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OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

CERTIFICATION

TO WHOM IT MAY CONCERN:

***THIS IS TO CERTIFY** that at the regular session duly constituted of the Sangguniang Panlalawigan, Province of Pangasinan, held on March 16, 2007, at Lingayen, Pangasinan, the following provincial ordinance was approved:*

Authored by SP Member Von Mark R. Mendoza and co-authored by Vice Governor Oscar B. Lambino and SP Member Marlyn L. Primicias-Agabas

PROVINCIAL ORDINANCE NO. 130-2007

**AN ORDINANCE PROVIDING FOR A PROVINCIAL
GENDER AND DEVELOPMENT CODE OF PANGASINAN
AND FOR OTHER PURPOSES**

**BE IT ORDAINED BY THE SANGGUNIANG PANLALAWIGAN OF
PANGASINAN IN SESSION ASSEMBLED:**

CHAPTER I – GENERAL PROVISIONS

**ARTICLE I
TITLE AND GENERAL POLICY**

SECTION 1. *Title.* – The Ordinance shall be known as the “GENDER AND DEVELOPMENT CODE OF THE PROVINCE OF PANGASINAN.”

SECTION 2. *Declaration of Policy and Principles of the Provincial Government of Pangasinan.* – it shall be the policy of the Provincial Government of Pangasinan to ensure that both women and men benefit equally and participate directly in the development programs and projects of its various departments and ensure the full participation and involvement of both men and women in the development process, pursuant to RA 7192 otherwise known as the Women in Development and Nation Act. It shall also uphold the rights of women and the belief in their worth and dignity as human beings in accordance with the fundamental freedoms guaranteed under the Constitution and the Provisions of the Universal Declaration of Human Rights, Convention on the Elimination of All Forms of Discrimination Against Women and other international human rights instruments of which the Philippines is a party.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 2

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 Provincial Government of Pangasinan shall actively contribute to the establishment of a national and international economic order based on sustained, equitable growth and balanced ecology. Any development efforts it undertakes should realize the rights of women, enhance women's full potentials, uplift their status, and lead to the improvement of the quality of lives of their families and communities.

Toward this end, the Provincial Government shall pursue and implement vigorously gender-responsive development policies, design and integrate specific gender support systems, take into consideration women's rights to economic survival, political participation, self determination and personal empowerment; adopt and implement measures to protect and promote their rights; and ensure the widest participation of women from the local government, nongovernmental organizations (NGOs) and people's organizations (Pos), and the private/business sector in all phases of the development program cycle.

TO ATTAIN THE FOREGOING POLICY:

1. All government departments, offices and instrumentalities shall ensure that women and girls benefit equally and participate directly in the development programs and projects of said departments and agencies, specifically those funded under official foreign development assistance, to ensure the full participation and involvement of women in the development process, pursuant to RA 7192, or the Women in Development and Nation Building Act.
2. All government project proposals shall ascertain the inclusion of gender-responsive indicators and guidelines while not be remiss in locating the root of women's oppression, pursuant to the United Nations Declarations and Conventions of Women of which the Philippine Government is a signatory.
3. All departments, offices, and instrumentalities, upon effectivity of this Code, shall review and revise all their regulations, circulars, issuances, and procedures to remove gender bias therein, and shall complete the same within two years.

ARTICLE II RELATED PRINCIPLES

SECTION 3. *Adoption of CEDAW.* The Code hereby adopts the principles of the UN Convention on the Elimination of Discrimination Against Women, as follows:



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 3

- a. Women have the right to the prevention of and protection from all forms of violence and coercion against the person, their freedom, their sexuality, and their individuality.
- b. Women have the right to freely and fully participate individually or collectively in the political processes of their communities and nations.
- c. Women have the right to the means for assuring their economics welfare and security.
- d. Women have the right to the necessary knowledge and means for the full exercise of their reproductive choice in accordance to the Constitution and their beliefs and preferences.
- e. Women have the right to choose a spouse in accordance with their values and preferences, maintain equality in marriage or its dissolution, and obtain adequate support for the rearing and caring of their children.
- f. Women have the right to an adequate, relevant, and gender-fair education throughout their lives from childhood to adulthood.
- g. Women have the right to adequate nutrition and proper health care.
- h. Women have the right to a humane living condition.
- i. Women have the right to nurture their personhood, collectively and individually, to secure an image of themselves as whole and valuable human beings, to build relationships based on respect, trust and mutuality.
- j. Women have the right to equality before the law in principle, as well as in practice.

SECTION 4. Definition of Terms:

Gender – is a socially constructed difference between men and women for all sexual orientations and gender identities, created artificially, partly through socialization and partly through positive and negative discrimination in the various institutions and structures of society.

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, sustainable, equitable and gender-responsive.

Discrimination Against Women – any distinction, exclusion or restriction made on the basis of sex has purpose or effect of impairing or nullifying the recognition, enjoyment or exercise by women of their rights irrespective of their marital status.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 4

Commodification of Women – is a practice which puts women in a subordinate situation which results in the treatment of women as both consumers and objects. As consumers, women are enticed to buy beauty products to enhance their physical attractiveness. As objects of consumption, women are reduced to a sexual commodity for the manipulation and utilization for one's sexual desire or interest, usually in exchange of money or goods so that women have no control or power to reject such utilization or manipulation.

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 as defined in the UN Declaration on the Elimination of Violence Against Women.

Gender and Development. – Conscious efforts at improving the quality of lives of women and men of all sexual orientations and identities based on sustained, equitable growth and balanced ecology. It sees society as a gender system in all aspects – economic, political and social. It views oppression in both private and public spheres, recognizing women as agents of change through the reorientation of the male-centered culture.

Gender-Sensitivity and Training, Gender Sensitization. - It is a 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.

Battering is any single or sporadic act of violence which shall include the repeated and habitual cyclic pattern as means of intimidation and imposition of the batterer's will and control over the survivor's life.

Trafficking in Women. – A covert or overt recruitment of women into the sex trade industry. It includes new forms of sexual exploitation such as sex tourism, the illegal recruitment for domestic labor to work in developed countries, and organized marriages between women from third world countries and foreign nationals, promoting or initiating a system in which women become movable properties and objects of exchange.

Mail-order Bride. – It is a practice where a woman establishes a personal relation with male-foreign nationals via mail, electronic or similar means, upon recruitment by an individual or agency for the purpose of exploiting women in guise or marriage.

Sexual Harassment. – It is a form of misconduct involving an act or a series of unwelcome sexual advances, requests for sexual favors, or other verbal or physical behavior of a sexual nature, made directly or indirectly.

Pedophilia. It is a form of sexual perversion where children are preferred victims for intercourse.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 5

Reproductive Health.- As defined in the International Conference on Population and Development and World Health Organization, and affirmed in the International Women's Conference in Beijing, reproductive health is a state of complete physical, mental, and social well-being and not merely the absence of disease and infirmity in all matters relating to the reproductive system and to its functions and processes, i.e., people are able to have a satisfying and safe sex life and have the capability to reproduce and the freedom to decide it, when and how to do so.

Differently-abled Women. – Differently-abled women are those who experience one or a combination of physical impairment with distinct needs and potentials.

Fund-raising Initiative. – It refers to any activity, whether in whole or part, integrated in any raffle draw, benefit or disco dance, premier showing of movies, or any similar fund-raising undertakings where women are used as donor prize, substitute for prizes won, a companion package for an award, prize of recognition, or any manner, activity, come-on display, or exhibition which depicts a woman as central, partial, or a special focus in order to raise fund.

Psychological Program. – It is an intervention using integration and holistic approach to conditions of women considering their differentiated needs within a social context.

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

Support Services for Women in the Entertainment Industry, Entertainment Industry. – Women in the entertainment industry are those women employed in establishments identified as places of amusements and shall include, but not limited to. Night clubs or day clubs, cocktail lounges, super or family clubs, karaoke and videoke bars, beer houses/gardens, fastfood centers, resorts which show TV/cable programs, films, movies, sports shows either by direct hook-up or via satellite and other places of amusement where one seeks admission to entertain himself.

CHAPTER II – DEVELOPMENT CONCERNS

ARTICLE I GENDER AND DEVELOPMENT

SECTION 5. *Gender Sensitivity Orientation and Training.* All schools, offices, establishments or companies, departments and agencies of the Provincial government shall be provided with gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender issues and concerns. Likewise, all establishments, schools, colleges and universities shall develop assessment tools for gender biases.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 6

SECTION 6. Active Support to Gender Studies. – A sufficient amount shall be allotted to gender-related documentation and researches which shall form part of the Province database program development.

SECTION 7. Production, Popularization and Campaign of Gender-Fair Materials.– The Provincial government shall actively promote, and publish popular forms of gender-fair materials through all concerned departments and local agencies/networks.

SECTION 8. Gender and Development Focal Point. - The Gender and Development Council must be created. It shall be designated as the main GAD Focal Point of the Provincial Government. It shall be the major body that will initiate GAD Programs, projects and activities for the provincial's constituents through the various Provincial departments and instrumentalities. It shall work in close coordination with the Gender and Development Resource and Coordinating Office, the GAD Focal Points formed in every department/office and the Barangay GAD Focal Points created in each Barangay.

SECTION 9. Integrated Gender-sensitive and Environment-friendly Plan of the Province.– An integrated gender-sensitive and environment-friendly plan of the Province of Pangasinan shall constitute the following, but not limited to:

- a. Zonification Plan. – As far as practicable, the Province shall ensure that:
 1. relocation of communities shall not deprive women and men of their sources to livelihood;
 2. relocation sites shall not contribute to an increase in women's burden in economic, home and social production;
 3. housing and industrial project sites shall be those unproductive lands unsuitable for economic purposes;
 4. industrial center for light industry shall be placed in key districts of the Province while the heavy industry shall be centralized in one district;
- b. Community-based Environment Plans and Programs. - Both men and women shall participate in pollution control, zero waste technology development and management preservation of the City's remaining tree parks and aquatic resources.
- c. Gender-sensitive Natural Resource-based Management Programs. - The Provincial government shall engage in the development of gender-sensitive natural resource-based management programs.
- d. Role of Women and Men in Environment Impact Assessment Projects. - The Provincial government shall promote the active role of women vis-à-vis men in environmental impact assessment shall consciously determine sex-disaggregated data.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 7

- e. Promotion of Appropriate Technology. - The Provincial government of Pangasinan shall actively promote alternative technologies that are appropriate and safe for women.

SECTION 10. Investment and Loans. - The Provincial government shall hold consultative assemblies with women NGO's/PO's in establishing contracts for loans and investments to clarify implications on women's welfare and development at the Barangay level.

SECTION 11. Overseas Contract Worker's (OCW) Wives and Children Support.- The Provincial government shall conduct a survey of overseas contract workers at the Barangay level, out of which shall serve as basis for special support to OCW families, especially wives and children.

SECTION 12. Special Course on OCW. - A special course on overseas contract work primarily to orient women on the issues and concerns relative to migration shall be conducted in all barangays to be organized by their respective Barangay GAD Committee.

SECTION 13. Education on National Policies. - Women and men shall undertake education on national policies and their implications on women.

SECTION 14. Special Training for Lupong Tagapamayapa. - All training courses for Barangay Lupong Tagapamayapa. - All training courses for Barangay Lupong Tagapamayapa and Barangay Security and Development Officers (BSDOs) shall include gender and development basic orientation.

SECTION 15. Gender and Population. - The Provincial Health Department shall review and redesign the population program based on the reproductive health framework.

SECTION 16. Training on Nontraditional Occupation. - Women shall be given opportunity to acquire training on nontraditional occupation specially in the field of science and technology.

ARTICLE II VIOLENCE AGAINST WOMEN

SECTION 17. Violence Against women shall include but shall not be limited to:

- a. Physical, sexual and psychological violence occurring in the family regardless of relationships, including battering, sexual abuse of 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.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 8

- b. Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment, and intimidation at work, in educational institutions and elsewhere, trafficking in women, and forced prostitution.
- c. Violations of the human rights of women in situations of armed conflict, in particular murder, physical and psychological torture, systematic rape, sexual slavery, and forced pregnancy.
- d. Forced sterilization and forced abortion, social stigmatization, coercive/forced use of contraceptives, prenatal sex selection, female infanticide, forced medical or psychological examinations without expressed approval of the concerned person.
- e. To buy and sell a woman or any of her body parts for profit.
- f. Sexual harassment and assault of women detention.

SECTION 18. Sexual Abuse. – Sexual abuse shall include but shall not be limited to the following:

- a. When a man inserts or attempts to insert his penis into the mouth, genital or anus of a woman under any of the following:
 - 1.) through force, threat or intimidation;
 - 2.) by means of abuse of authority or relationship;
 - 3.) when the offended party is deprived of reason or is otherwise unconscious;
 - 4.) when the offended party is below twelve years old, even though none of the above circumstances is present.
- b. When a person who inserts part of his or her body other than the sexual organ, or who introduces any object or instrument into genital or anus of a woman under any of the situations stated in paragraph 1.
- c. When a person subjects another to have sexual intercourse with an animal under any of the circumstances stated in paragraph 1 or through any abnormal, unusual or ignominious sexual act.
- d. Sexual abuse in intimate relationships consisting of any form of forced sexual act by a partner to the other within intimate relations as defined in the Anti-Rape Law of 2001, such as those between women relations, married or unmarried, legally separated or separated in fact.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 9

- e. Incestuous abuse committed by any person who has authority over a person by virtue of consanguinity and/or affinity such as those perpetrated by father, mother, grandparent, brother, sister, whether whole or half-blood; an uncle, aunt, nephew or niece or cousin to the fourth degree.

SECTION 19. Partner/Wife Abuse and Battering. – Abuse and Battering constitute the following kinds of behavior, but shall not be limited to:

- a. Physical abuse and battering – this includes any form of inflicting wounds, pain, etc. on any part of the woman's body or the threat of physical violence.
- b. Sexual abuse and assault – this includes physical attacks on the women's breast/genitals or forced sexual activity, accompanied by either physical violence or the threat of physical violence.
- c. Psychological Abuse – this includes threats of suicide, violence against the women of her family, punching, breaking, or defacing or otherwise destroying the house or any part thereof; or of personal belongings of a woman, threatening to take the children away, threatening to kidnap children or take them to a foreign country and forcing the victim to do degrading things; controlling the victim's lawful or usual activities, the use of foul and insulting words or statements and threats of abandonment and expulsion such as forcing the wives to leave the conjugal dwelling. This provision shall apply to any form of intimate relations such as common-law relations, those between and among members of the same household; and includes men's control over women's resources (e.g. income, property, etc.).
- d. Economic abuse – this includes deprivation of women on economic resources, their generation and mobilization so as to create dependency and submissiveness to men and to any established structures of domination such as controlling over women's hard-earned money and using them for his vices, etc.

SECTION 20. Trafficking in Women. Trafficking in women shall include the following but not limited to any person or association, cult, religion, or organization or similar entities to commit the following acts:

- a. Establish or carry on a business for the purpose of matching women for marriage to foreigners, either on a mall-order basis or through personal introduction or cyberspace;
- b. Advertise, public, print or distribute, or cause the advertisement, publication, printing or distribution of any brochure, flyer or propaganda material calculated to promote the above-mentioned prohibited acts for profit or advantage;



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 10

- c. Solicit, enlist, or attach/induce any woman to join any club, association or organization whose objective is to match women for marriage to foreigners either on a mail-order basis or through personal introduction or cyberspace or any form which facilitates the act of solicitation;
- d. Use the postal service, cyberspace or satellite TV to promote the above-mentioned prohibited acts;
- e. To buy or sell a woman, or any of her body parts for profit; or to use her body by any pretext; to be used for experiments, research or the like without her consent;
- f. Act as a procurer of a prostituted woman;
- g. Threaten or use violence and force a woman to become a mail-order bride;
- h. Lease or sublease, use or allow to be used any house, building or establishment for the purpose of trafficking in persons; and
- i. Organize, produce or distribute pornographic materials that promote traffic in persons.

SECTION 21. Other Forms of Sexual Harassment. – Other than the definition provided by RA 7877, the following constitute sexual harassment, some of which are covered by the Revised Penal Code under Acts of Lasciviousness;

- a. persistent telling of offensive jokes such as green jokes or other analogous statements to someone who finds them offensive or humiliating;
- b. taunting a person with constant talk about sex and sexual innuendoes; displaying offensive or lewd pictures and publications in the workplace;
- c. interrogating someone about sexual activities or private life; during interviews for employment, scholarship grant or any lawful activity applied for;
- d. making offensive hand or body gestures at someone;
- e. repeatedly asking for dates despite verbal rejection;
- f. touching, pinching or brushing up against someone's body unnecessarily or deliberately;
- g. kissing or embracing someone against her will;



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 11

- h. requesting sexual favors in exchange for a good grade, obtaining a good job or promotions, etc.;
- i. cursing, whistling or calling a woman in public with words having dirty connotations or implications which tend to ridicule, humiliate or embarrass the woman such as “puta”, “peste”, “pokpok”;
- j. any other unnecessary acts during physical examinations;
- k. requiring women to wear suggestive or provocative attire during interviews such as job hiring, promotion, admission; and
- l. any expression of gender bias against a person with the intention to embarrass, humiliate, and stigmatize.

SECTION 22. Pedophilia.- Pedophilia shall include, but shall not be limited to the following:

- a. when the offender shall have sexual intercourse with a boy or girl child;
- b. when the offender shall have anal intercourse with a boy or girl child;
- c. when the offender does other sexual acts such as fondling, kissing the private parts of a girl or boy child or taking photographs/video of the same for pornography;
- d. when the offender shall have in possession of pornographic photographs/videos of the same.

SECTION 23. Commercial Exploitation of Women/Men and Girls/Boys. – It shall be unlawful for any person to sell or market women’s and girl’s bodies in various forms of packaging. These include but are limited to the following:

- a. Prostitution which is selling a woman’s body mainly for sex;
- b. Printing, publication, display, and distribution of pornographic scenes on movies/TV shows, trailers, posters, billboards and other materials and literature that treat women/men and girls/boys as sex objects and commodities;
- c. Pornographic and indecent shows depicting women/men and girls/boys as sexual objects either in nude or provocative gestures; and/or
- d. Live shows whether women or girl-children are influenced or forced to dance or do naked shows in public or private places for various purposes.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 12

SECTION 24. *Nondiscrimination of gays, lesbians, bisexuals, and transgender.* – It shall be regarded a violation of human rights to discriminate against any person on the basis of her/his sexual preference of orientation for employment, participation in provincial development programs and projects, and/or other family or community activities.

ARTICLE III SUPPORT MECHANISMS TO EMPOWER WOMEN AND PROMOTE AND RESPECT WOMEN'S RIGHTS

SECTION 25. *Comprehensive Support to women-survivors of Violence.* – The provincial Government shall provide comprehensive support to women-survivors of violence which consists of, but not limited to, the following:

- a. immediate conduct of an investigation within twenty-four hours;
- b. provision for counseling and medical services for the offended party;
- c. gathering of evidence for the arrest and prosecution of the offenders;
- d. accomplishment of a report of his/her investigation and, on the basis of the offended party's testimony and additional evidence, if any, endorse the same to the proper prosecution office within thirty-six (36) hours from time of filing, regardless of his/her evaluation of the case;
- e. the investigation officer or the examining physician, if possible, of the same sex as the offended party, ensures that only persons expressly authorized by the latter are allowed inside the room where the investigation or medical or physical examination is being conducted;
- f. women victim-survivors of all forms of violence shall be registered in a community-based psychological program that shall assist the women in holistically rebuilding and empowering themselves;
- g. all investigations/hearing involving rape cases and other forms of violence against women conducted in the police stations, prosecution's office and the trial courts shall recognize the survivor's social support group as expressly allowed or requested by the offended party;
- h. A temporary shelter with appropriate support services for women in crisis shall be appropriate constructed under the management and supervision of the Provincial Social Services and Development Department; and



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 13

- i. Free legal services to women and victim-survivors

SECTION 26. Support Services for Women in the Entertainment Industry, Entertainment Industry Defined. –

The Provincial government shall provide socio-economic support services for women in the entertainment industry as defined in this Code in order to respond to their practical needs.

SECTION 27. Regular Medical Routine Check-up.- Women in the entertainment industry shall be required to undergo medical routine check-up and be prescribed medicines if needed.

ARTICLE IV WOMEN PARTICIPATION POLITICAL AND PUBLIC SPHERE

SECTION 28. Promoting Gender Balance all Levels of Local Government Positions. – The Provincial Government shall promote gender balance of qualified women and men for opportunity to assure key positions at all levels of local government, whether elective or appointive. This should form part of the government's efforts to eliminate barriers to women's participation in the public sphere. This shall include their equal representation in the structure of the Development Council (CDC) and the Barangay Development Council (BDC). Implementation guidelines shall be detailed in the Code's Implementing Rules and Regulations.

SECTION 29. Barangay Gender and Development Committee. - All barangays shall establish their respective Barangay Gender and Development Committee that shall ensure that gender issues and concerns are incorporated and addressed at the Barangay level and reflected in Barangay development plans. All accredited women's organization's with mass membership at the community level shall be represented in the committee as a cluster.

SECTION 30. Making Significant Days for Women's Action. - March 8 as International Women's Day shall be declared as a special day for all women in the Province of Pangasinan through an Executive Order. There shall be coordinated Provincial, Municipal and Barangay level activities for women to be highlighted with the State of the Women Address by the Provincial Governor reporting all accomplishments and initiatives to promote the status of women in Province of Pangasinan. A committee for this activity should be convened and spearheaded by the Provincial GAD Council.

In recognition of women's contributions to society, commercial establishments shall be encouraged to give a twenty (20%) discount for women in March 8. Implementation guidelines shall be provided in this Code's Implementing Rules and Regulations.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 14

SECTION 31. Day of Action for Breast Cancer Awareness. - The Provincial government shall set a day in the third week of March to organize information campaign activities on breast cancer, one of the top causes of maternal mortality. A coordinated Provincial, Municipal and Barangay level activities shall be set and spearheaded by the Provincial Health Department to promote consciousness on breast cancer.

SECTION 32. - Girl Child Week. - The Provincial government shall set the first week of October to organize activities to celebrate the Girl Child Week, with special recognition of cases of working children. It shall be spearheaded by the Division of Schools and the Social Welfare and Development Department.

SECTION 33. - International Day of Action for Women's Health. - The provincial government shall set May 28 to mark the International Day of Action for Women's Health, Wellness and Well-being when issues and concerns relative to the protection and promotion of Women's health shall be examined, deliberated, projected and government action sought. A coordinated municipal and Barangay level activities shall be set and spearheaded by the GADRCO and the provincial Health Department to promote women's health and well-being.

SECTION 34. International Week of Action Against Gender-based Violence. - The Provincial government shall organize various events and activities to educate residents about violence against women and children every November 25 - December 10 as the period marked as the International Week of Action Against Gender-based Violence and culminates on International Week of Action Against Gender-based Violence and culminates on International Human Rights Day. The activities shall be spearheaded jointly by the Social Services and Development Department, the Department of Health, Barangay Operations Center, and the Provincial GAD Council.

SECTION 35. Pangasinan Gender and Development Summit. - The Provincial government shall set a day every week of November to hold a Gender and Development Summit as part of the Province's Foundation Day Celebration. A committee shall be convened to manage and coordinate the activities and affairs of the summit focusing on (a) the current situation of women in the province of Pangasinan; and (b) women's issues and concerns and how these can be addressed. The summit shall come up with priority issues with their specific action points to be disseminated and proposed for adoption at the city and Barangay councils.

SECTION 36. Peace Based on Social Justice and Human Rights. - The Provincial government network shall promote peace education at the Barangay level through affirmative action and information campaign activities on peace and development issues based on social justice and human rights to be spearheaded by Barangay leaders in coordination with community-based women, and people's and non-government organizations.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 15

ARTICLE V LABOR AND EMPLOYMENT

SECTION 37. Wage and Benefits for Women. – Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or as stipulated by pertinent legislation passed by Congress and shall grant all benefits to all women employees such as maternity leave, sick and vacation leave, retirement, and other benefits provided by law. The same provision shall apply to benefits covered by the Collective Bargaining Agreement (CBA) between the concerned employee's union and management.

SECTION 38. Increase Maternity Leave Benefits as Incentives for Breastfeeding Mothers in the private Sector. - Additional maternity leave benefits up to sixty (60) days from forty-five (45) days mandated by law under RA 8283, shall be extended to women employees in private offices and commercial/industrial establishments located in the Province, who have rendered at least one year continuous service, provided that this benefit shall be mutually agreed upon in the collective Bargaining Agreement (CBA), between the concerned employees' union and management. Provided, further, that any additional leave period shall be used for care and breastfeeding of the newborn baby by the concerned employee.

SECTION 39. Increase Paternity Leave Benefits as Incentive for Fathers for Meaningful Participation in the Care of the New Born Child in the Private Sector. - Additional paternity leave benefits up to fourteen (14) days from the seven (7) days mandated by law under RA 8187, shall be extended to male employees in private offices and commercial/industrial establishments located in the city, who have rendered at least one (1) year continuous service, provided that this benefit shall be mutually agreed upon in the Collective Bargaining Agreement (CBA) between the concerned employees' union and management. Provided, further, that any additional leave period shall be used for care of the new-born baby by the concerned employee.

SECTION 40. Increase Reproductive Health Benefits for Women. – A yearly twelve (12) day menstrual/menopausal leave for women employees in private offices and commercial/industrial establishments located in the Province, who have rendered at least one year continuous service, provided that this benefit shall be mutually agreed upon in the Collective Bargaining Agreement between the concerned employee's union and management. Provided, further, that this benefit shall be taken one-day each month for menstrual or menopausal leave.

SECTION 41. Orientation on Sexual Harassment. – All government agencies and private offices, commercial/industrial establishments located in the Province shall conduct regular orientation on sexual harassment for their respective employees. Certificate of Compliance shall be submitted to the Provincial Gender and Development Resource and Coordinating Office.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 16

The Provincial government shall set up/create its own Committee on Decorum and Investigation (CODI) including the promulgation of the Implementing Rules and Regulations or policy on sexual harassment that will provide/prescribe procedure for the investigation of sexual harassment cases and administrative sanctions covering all Provincial Officers and employees in accordance with the provision of RA 7877 and the Civil Service Rules and Regulations on Sexual Harassment.

The Provincial government shall campaign to set up/create the same CODI in all private offices and commercial/industrial establishments.

SECTION 42. Setting up Grievance Machinery. – A grievance committee shall be set up in all government and private offices, commercial/industrial establishments located in the Province, to act on complaints/cases related to various forms of discrimination against women in the workplace such as hiring, job training, promotion, and the like.

SECTION 43. Equal Access to Job Training Promotion. – No woman shall be deprived of job training and promotion on account of her gender, age, ethnicity, creed, religion, and civil status.

SECTION 44. Facilities and Support Systems for Women. - The Provincial government shall ensure the occupational safety and health of women employees in both government and private offices and commercial/industrial establishments. In appropriate cases, it shall require employers to:

- a. provide an ergonomic system of seats or equipment in the performance of their duties without detriment to efficiency;
- b. establish separate toilet rooms, lavatories, and lounge for men and women and provide at least a dressing room for women;
- c. provide a breast feeding corner for women in the workplace.

SECTION 45. Household-based Workers/Women in the Informal Sector. – The Provincial government shall ensure that social protection shall be accorded to women working in the informal economy. These are women vendors, sewers, laundry workers, and related occupation. Organized home-based workers may avail of social security and employee's compensation benefits and Philhealth benefits upon proper documentation and registration with the Social Security System and Philhealth, respectively.

The Provincial Government, through the Provincial Planning and Development Office and other related agencies shall conduct an inventory of all women involved in the Informal sector for consultation and provision of appropriate support services for the sector.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 17

SECTION 46. Barangay-based Househelp Support. – All barangays in the Province of Pangasinan shall conduct compulsory education for both househelpers and househelper employers on gender sensitivity. An administrative sanction shall be imposed to any Barangay Council fails to comply with this provision.

SECTION 47. Women in the Entertainment Industry. - Women engaged in legitimate occupations in the entertainment industry such as singers, stage performers/actresses, bar girls and receptionists, shall be recognized as wage earners and shall receive minimum wage and benefits afforded to women workers and shall render services as set in the job contract and only in the place of work as specified in the business permit of the establishment concerned.

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

SECTION 48. Police Operations in Entertainment Establishments. – All police operations or raids conducted in any entertainment establishment must be undertaken with utmost care and respect for human rights. Police Officers shall not take this opportunity for sexual exploitation of or extortion from entertainers and other concerned parties. Violation of this provision is punishable under the Revised Penal Code and other related laws.

SECTION 49. Monitoring System for Labor Standards. - A mechanism shall be installed by the Provincial GAD Council to monitor all offices, agencies and establishments of companies violating Labor Code provisions and provisions of this Ordinance; prepare regular reports to concerned departments and recommend appropriate actions.

ARTICLE VI HEALTH RIGHTS

SECTION 50. Right to Health. – Article 12 of the UN International Convention on Economic, Social and Cultural Rights provides that women's right to health, which includes women's reproductive rights, is a basic fundamental human right. In recognition of the fact that women's reproductive roles and social expectations have made health policies, programs and services to focus more on pregnancy and birth related cases rather than on a more holistic approach, the Provincial government shall respect and promote a rights based approach to women and men's health by considering their respective specific realities and health need at every stage in their lives. It shall also promote couples shared responsibilities of childbirth and child care.

SECTION 51. Reproductive Health. The Provincial shall fully implement its programs on reproductive health as provided in its Reproductive Health Code.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 18

SECTION 52. Health Care Delivery. – Quality health care and services shall be accessible to all women and men regardless of age, sex, creed, religion and ethnicity in Pangasinan.

No hospital in the province shall deny women and men living below the poverty line of health services. A certificate of indigency shall be issued by the Punong Barangay for the purpose of verifications.

In case of emergency, a social worker or any authorized personnel shall be designated to conduct rapid appraisal of the socioeconomic status of the patient for admission purposes.

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

SECTION 53. Women's Control Over Their Bodies – Women's decision to attain healthy sexual development and achieve their reproductive intension shall be given appropriate support and guidance by all health professionals, private and public, at a very minimal cost.

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

SECTION 54. Gender-sensitive Women and Children Protection Unit (WCPU). – The provincial government shall establish a Gender-sensitive Crisis Intervention Unit at all levels of health care, especially at the tertiary level, and shall provide service training to all health and other allied personnel who shall be assigned in this unit.

SECTION 55. Gender-fair Approach to Premarital Counseling Program. – The Provincial Health Department and the Social Services and Development Department shall ensure gender-sensitive conduct required in the application for marriage license with the City Civil Registry.

SECTION 56. Mainstreaming Reproductive Health Framework Through Primary Health Care Strategy. – In consonance with the Provincial Health Department's policies, Children's Youth and Welfare Code, and in pursuance of agreements made at the International Conference on Population and Development (ICPD), the Provincial Government shall mainstream the Reproductive Health Approach in health care services delivery using the primary health care strategy:



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007
Page 19

ARTICLE VII EDUCATION RIGHTS

SECTION 57. Conduct of Regular Gender-sensitivity Training For All Teachers at All School Levels. - The Divisions of Pangasinan Schools in coordination with the Province of Pangasinan Council shall conduct and incorporate gender sensitivity orientation in teacher's orientation seminars and Parents-Teachers Association (PTAs) meetings conducted before classes start at the beginning of the school year.

SECTION 58. Developing Gender-fair Educational Materials. The Divisions of Pangasinan Schools shall ensure that all educational materials developed by the provincial schools officials and the private sector are gender fair and do not portray stereotyping of roles for men and women or boys and girls. It shall conduct a regular monitoring and review of exiting educational materials to ensure that these are gender sensitive and gender fair.

SECTION 59. Promotion of Gender-sensitive Curriculum. - All public and private schools in the Province shall actively promote gender-sensitivity in their subject/course curriculum and gender-fair socialization for school pupils. The Division of Provincial Schools shall also ensure that city school officials and the private sector professional school counseling and career education programs are gender responsive.

SECTION 60. Promoting Gender-sensitive Education Programs and Services. - All schools, offices, establishments or companies, departments and agencies including Barangay officials of the local government shall initiate gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender justice.

SECTION 61. Gender-responsive Non-formal Education for Youth and Adults. - The Division of Provincial Schools in coordination with Provincial Technical Education Services Development Authority (TESDA) shall conduct non-formal classes for women and men desiring to engage themselves in functional and practical education, to be held in Barangay high schools or Barangay multi-purpose centers.

ARTICLE VIII CULTURE AND MASS MEDIA

SECTION 62. Gender-sensitive Portrayals in Media. - The Provincial government shall oblige all media institutions to be sensitive in the portrayal of women's and men's role, encourage positive images of women, and discourage sexist and homophobic print materials and broadcast programs.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 20

SECTION 63. *Gender-sensitivity Training for Local Media Practitioners.* – The Provincial government shall encourage and support the conduct of gender-sensitivity workshop trainings for local media practitioners at the community level and tertiary schools located in the Province. It shall likewise provide full support to media practitioners and freelance/independent media productions that advocate gender-sensitive issues through various forms of incentives and recognitions.

SECTION 64. *Regulation of Internet Cafes and Computer Shops.* - The Provincial government shall regulate the operation of Internet service-providing establishments and entertainment computer shops in order to curb and prevent the proliferation of access to cyber sex pornography of women and minors.

SECTION 65. *Regulation of Media Coverage During Police Raids on Entertainment Establishments.* - The Provincial government shall regulate the media coverage of entertainment establishment raid operations for the prevention of exploitation of women and men entertainers and their unnecessary body public exposure and humiliation.

ARTICLE IX SOCIO-ECONOMIC RIGHTS

SECTION 66. *Gender-responsive and Comprehensive Livelihood Program.* - The Provincial government shall allocate funds for socio-economic programs for poor women and men that include gender-responsive livelihood skills and values training seminars. The Comprehensive Livelihood shall include feasibility study, financing, monitoring, sustainable paying scheme and incentives.

SECTION 67. *Social Lending program.* - The Provincial government shall establish a social lending program to cater to low-income families with interest rates similar to those availed by members of cooperatives.

SECTION 68. *Access to Investment and Loan Programs.* - Loans shall be extended to women engaged in small to medium scale enterprises as well as to displaced industrial workers under the principle of self-reliance and hard work.

SECTION 69. *Low cost Basic Services.* - The Provincial government shall facilitate access of women and men to quality low-cost housing, safe water, electricity, communication, transportation and basic commodities.

SECTION 70. *Monitoring of Standardization of Prices of Basic Commodities.* - The Provincial government shall ensure fair marketing practices and standard pricing of basic commodities through regular price monitoring in local markets.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 21

SECTION 71. *Economic Empowerment for Poor Women.* – Feminization of poverty which is regarded as a condition when the gap between the rich and the poor widens and grassroots-women bear the brunt as in economic living to instability and unequal distribution of wealth. Such gap reinforces non response to both practical strategic interests of women. The provincial government shall ensure poor women of strategic and transformative mechanism where by they could uplift their economic and social relations.

ARTICLE X SPECIAL SECTORAL CONCERNS

SECTION 72. *Advocacy on Differently-abled Women's Rights and Support Mechanisms for Education and Employment.* – The Provincial Government shall initiate active advocacy on the rights of Differently-abled Women; establish special education schools/classes for them to the Division of Provincial Schools which shall offer appropriate curriculum for their specific needs; and develop creative employment opportunities for them in recognition of their differentiated condition and full potential as human person.

The Provincial Government, through the Provincial Engineer's Office, shall ensure that all educational and commercial buildings are provided with ramps and toilet facilities for differently-abled persons.

The Provincial Government shall implement RA 7277 of the Magna Carta for disabled persons that reserves five percent (5%) of contractual or emergency positions for persons with disabilities.

SECTION 73. *Organization of Different Women in the Community.* – It shall be the duty of the Barangay GAD Committee to organize differently-abled women in the community in order to advance the interests of this special group of women and to monitor and report cases of harassment and discrimination committed against differently-abled women.

SECTION 74. *Mobilizing Support for Elderly Women in the Community.* – It shall be the duty of the Barangay GAD Committee to organize elderly women within the Barangay to advance their practical and strategic interests and needs. The Provincial Government and the Barangay GAD Committee shall allocate funds for emergency assistance, yearly physical health's check-up's, social group work program, and appropriate socio economic activities.

SECTION 75. *Support to Women in Detention.* – The rights of all women detainees shall be protected by insuring them of (a) a speedy trial of their cases; (b) an appropriate program to respond to their specific needs and problems as detainees; (c) a separate physical structure and space provisions for detention and rehabilitation; and (d) a provision of legal services.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007
Page 22

ARTICLE XI WOMEN AND CHILDREN SUPPORT SYSTEM

SECTION 76. Implementation of UN CRC. The Provincial Government Shall Implement Systems and programs that are anchored on the United Nations Convention on the Rights of the child (UN CRC) which stipulates the promotion and protection of children's rights to survival, development, and protection in national and local laws which now include the New Family Code and the Child Youth Welfare Code. It shall fully implement the Provincial Children's Code of Pangasinan.

SECTION 77. Gender-responsive and Child-friendly Child Minding Center in Every Barangay. – The Provincial Government shall ensure that child-friendly and gender-responsive child daycare/minding centers are set up in every Barangay to provide parents support facilities for the care of their children when they go to work or school. The centers shall ensure that the basic early child education curriculum in the centers promote gender-fair socialization; encourage both fathers and mothers to participate in the development, care and nurturing of their children; and boys and girls in the center are able to learn to respect the rights of all children to the full enjoyment of their childhood and their rights.

SECTION 78. Shared Parenting and Responsibilities. - The Provincial government shall advocate that all fathers and mothers have both the moral obligation and responsibility in assuring the rights and well-being of their children, such as caring and nurturing, regardless of sex, and physiological and physiological conditions.

CHAPTER III PROHIBITIONS AND PENAL PROVISIONS

ARTICLE I VIOLENCE AGAINST WOMEN AND CHILDREN

SECTION 79. Violence Against Women. – Any violator of this Code as stipulated in Section 17 shall be penalized in accordance with the provisions of the Revised Penal Code and other related laws.

SECTION 80. Pedophilia – Any act falling under the definition of pedophilia shall constitute a violation of this Code as stipulated in Section 22. Any violator of this provision shall be penalized in accordance with the Revised Penal Code and other related laws.

SECTION 81. Soliciting Sexual Services. – It is unlawful for a person to solicit a woman's service for sexual purposes as a gift, representation, public relations, or as an act of goodwill regardless of whether the solicitor profits or not from such acts without prejudice to the provisions of the Revised Penal Code and other related laws.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 23

SECTION 82. Trafficking in Women and Children. – Any person or agency, who, with the use of force or deceit, lures a woman or child to work abroad or in other provinces or cities in the Philippines for a particular job on a promise of high fees, but instead landed on prostitution, domestic help or other odd jobs shall be penalized in accordance with the penal provisions under RA 9208 or the Anti-Trafficking in Persons Act, RA 7610 or the Law on Protection Against Child Abuse, RA 7877 of the Anti-Sexual Harassment Law, RA 8353 or the Anti-Rape Law, and the Revised Penal Code, whichever is deemed appropriate to apply.

SECTION 83. Prostitution Sex Trade. – An agency or person who shall engage in keeping women for sex for a fee shall suffer the penalty in accordance with the Revised Penal Code and other related laws.

Entertainment establishments that promote prostitution as defined in this Code shall suffer the penalty in accordance with RA 7610, RA 9208, RA 7877, RA 8353, and RA 7658.

SECTION 84. Sex Tours. – No hotels, beach resorts, sauna baths, and related establishments shall be allowed to operate as conduit for sex tours. Cancellation of business permit, a fine of Five Thousand Pesos (P5, 000, 00) and imprisonment of one (1) year shall constitute the penalty for violation, as deemed appropriate by the Courts.

SECTION 85. Beauty Contests. – Beauty Contests which tend to commodify, abuse, humiliate and treat other persons, specially women and homosexuals as sex objects shall strictly be prohibited in schools, communities, municipalities, barangays and by the provincial government in their special celebrations, but in their stead the projection of women's strengths and potentials, especially with regard to indigenous and culturally relevant forms shall be encouraged.

Those who initiate the conceptualization and implementation of the beauty contest shall be subjected to a penalty consisting of the following:

For business entities: a) Cancellation of business permit; b) Fine of Five Thousand Pesos (P5, 000.00).

For representatives of agencies, departments or units of the local government of Pangasinan: a) Suspension for one (1) Month without pay; b) Fine of Five Thousand (P5, 000.00) pesos.

For educational institutions, charity or welfare organizations: a) Cancellation of license to operate; b) Fine of Five Thousand (P5, 000.00) pesos.

SECTION 86. Fund-raising Initiatives. - All fund-raising initiatives as defined in this Code shall be strictly prohibited in this province. Violators of this provision shall pay a fine of Five thousand Pesos (P5, 000.00) or imprisonment of six (6) months or both at the discretion of the court.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007
Page 24

SECTION 87. Women and Girls in Detention. – No woman or girl/child shall be kept by any PNP/Military Personnel in Police/Military Detachment/Checkpoint or any analogous quarter for purposes of comfort and may not be deprived basic social service in detention. Violation shall be penalized through summary dismissal proceedings of the local AFP/PNP and/or at the discretion of Local Police Law Enforcement Board.

SECTION 88. Forced Marriage. – No woman shall be forced to marry on the basis of vitiated consent. Any person or representative committing a fraudulent or coercive act to cause and affect a forced marriage shall be liable under this Code by a fine of Five Thousand (P5,000.00) pesos or an imprisonment of one (1) year, or both, at the discretion of the court.

SECTION 89. Regular Surveillance of Entertainment Establishments. – A provincial Interdepartmental task force shall be created to conduct regular surveillance of business establishments involved in trading women's bodies such as (a) prostitution; (b) printing, publication, display and distribution of pornographic scenes on movies/TV shows, trailers, posters, billboards and other materials and literature that treat women as sex objects and commodities; organizing production of pornographic and indecent shows depicting women and girls as sexual objects either in nude or provocative gestures; and mounting live shows where women or girl-child are influenced or forced to dance or do naked shows in public or private places.

A person or agency who engages in organizing or producing these activities that exploit women and girl children violate human rights and shall be dealt with under the law. Failure of the Task Force to submit regular reports shall be subjected to administrative sanction.

ARTICLE II LABOR AND EMPLOYMENT

SECTION 90. Equal Access To Job Training Promotion. – No woman shall be deprived of job training and promotion on account of her gender, age, ethnicity, creed, religion, and civil status. Violators by private employers shall constitute a fine of Five Thousand Pesos (P5,000.00) and temporary cancellation of business permit for the first offense, and Five Thousand Pesos (5,000.00) fine and permanent cancellation of business permit for the second offense or as prescribed by the Court in accordance with penal provisions under the Labor Code. The government unit or agency head of office is liable with the penalty of three months suspension and a fine of One Thousand Pesos (1,000.00).

SECTION 91. Wage and Benefits for Women. – Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or passed by the Congress and shall grant all the benefits to all women employees such as maternity leave, sick and vacation leave,



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007
Page 25

retirement, termination and other benefits provided by law. Violation by private employers shall constitute a fine of Five Thousand Pesos (5, 000.00) and a cancellation of business permit or as prescribed by the Court in accordance with penal provisions under the Labor Code. A Provincial Government unit or agency head of office which violates this Code shall be liable with the penalty of three months suspension and a fine of One Thousand Pesos (P1, 000.00).

SECTION 92. *Increase Maternity Leave Benefits as Incentives for Breastfeeding Mothers in the Public and Private Sectors.* – Any employer who violates the provision on the increase in maternity leave benefits notwithstanding compliance of all requirements of this Code shall be penalized with a fine of Five Thousand Pesos (P5, 000.00) and the cancellation of business permit or license to operate for six (6) months. For local government department agency, administrative sanctions shall be imposed as determined by the proper body.

SECTION 93. *Barangay Education on Gender Sensitivity.* – All barangays in the Province of Pangasinan shall conduct compulsory training and education for both BSDOs, barangay officials, househelpers, and househelper employers on gender sensitivity. An administrative sanction shall be imposed on any barangay council which fails comply with this provision.

SECTION 94. *Women in the Entertainment Industry.* – Violation of the provisions in Section 49 shall be subjected to a fine of Five Thousand Pesos (P5, 000.00) and the cancellation of business permit, or both, at the discretion of the Court.

SECTION 95. *Police operations in Entertainment Establishments.* – Violation of the provision on police operations in entertainment establishments as provided in Section 50 of this Code shall be subjected to an administrative sanction/action.

SECTION 96. *Orientation on Sexual Harassment.* – Establishments which fail to comply with this provision on orientation on sexual harassments as provided in Section 43 of this Code shall pay a fine of not less than Three Thousand Pesos (P3, 000.00) at the discretion of the Court.

ARTICLE III OTHER PENALTIES

SECTION 97. *Penal Clause.* Unless Otherwise provided in this Code, any person or entity found guilty of violating any of the provisions of this Code shall suffer the penalty of imprisonment for not more than one (1) year or a fine not exceeding Five thousand pesos (PhP 5,000.00), at the discretion of the Court, without prejudice to cancellation of permit to operate in cases of business/educational institutions, and administrative sanctions in case of public officials.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007
Page 26

CHAPTER IV PROVISIONS FOR IMPLEMENTATION

SECTION 98. *Powers and Functions of the Provincial Gender and Development (GAD) Council.* – As the Provincial Government's GAD Focal Point, the Provincial GAD Council shall ensure the promotion of women's empowerment and equality/equity between women and men in the province; and is primarily responsible for ensuring the sustained implementation of this Provincial GAD Code. To achieve these, it shall perform the following powers and duties:

- a. Formulate and submit comprehensive medium term (three years) and annual integrated GAD plans responsive to the needs and situation of women constituents that incorporate policies, programs, and activities (PPAs) that will uplift their conditions;
- b. Monitor and evaluate the implementation of local gender and development policies, programs, and activities through the conduct of regular review and evaluation of existing legislation, policies and measuring the extent to which women's concerns are integrated in all aspects of life on the basis of equal opportunities with men;
- c. Recommend the adoption of appropriate policies, enactment of ordinances or passage of resolutions that enhance the potentials and capabilities of women and men to implement GAD mainstreaming;
- d. Promote and support the establishment of a consultative mechanism to provide continuing dialogue between the Provincial Government and the women sector;
- e. Maintain and update a sex-disaggregated data bank through the conduct of the primary and secondary data gathering activities;
- f. Work in collaboration with national and regional government agencies, NGOs, Pos, the private sector and institutions to ensure the women's concerns are brought into the mainstream of all development efforts;
- g. Ensure that all Provincial Government program planning and implementing activities are gender sensitive/responsive;
- h. Review and approve all GAD PPAs from the barangay to province level prior to implementation to monitor if activities to be undertaken are in accordance with guidelines set forth;
- i. Create functional committees in the performance of its functions, as the need arises;



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 27

- j. Assist the Finance Committee, the Committee on Appropriations in the allocation of the GAD Budget;
- k. Avail of educational and training seminars offered by NGOs/Pos, educational and research institutions, and other private sector initiatives that may be helpful in the achievement of its goals;
- l. Represent the Province in local and international women's conferences and for others which are pertinent to its other duties and functions;
- m. Gather and disseminate information on current developments and studies on GAD and related issues (i.e. gender and governance); and
- n. All other duties and functions that maybe mandated by its council member deemed necessary to achieve its goals.

SECTION 99. Function of the Gender and Development Resource and Coordinating Office (GADRCO). - The Gender and Development Resource and Coordinating Office is responsible for providing technical and administrative support to the GAD Council. The GADRCO shall have the following functions to ensure effective and consistent implementation of the provisions of this Ordinance:

- a. Act as a Secretariat for the Provincial GAD Council and will provide administrative, operational, and coordinative support to the body, including the documentation of GAD Council meeting proceedings;
- b. Assist the Council and Executive Committee in the monitoring of GAD plans and PPAs from the barangay to the Provincial Department/office level;
- c. Assist the Council in capacity building activities for GAD mainstreaming such as GAD/gender sensitivity orientation, gender-responsive planning and budgeting, gender diagnosis or programs/projects, and gender-based information systems;
- d. Assist the Council in Information dissemination and awareness building and in the production of information-education-communication tools such as regular publications, research and monitoring reports, provincial gender profiling, advocacy materials, audiovisuals; as well as in the identification and maintenance of resource persons and trainers for a GAD speakers bureau for the province;
- e. Assist the GAD Council in establishing and maintaining a gender responsive knowledge center/databank;



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007

Page 28

- f. Assist in establishing a GAD Focal Point mechanism in each department within the provincial government and in barangays for better coordination and monitoring;
- g. Facilitate the holding of women's assemblies for consultation of issues; and for the registration and election of women NGO/PO representatives to the GAD council; and
- h. Undertake all other work required for the effective and efficient discharge of the Council's functions.

The council operations shall be detailed in the Implementing Rules and Regulations of this Code.

SECTION 100. - Local Monitoring Board for Violence and Media. – A local monitoring board for movie, print, broadcast, and multimedia, shall be set up to classify, censure, prohibit, or regulate the exhibition of materials in the Province degrading women. The Board's function shall also extend to video shops, electronic communication, cable television, books and other forms of audiovisuals channels or instruments.

SECTION 101. Creation of Women and Children's Desk (WCD) and Appointment of WCD Officer. – Without prejudice to the present PNP policies on the matter, the Provincial Government shall create the WCD and appoint a WCD Office in all police stations in Pangasinan specifically to handle women and children's concerns. Complaints filed by women on battering and other forms of abuse against them shall be handled by female officers in the local police force who shall undergo special courses on handling cases affecting abused women.

SECTION 102. Creation of Medico-Legal Desk for Women and Children at the Provincial Social Services and Development Department. – There shall be medico-legal desk for women at the Provincial Social Services and Development Department to cater to specific women problems and concerns.

SECTION 103. Community Education on Trafficking. – The barangay GAD Committees shall organize massive information campaigns and continuing education on trafficking of women and children; monitor trafficking activities in their respective communities; and develop a system for reporting or referral of traffic victims to appropriate agencies.

SECTION 104. Generating Sex-disaggregated Data and Undertaking Gender Analysis. – It shall be the main function of all the barangay GAD Committees to periodically generate sex-disaggregated data on their respective communities. This shall be the duty of all concerned provincial departments and offices and partner NGOs and Pos to enable them to provide situational analysis for better formulation of the Provincial GAD Plan.



Republic of the Philippines
PROVINCE OF PANGASINAN
Lingayen
www.pangasinan.gov.ph

OFFICE OF THE SANGGUNIANG PANLALAWIGAN SECRETARY

Provincial Ordinance No. 130-2007
Page 29

SECTION 105. Guidelines for Determining Gender Biases. – The Provincial Government, through the Provincial Personnel Department shall issue guidelines to determine gender biases in Provincial Government Departments and instrumentalities, schools and private offices, commercial/industrial establishments, etc., and promote the prevention of these biases.

SECTION 106. Creation of a Provincial Tripartite Committee to Monitor the Implementation of Labor Standards. – There shall be a Tripartite Committee composed of representatives from the Provincial Industrial Relations Office, organize labor and association of employers. The Tripartite Committee shall be tasked to:

- a. Monitor the implementation of labor standards set under the Code;
- b. Establish a Labor Assistance Desk where women workers could file complaints or seek legal assistance/advice on labor issues to promote industrial peace;
- c. Recommend to the Provincial Council on issues or complaints lodge with the Labor Assistance Desk;
- d. Formulate rules/mechanics for monitoring labor standards; and
- e. Conduct regular labor standards orientation for the provincial women workers in coordination with the Provincial GAD Resource and Coordinating Office.

SECTION 107. Implementing Rules and Regulations. – Upon effectivity of this Ordinance, a Drafting Committee to formulate the Implementing Rules and Regulations (IRR) necessary to carry out the provisions of this Ordinance shall be convened by the Provincial GAD Council composed of representatives from the Provincial Board Secretary's Office, Provincial Legal Office, Provincial Planning and Development Office, Provincial Administrator's Office, Provincial Health Department, Socio Service and Development Department, Barangay Operations Center, Community Relations Office, Provincial GAD Resource and Coordinating Office, Provincial Council of Women and Family Affairs, and other NGOs.

A consultative body shall be convened after the initial formulation of the Code's Implementing Rules and Regulations to validate the draft document. It shall be composed of representatives of the Focal Points of the Provincial Departments and Offices, NGOs/PO, and barangay officials involved in the process of drafting this Code. The IRR shall take effect after it is ratified through a resolution by the Provincial Council and upon the publication in two (2) local newspapers of general circulation.

SECTION 108. Compliance Report. – Within six (6) months from the effectivity of this code and every six (6) months thereafter, all Provincial Government departments and instrumentalities, shall submit a report to the Provincial Council on their compliance with this Code.



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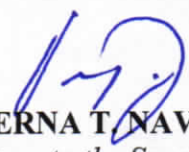
Provincial Ordinance No. 130-2007
Page 30

SECTION 109. Appropriation. – For the effective implementation of this Ordinance, the Provincial Government shall appropriate five percent (5%) of the Provincial Annual Development Fund pursuant of RA 7192 and DILG-DBM-NCRFW Circular 2001.


CHAPTER V
FINAL PROVISIONS

SECTION 110. Separability Clause. – If, for any reason, any section or provision of this Ordinance is declared unconstitutional or invalid, the other sections of provision thereof which are not which are not affected thereby shall continue to be in full force and effect.

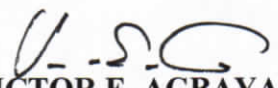
SECTION 111. Effectivity Clause. – This Ordinance shall take effect upon approval and after publication in a newspaper of general circulation in accordance with the Local Government Code.


ATTY. VERNA T. NAVA-PEREZ
Secretary to the Sanggunian

ATTESTED:


VICE GOVERNOR OSCAR B. LAMBINO
Presiding Officer

APPROVED:


VICTOR E. AGBAYANI
Governor