCESSIBILITY AND EASY MOBILITY OF WOMEN, CHILDREN, ELDERLY AND PERSONS WITH DISABILITIES. In all infrastructure projects to be implemented, government or private initiated, accessibility and easy mobility of women, children, elderly and persons with disabilities shall be taken into consideration.

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**ARTICLE XI
OTHER SPECIAL SECTORAL CONCERNS**

SECTION 82. DIFFERENTLY-ABLED PERSONS/PERSONS WITH DISABILITIES.

- a. Advocacy on the Rights of Differently-Abled Women and Men. Programs and projects shall be developed to promote the interest of differently-abled women and men and, at the same time, protect their rights to all opportunities for advancement.
- b. Creative Employment Opportunities. The Municipality of Pulilan, in coordination with MSWD and other concerned agencies shall develop creative employment opportunities for differently-abled persons recognizing their different conditions and full potentials as human beings;
- c. Organization of Differently-abled Persons. The Municipality of Pulilan encourages and supports the organization of differently-abled persons at the municipal level with the assistance of the MSWD.
- d. Database of Differently-Abled Persons. The barangay councils shall be required to identify cases of differently-abled persons in their jurisdiction and submit profile of the same to the MSWD to help in designing programs and interventions responsive to the needs of the group.
- e. Reporting of Cases of Harassment Committed against Differently-Abled Persons. The Municipality of Pulilan shall require all barangay councils to monitor and report cases of harassment against differently-abled persons to the MSWD and the PNP.
- f. Magna Carta for Persons with Disabilities as amended (RA 9442):
 - 1. Twenty percent (20%) discount from all establishments;
 - 2. Minimum of twenty percent (20%) discount on admission fees;
 - 3. At least twenty percent (20%) discount for the purchase of medicines;
 - 4. At least twenty percent (20%) discount on medical, dental and professional fees;
 - 5. At least twenty percent (20%) discount on fares for domestic air, sea travel and bus fare for the exclusive enjoyment of persons with disability;
 - 6. Educational assistance to persons with disability;
 - 7. To the extent practicable and feasible, the continuance of the same benefits and privileges given by GSIS, SSS and Pag-ibig as the case maybe, as are enjoyed by those in actual service;
 - 8. To the extent possible, the government may grant special discounts in special programs for persons with disability on the purchase of basic commodities, subject to the guidelines to be issued by DTI and DA;
 - 9. Provision of express lanes in all commercial and government establishments, in the absence thereof, priority shall be given to them

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

- i. An identification card issued by the Persons with Disability Affairs Office under the Municipal Social Welfare and Development Office of the place where he or she resides;
- ii. Certificate of residency issued by the barangay; and
- iii. Medical certificate stating the disability.

SECTION 83. ELDERLY WOMEN AND MEN OR SENIOR CITIZENS.

[Signatures]
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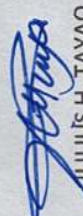
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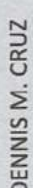
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- a. Representation in the Development Council. The municipal and barangay government units shall endeavor to include a representation of the elderly women and men in the Municipal and Barangay Development Councils.
- b. Council of Senior Citizens. The municipal and barangay government units shall support the establishment of councils for senior citizens.
- c. Support Funds for Senior Citizens. The municipal and barangay government units shall endeavor to allocate funds for livelihood assistance, routine physical check-up, social group work programs and other appropriate socio-economic activities.
- d. Center for Senior Citizens. The municipal government shall endeavor to establish a center for abandoned and neglected senior citizens to provide them with comprehensive support in cooperation with the Provincial and National Social Development Offices and other concerned agencies.
- e. Additional Benefits and Privileges to Senior Citizens pursuant to RA 9257. The municipal government shall ensure the implementation of RA 9257 otherwise known as the Act Granting Additional Benefits and Privileges to Senior Citizens.
- f. All owners, operators, managers, and commercial establishments located within the territorial jurisdiction of Pulilan, Bulacan are required to employ at least 40% of their manpower from qualified bonafide local residents of the Municipality including senior citizens as stated in Municipal Ordinance No. 13-2017.


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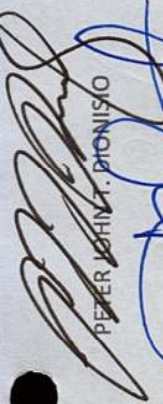
SECTION 84. SOLO PARENT. The Municipality of Pulilan shall ensure the implementation of the Solo Parents Welfare Act of 2000 as amended by Expanded Solo Parents Welfare Act.


a. It shall also ensure that solo parents are not deprived from enjoying their privileges such as follows:


1. Comprehensive Package of Social Protection Services such as livelihood development services, counseling services, parent effectiveness services, critical incidence stress debriefing and special projects for individuals in need of protection;
2. Flexible Work Schedule;
3. Non- Discrimination relative to Work. No employer shall discriminate against any solo parent employee with respect to terms and conditions of employment on account of her/his status;
4. Parental Leave. In addition to leave privileges under existing laws, parental leave of no more than seven (7) working days every year shall be granted to any solo parent employee who has rendered service of at least one (1) year;
5. Educational, medical and housing benefits.
6. Discount and VAT exemption on baby's milk, food, micronutrient supplements and diapers as provided in section 15 (b) of RA 11861.
7. Automatic coverage under the National Health Insurance Program being administered by the PhilHealth.

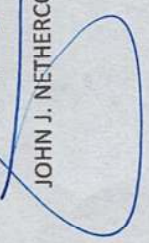
b. Solo Parent Identification Card. Pursuant to RA 8972, all solo parents shall register with the MSWDO for the issuance of Solo Parent ID.

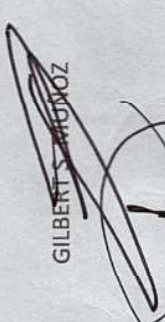
SECTION 85. RESPECT TO PERSONS WITH SEXUAL PREFERENCE. It shall be the policy of the Municipality of Pulilan to respect and protect the rights of persons with sexual preferences and to recognize their full potentials. No one shall

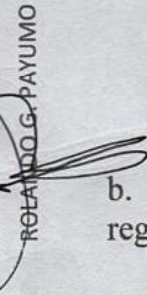

 PETER JOHNAT. DIONISIO



 REYNALDO J. CLEMENTE JR.

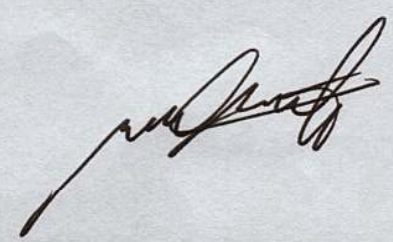

 ZANDRO C. HIPOBITO

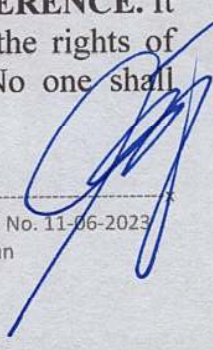

 JOHN J. NETHERCOTT


 GILBERT S. MUÑOZ


 ROBERTO G. PAYUMO









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discriminate against them with respect to employment, access to health, livelihood, education, job training and promotion and others.

**ARTICLE XII
 SPECIAL EVENTS AND ACTIVITIES**

SECTION 86. CELEBRATION OF INTERNATIONAL WOMEN’S DAY AND WOMEN’S MONTH. The Local Government of Pulilan, through its GFPS, shall lead the observance of International Women’s Day every 8th of March, and the whole month of March as Women’s Month in the municipality pursuant to Proclamation No. 227 and Proclamation No. 224. Towards this, it shall initiate programs and activities that will promote women’s empowerment including the holding of Municipal Women’s Day celebration.

SECTION 87. INTERNATIONAL DAY OF ACTION FOR WOMEN’S HEALTH. The Municipality of Pulilan shall observe the International Day of Action for Women’s Health every May 28 where issues and concerns relative to the protection and promotion of women’s health shall be projected, deliberated and acted upon.

SECTION 88. WORLD RURAL WOMEN’S DAY. The Pulilan Council of Women shall lead in the celebration of World Rural Women’s Day every October 15 in recognition of the invisible contribution of rural women in our local communities.

SECTION 89. INTERNATIONAL WEEK OF ACTION AGAINST GENDER-BASED VIOLENCE. The Municipality of Pulilan shall organize various events and activities to educate the constituency about violence against women and children every November 25 - December 12 as the period marked as the International Week of Action Against Gender-based Violence or the 18-day Campaign to Eliminate Violence against Women and Children.

SECTION 90: OBSERVANCE OF THE WORLD AIDS DAY AND CANDLELIGHT MEMORIAL. The Municipality of Pulilan shall observe the celebration of World AIDS Day and the Candlelight Memorial, and shall organize various events and activities to raise awareness and help eliminate all forms of stigma and discrimination related to HIV and AIDS.

SECTION 91. OTHER SPECIAL EVENTS RELATED TO THE CONCERNS OF WOMEN, CHILDREN, ELDERLY AND PERSONS WITH DISABILITIES. The Municipality of Pulilan through its GFPS shall observe the celebration of special events with appropriate rites and activities.

**CHAPTER III
 PROHIBITED ACTS**

**ARTICLE I
 VIOLENCE AGAINST WOMEN AND CHILDREN**

SECTION 92. IMMEDIATE ACTION ON REPORTS OF VIOLENCE AGAINST WOMEN AND CHILDREN. All concerned offices of the municipal government, including the barangays, shall act immediately or within twenty-four (24) hours upon receipt of complaints and reports of violence against women and children. As provided for in RA 9262; RA 9208; RA 8353; RA 7610; RA 8972 and RA 7877; they shall provide the appropriate intervention to the complainants within the prescribed period. Failure to act within the prescribed period constitutes neglect in the performance of duty and shall be penalized in accordance with the provisions of identified laws, Civil Service Code and the Local Government Code of 1991.

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SECTION 93. SOLICITING WOMEN'S SERVICES. It is unlawful for a person to solicit a woman or child's services for sexual purposes as gift, representation, public relations or as an act of goodwill regardless of whether the solicitor profits or not from such act without prejudice to the provision of the Revised Penal Code and other related laws.

SECTION 94. SEX SLAVERY. Any agency or person who shall engage in keeping women and children for sex for a fee shall suffer the penalty in accordance with the Revised Penal Code and other pertinent national laws.

SECTION 95. SEX TOURS. No beach resorts, pension and lodging houses and related establishments shall be allowed to operate as conduit for sex tours. Organizers of sex tours and owners of the establishments shall be penalized in accordance with the penal provision of this Code.

SECTION 96. DOMESTIC VIOLENCE. Violence against women shall include but not limited to physical, sexual and psychological violence occurring in the family and other relationships, including battering, sexual abuse of wife and female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation.

SECTION 97. VIOLENCE IN REPRODUCTIVE RIGHT. Is the forced sterilization and forced abortion, coercive/forced use of contraceptives, prenatal sex selection and female infanticide.

SECTION 98. MAIL ORDER BRIDE. It is a practice where a woman establishes personal relations with a male-foreign national via mail or similar means upon recruitment by an individual or agency for the purposes of exploiting women in the guise of marriage.

SECTION 99. SEXUAL VIOLENCE. This refers to an act which is sexual in nature, committed against a woman or her child. It includes but not limited to:

- a. Rape, sexual harassment, acts of lasciviousness, treating a woman or her child as sex object, making demeaning and sexually suggestive remarks, physically attacking the sexual parts of the victim's body, forcing her/him to watch obscene publications and indecent shows or forcing the woman or her child to do indecent acts and/or make films thereof, forcing the wife and mistress/lover to live in the conjugal home or sleep together in the same room with the abuser.
- 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 child.

SECTION 100. PSYCHOLOGICAL VIOLENCE. This refers to acts or omissions, causing or likely to cause mental or emotional suffering of the victim such as but not limited to intimidation, harassment, stalking, damage to property, public ridicule or humiliation, repeated verbal abuse and marital infidelity. It includes causing or allowing the victim to witness the physical, sexual or psychological abuse of a member of the family to which the victim belongs, or to witness pornography in any form or to witness abusive injury to pets or to unlawful or unwanted deprivation of the right to custody and/or visitation of common children.

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SECTION 101. ECONOMIC VIOLENCE. This refers to acts that make or attempt to make a woman financially dependent. This includes but 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 102. PROHIBITED FUND-RAISING INITIATIVES. Fund raising activities wherein men and women are used as door prizes, or substitute for door prizes, or companion package for an award, prize or recognition in order to raise funds shall be strictly prohibited. Organizers and all other persons responsible for the conduct of said fund raising activity shall pay a fine of Two Thousand Five Hundred Pesos (Php 2,500) and/or suffer imprisonment for six months (6) or both, at the discretion of the Court.

SECTION 103. CONTESTS WHICH DEGRADE WOMEN AND MEN. Beauty contests and other similar activities, whose purpose and manner of presentation tend to abuse, humiliate and treat and degrade women, men and children shall be strictly prohibited in schools, barangays and communities within the jurisdiction of the municipality. Instead projection of women and children's strengths and potentials shall be encouraged.

ARTICLE II

VIOLATION OF GENDER RIGHTS TO PROPER HEALTH CARE

SECTION 104. SOCIALIZED REPRODUCTIVE HEALTH SERVICES. No hospital and other health care facilities within the municipality, public or private, shall deny any person, especially the marginalized the right to avail himself/herself of appropriate health care at all times. Noncompliance by any health facility shall be a ground for revocation and non-renewal of the business permit or administrative charges to concern officials in case of government facilities. In cases of indigent patients coming from the Municipality of Pulilan, medical and social services personnel shall conduct assessment for possible recommendation of assistance.

ARTICLE III

VIOLATIONS TO LABOR AND EMPLOYMENT LAWS

SECTION 105. EQUAL ACCESS TO JOB TRAINING AND PROMOTION. No one shall be deprived of job training or promotion on account of gender, sex orientation, age, ethnicity, civil status and religion. Employers who violate this provision shall be penalized with a fine of Two Thousand Five Hundred Pesos (P2,500.00) or the cancellation of their business permits or both at the discretion of the court.

SECTION 106. WAGES AND BENEFITS. Every employer shall comply with the minimum wage as prescribed by the Regional Wage Board or as maybe provided by existing laws and shall grant all benefits due to all employees without discrimination against women. Violations by employers shall be penalized as provided in the Labor Code.

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SECTION 107. RAIDS IN ENTERTAINMENT ESTABLISHMENTS. Police brutality shall not be allowed anywhere, at any time, and in any kind of activity such as during the conduct of raids in entertainment establishments and similar places. Raids shall be conducted in accordance with the law and in a manner which shall not degrade or humiliate others. Violators of this provision shall be subject to appropriate administrative, civil or penal sanctions.

**ARTICLE IV
VIOLATIONS AGAINST JUSTICE, PEACE AND ORDER**

SECTION 108. NON-DISCLOSURE OF VICTIMS' AND OFFENDERS' IDENTITIES. The confidentiality of the real names, alias, personal circumstances, or any other information pending to establish the identities of offenders and victims shall be preserved and shall not be disclosed to the public in any manner to protect their privacy and integrity unless authorized by law or for a lawful purpose. Any person who violates this provision shall be penalized with fifteen (15) days of imprisonment or payment of Two Thousand Five Hundred Pesos (P2,500.00) or both or at the discretion of the court. The offenders may also be persecuted for revelation of secrets under Articles 229 and 230, as the case maybe, of the Revised Penal Code or under other related laws.

**ARTICLE V
VIOLATIONS TO PERSONS IN THE SPECIAL SECTORAL CONCERNS**

SECTION 109. EQUAL TREATMENT TO PERSONS IN THE SPECIAL SECTORS. Any ridicule, embarrassment, insult and harassment to persons with disabilities, elderly, solo parent, Muslim and other cultural communities and those with sexual preferences shall be penalized in accordance with the penal provision of this code.

SECTION 110. PROHIBITION AGAINST DEGRADING PROGRAMS AND PUBLICATIONS. It shall be unlawful for any person or entity to present reports, programs or advertisements in print, broadcast, electronics, film or other forms of media including stage shows or presentations, that degrade or treat women and men, minors and children as inferior beings or which in any manner subject them to humiliation and ridicule. Publishers, reporters, station or program managers, advertisers, producers, directors, actors or other persons responsible for such, shall be penalized with a fine of Two Thousand Five Hundred Pesos (P2,500.00) or imprisonment of one (1) month or both at the discretion of the court. The court may impose suspension or revocation of the business permit or franchise to operate.

**CHAPTER IV
PULILAN MUNICIPAL ORDINANCES RELATED DIRECTLY AND INDIRECTLY
TO THE PROTECTION OF WOMEN AND CHILDREN**

SECTION 111. MUNICIPAL ORDINANCES RELATED DIRECTLY AND INDIRECTLY TO THE PROTECTION OF WOMEN AND CHILDREN.

- a. Municipal Ordinance No. 11-21-2022, *Pulilan Children's Welfare Code of 2022-2027*

It is declared to be the policy of the local government of Pulilan that the protection, development, and survival of the children shall be given the highest priority; it is but imperative that the role of the family in providing for children the support and the efforts

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of the parent to nurture and care of our children from infancy up to adolescence shall be recognize.

The Local Government of Pulilan shall ensure that all programs, projects and activities aimed in achieving goals for the survival, protection, rearing and development of children shall be given priority in allocating resources even in times of economic austerity and structural adjustment.

b. Municipal Ordinance No. 22-2017, *A Drug-Free Workplace Ordinance in the Local Government Unit of Pulilan, Bulacan*

This ordinance shall be applicable to all public officials - elected or appointed in the municipal and barangay level, employees such as municipal employees – casual and regular, and job order personnel, and barangay volunteers – all volunteers who perform regular governance or service functions in the barangay whether full-time or part-time.

The random drug testing shall be implemented as a collaborative undertaking of the local government to include the barangay, its officials and employees. This shall be implemented primarily for a drug-free workplace.

The Municipal Mayor or his/her authorized representative shall order the conduct of the random drug test at least twice a year. For the barangay, the Barangay Captain shall also cause the order of the random test at least twice a year. Drug test shall be conducted by a Drug Testing Center accredited by the DOH.

c. Municipal Ordinance No. 21-2017, *The Anti-Bullying Ordinance of the Municipality of Pulilan*

It is the policy of the Municipal Government of Pulilan to create a habitable Municipality that will protect the security and well-being of its children from any forms of bullying by enacting sound measures that will ensure that their growth and development is free from exploitation, improper influences, hazards and other conditions or circumstances prejudicial to a child's physical, mental, emotional, social and moral development.

**CHAPTER V
 PROVISIONS FOR IMPLEMENTATION, MONITORING AND EVALUATION**

**ARTICLE I
 INSTITUTIONAL MECHANISMS**

SECTION 112. GENDER MAINSTREAMING. The Municipality of Pulilan shall adopt gender mainstreaming as a strategy towards the promotion of gender-responsive governance. It shall integrate gender equality goals into the development plans, programs, projects and services of the municipal government and in the whole planning and budgeting cycle. The development plans referred to are the Comprehensive Land Use Plan (CLUP); Comprehensive Development Plan (CDP); Local Development Plan; Investment Program (LDIP); Executive-Legislative Agenda (ELA); Annual Investment Plan (AIP) and other plans to be formulated by the LGU out of the main instruments which are the CLUP and the CDP.

SECTION 113. PARTICIPATORY GOVERNANCE AND IMPLEMENTATION. The municipal and barangay government units shall lead in the implementation of this Code. Participation of the civil society organizations shall be ensured and partnership and linkages with other concerned agencies, institutions and individuals shall be established.

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[Signatures]
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 REYNARDO J. CLEMENTE JR.
 ZANDRO C. HIPOLITO
 JOHN J. NETHERCOTT
 CHEBERT S. MURIOZ
 ROLANDO G. BAYUMO

[Signatures]



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SECTION 114: GFPS COMPOSITION, DUTIES AND FUNCTIONS. The Local Government shall establish a Pulilan Gender and Development Focal Point System (PGFPS) to accelerate gender mainstreaming within the municipality.

a. Composition of Pulilan Gender and Development Focal Point System:

1. PGFPS Executive Committee:

- | | | |
|-------------|---|--|
| Chairperson | - | Local Chief Executive |
| Members | - | SB Member, Chairperson of Committee on Women, Children, Family and Gender Equality |
| | - | SB Member, Chairperson of Committee on Finance & Appropriation |
| | - | Municipal Administrator |
| | - | Municipal Planning and Development Coordinator |
| | - | Municipal Budget Officer |
| | - | Municipal Social Welfare and Development Officer |
| | - | Municipal Human Resource Management Officer |
| | - | Municipal Local Government Operations Officer |
| | - | Municipal Health Officer |
| | - | Municipal Engineer |
| | - | Municipal Legal Officer |
| | - | LNB President |
| | - | School District Supervisor |
| | - | PNP Women's Desk |
| | - | Representative of PWDs |
| | - | Representatives from CSOs |


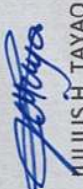
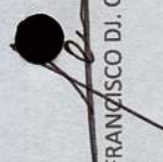
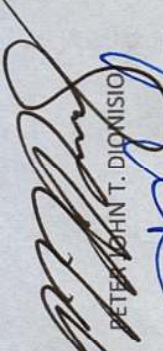

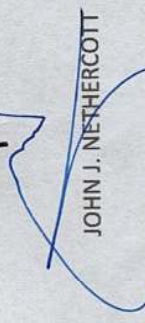
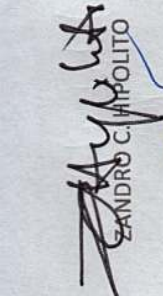
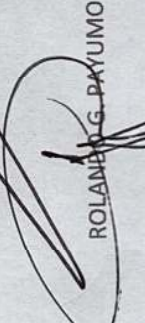
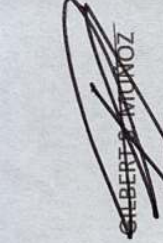
2. PGFPS Technical Working Group (TWG):

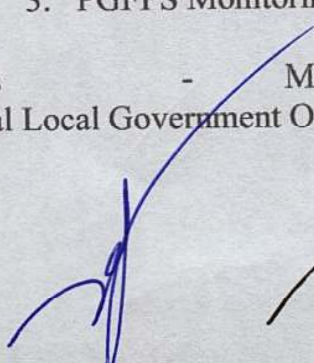
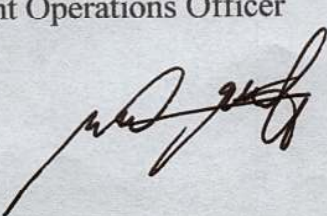
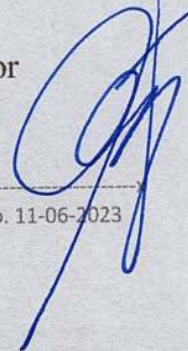
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|-------------|---|---|
| Chairperson | - | Municipal Planning and Development Coordinator |
| Members | - | Municipal Budget Officer |
| | - | Municipal Health Officer |
| | - | Municipal Social Welfare and Development Officer |
| | - | Municipal Environment and Natural Resources Officer |
| | - | Municipal Local Government Operations Officer |
| | - | Municipal Public Affairs and Information Officer |
| | - | Public Employment Service Officer |
| | - | Municipal Engineer |
| | - | Municipal Human Resource and Management Officer |
| | - | Municipal Population Officer |
| | - | Representative from the ff. groups: |
| | - | Representative from the Private Sector |
| | - | Konsehong Pambayan ng Kababaihan |
| | - | Representative from Person with Disabilities |
| Secretariat | - | Focal Person from Municipal Planning and Development Office |

3. PGFPS Monitoring and Evaluation Group:

- | | | |
|---------|---|--|
| Members | - | Municipal Planning and Development Coordinator |
| | - | Municipal Local Government Operations Officer |

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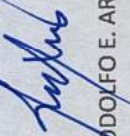
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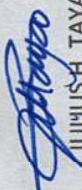
Municipal Human Resource Management Officer
 Municipal Social Welfare and Development Officer
 Municipal Budget Officer
 Municipal Accountant
 Representative from the Office of the Local Chief Executive
 CSO Representative (Women's Organization)

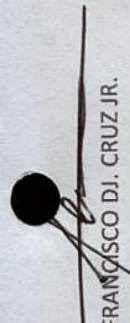
b. General Functions of the PGFPS.

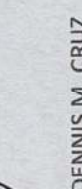
The GFPS is tasked to ensure and sustain the LGU's critical consciousness in supporting gender and development, women's empowerment and responding to gender issues. It shall take a lead role in direction-setting, advocacy, planning, monitoring and evaluation, and technical advisory in mainstreaming GAD perspectives in the LGU programs, projects, activities, and processes. Specifically, the PGFPS shall perform the following functions:

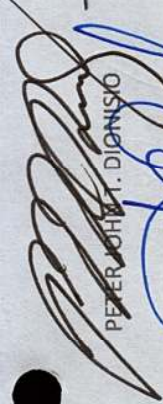
1. Lead in mainstreaming GAD perspectives in local government policies, plans and programs. In the process, they shall ensure the assessment of the gender-responsiveness of systems, structures, policies, programs, processes, and procedures of the local government based on the priority needs and concerns of constituencies and employees, and the formulation of recommendations including their implementation;
2. Assist in the formulation of new policies such as the GAD Code in advancing women's empowerment and gender equality;
3. Lead in setting up appropriate systems and mechanisms to ensure the generation, processing, review, and updating of sex-disaggregated data or GAD database to serve as basis in performance-based and gender-responsive planning and budgeting;
4. Coordinate efforts of different divisions/offices/units of the local government and advocate for the integration of GAD perspectives in all their systems and processes;
5. Spearhead the preparation of the annual and performance-based Municipal GAD Plan and Budget (GPB) in response to the gender issues and/or concerns of the locality and in the context of the LGU mandate; and consolidate the same following the form and procedures prescribed in the PCW-DILG-DBM-NEDA Joint Memorandum Circular 2013-01 or Guidelines on the Localization of the Magna Carta of Women. The PGFPS shall likewise be responsible for submitting the consolidated GPBs of the LGU;
6. Lead in monitoring the effective implementation of the annual GPB, GAD Code, and other GAD-related policies and plans;
7. Lead the preparation of the annual LGU GAD Accomplishment Report (GAD AR) and other GAD reports that may be required under the MCW and the JMC;
8. Strengthen linkages with other LGUs, concerned agencies or organizations working on women's rights and gender and development to harmonize and synchronize GAD efforts at various levels of local governance;
9. Promote and actively pursue the participation of women and gender advocates, other civil society groups and private organizations in the various stages of development planning cycle; giving special attention to the marginalized sectors, and

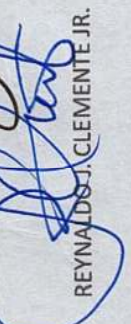

 RODOLFO E. ARCEO

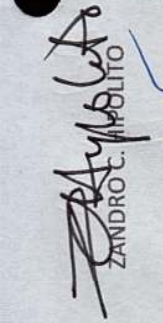

 JULIUS H. TAYAO

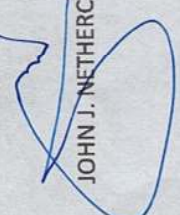

 FRANCISCO D. CRUZ JR.

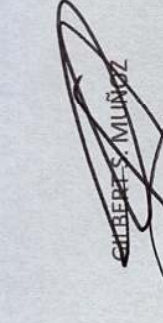

 DENNIS M. CRUZ

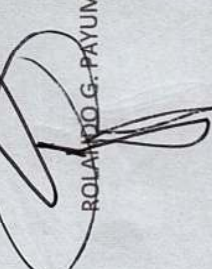

 PETER JOHN T. DIONISIO


 REYNALDO J. CLEMENTE JR.


 ZANDRO C. POLITO


 JOHN J. NETHERCOTT


 GILBERT S. MULARZ


 ROLANDO G. PAYUMO



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10. Ensure that all personnel of the local government including the planning and finance offices are capacitated on GAD. Along this line, the PGFPS will recommend and plan an appropriate capacity development program on GAD for its employees as part of and implemented under its regular human resource development program.

c. **ROLES AND RESPONSIBILITIES OF THE PULILAN GFPS.**

1. The Pulilan GFPS Chairperson/LCE

- i. Issue policies and/or directives that support gender mainstreaming in the policies, plans, PPAs and services of the Municipality as well as in its budget, systems, processes and procedures, including the creation, strengthening, modification or reconstitution of the GFPS; and
- ii. Ensure the implementation of the GPB and approve GAD AR and other GAD-related reports of the LGU as maybe required by the MCW-IRR and the JMC, duly endorsed by the GFPS Executive Committee and with the assistance of the GFPS-TWG.

2. The Pulilan GFPS Executive Committee

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

3. The Pulilan GFPS Technical Working Group (TWG)

- i. Facilitate the gender mainstreaming efforts of the Municipality through the GAD planning and budgeting process;
- ii. Formulate the Municipal GPB in response to the gender gaps and issues faced by their constituents including their women and men employees;

[Signatures and names of officials]
 RODOYO E. ARCEO
 FRANCISCO D.I. CRUZ JR.
 DENNIS M. CRUZ
 PETER JOHN T. DIGNISIO
 REYNALDO J. CLEMENTE JR.
 SANDRA HIPOLITO
 JOHN J. NETHERCOTT
 GILBERT S. MALIBON
 ROLANDO G. PAYUMO

[Signature]

[Signature]

"Not valid without seal.
 with mark, erasure or
 alteration"
 FALSIFICATION IS PUNISHABLE
 BY LAW UNDER ART 172 RPC



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- iii. Assist in the capacity and competency development of and provide technical assistance to the Local Government offices or units. In this regard, the TWG shall work with the Municipal Human Resource Management Office (HRMO) on the development and implementation of a capacity development program on GAD for its employees, as necessary;
- iv. Coordinate with the various units/offices of the Municipality and ensure their meaningful participation in strategic and annual planning exercises on GAD including the preparation, consolidation and submission of GPBs;
- v. 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' activities and to gender mainstreaming;
- vi. Monitor the implementation of GAD-related PPAs and suggest corrective measures to improve their implementation;
- vii. Prepare and consolidate Municipal GAD ARs and other GAD-related reports; and
- viii. Provide regular updates and recommendations to the LCE or GFPS Executive Committee regarding GFPS' activities and the progress of the Municipality gender mainstreaming activities based on the feedback and reports of concerned LGU offices/units, stakeholders and constituents.

4. The Pulilan GFPS Secretariat


There is a hereby designated GFPS Secretariat, a GAD Focal Person under Municipal Planning and Development Office who shall assist the PGFPS Executive Committee and the TWG in the performance of their roles and responsibilities, specifically on the provision of administrative and logistics services; preparation of meeting agenda; and documentation of GFPS meetings and GAD related activities.


5. Functions of Pulilan GFPS Monitoring and Evaluation Group

The Municipality of Pulilan shall establish, enhance, strengthen and maintain a gender responsive monitoring and evaluation system. The GFPS M&E Group shall monitor the implementation of the annual GAD Plan and Budget and shall prepare annual reports on the institutional mechanism for gender mainstreaming. They are entrusted to evaluate the outcomes of Municipality's GAD policies, programs and projects.

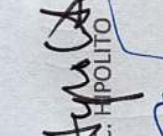
SECTION 115: ESTABLISHMENT OF SDD (COLLECTION AND UPDATING OF SDD). Data collected in all offices of the local government unit and in all other national offices operating within the territorial jurisdiction of Municipality of Pulilan shall be sex-disaggregated and regularly updated so as to provide a realistic picture of women and men and their different circumstances.

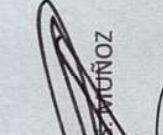
The MSWDO, Municipal Population Office, Local Civil Registrar, Municipal Health Office and Municipal Information and Communication Technology Office shall be responsible in the updating and maintenance of the Municipal information database for the collected SDD.

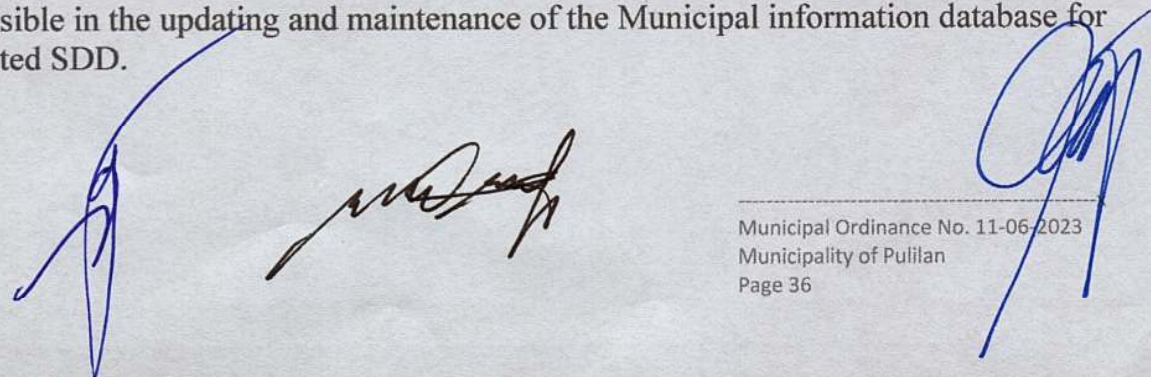

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The barangay, through their population worker, shall be responsible for the collection of SDD in the barangay level that are needed for the Municipal information system.

ARTICLE II
GAD UNIT AND RESOURCE CENTER

SECTION 116. GAD UNIT. There shall be established a GAD Unit which shall serve as the center of GAD activities. The said Unit shall be assigned in any space within the municipal hall and/or compound.

SECTION 117. GAD RESOURCE CENTER (GRC)/CORNER. The Municipality of Pulilan shall establish a GAD Resource Center. It shall have the capacity to respond to all the needs for GAD mainstreaming and shall provide the following services and resources:

- d. Updated library materials on Gender and Development/Women's Studies across various academic disciplines and development sectors;
- e. Capacity development programs;
- f. Technical assistance on policy development, plans, programs, projects, monitoring and evaluation and other related concerns; and
- g. Research programs;

CHAPTER VI
BUDGETARY PROVISION

SECTION 118. APPROPRIATION. The municipal and barangay government units shall appropriate at least 5% of the annual total budget to GAD programs, projects and services and an increase of 2% per annum to ensure gender mainstreaming in policies, programs, projects and activities. They may also utilize a certain percentage of the 20% Development fund for GAD, especially for gender-related hard infrastructure projects.

CHAPTER VII
PENAL PROVISION

SECTION 119. PENALTIES AND SANCTIONS. Violations of any provision of this Code shall be penalized in accordance with the provisions of applicable and pertinent national laws, special laws or other appropriate laws. When specific penalties and/or sanctions are provided in this Code, the same shall be applied without prejudice to the imposition of other penalties as may be provided in other laws. The penalty for any violation of this Code, which is not penalized elsewhere in other section of this code or in national law, shall be imprisonment of six (6) months and/or a fine of Two Thousand Five Hundred Pesos (Php2,500.00).

CHAPTER VIII
FINAL PROVISION

SECTION 120. SEPARABILITY CLAUSE. If for any reason or reasons, any part or provision of this Code shall be declared or deemed to be unconstitutional or invalid, other parts or provisions hereof which are not affected thereby shall continue to be in full force and effect.

SECTION 121. REPEALING CLAUSE. Pertinent provisions of the Municipal Ordinances, Executive Orders, Rules and Regulations or parts thereof which are inconsistent with this Code are hereby repealed or modified accordingly; provided, that

RODOLFO E. ARCEO

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PETER ROBERT M. DOMINISIO

ANDRES C. HIPOLITO

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provisions of existing Ordinance affecting or concerning children, consistent with this Code, existing national laws and the best interest of the child shall remain in force.

SECTION 122. EFFECTIVITY. This Ordinance shall take effect immediately upon approval and publication in a newspaper of local or general circulation.

APPROVED.

I hereby certify that in a meeting held by the Sangguniang Bayan of Pulilan, Bulacan, the foregoing resolution has been duly approved by all the Sangguniang Bayan members present.



FREDERICK EMERSON A. CASTRO, J.D.
Secretary to Sangguniang Bayan

ATTESTED BY:

ROLANDO S. PERALTA JR.
Municipal Vice Mayor
and Presiding Officer

APPROVED BY:

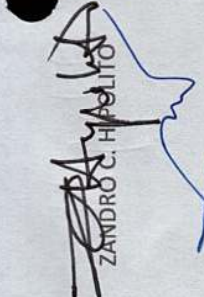
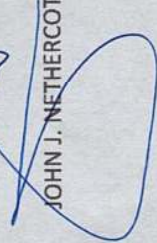
MARIA ROSARIO OCHOA MONTEJO
Municipal Mayor

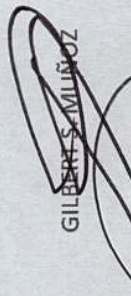
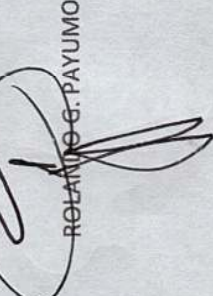

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