



Republic of the Philippines
SANGGUNIANG PANLUNGSOD
City of Mandaluyong

ORDINANCE NO. 598, S-2015

**AN ORDINANCE ORDAINING THE GENDER
AND DEVELOPMENT (GAD) CODE
OF MANDALUYONG CITY**

WHEREAS, it has been a declared policy under our Constitution that the dignity of every human person shall be valued and full respect on human rights guaranteed;

WHEREAS, the Philippines, as part of the community of nations, adopts the generally accepted principles of international law as part of the law of the land. Among others, it adheres to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), Beijing Declaration and Platform of Action (BPfA), Millennium Development Goals (MDG), International Covenant on Economic, Social and Cultural Rights (ICESCR), the International Covenant on Civil and Political Rights (ICCPR) that champion equality between women and men;

WHEREAS, the Philippines, by accepting these international principles, commits itself to undertake a series of measures to end discrimination against women in all forms, including the incorporation of principle of equality of women and men in their legal, political and social mainstream system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women; to establish tribunals and other public institutions to ensure the effective protection of women against discrimination; and to ensure elimination of all acts of discrimination against women by persons, organizations or enterprises;

WHEREAS, in June 2011, the Human Rights Council adopted Resolution 17/19 expressing grave concern on violence and discrimination on individuals on the basis of sexual orientation and gender identity which was followed by another Resolution approved last September 26, 2014 combating violence and discrimination based on sexual orientation and gender identity;

WHEREAS, as part of the Philippine Government, the City of Mandaluyong adopts a policy of ensuring equality between women and men, and elimination of all forms of discrimination against women including LGBTs;

WHEREAS, the City of Mandaluyong shall strive to be the best gender-responsive government unit in the Philippines;

WHEREAS, in order to realize this achievable goal, there is a need to enact a Gender and Development (GAD) Code that will set the pace on the efforts of the City in promoting, protecting and fulfilling women and LGBT's human rights towards the attainment of women empowerment and gender equality in the locality.

NOW, THEREFORE, be it ordained by the Sangguniang Panlungsod of Mandaluyong, in session duly assembled that:

ARTICLE I
(GENERAL PROVISIONS)
TITLE, LEGAL MANDATE, PRINCIPLES AND DEFINITION OF TERMS

SECTION 1. TITLE. This Ordinance shall be known as the “Gender and Development Code of Mandaluyong City” hereinafter referred to as “GAD Code”.

SECTION 2. LEGAL MANDATE. The Gender and Development (GAD) Code recognizes and adopts the principles laid down in the following international and local laws with respect to gender equality, elimination of all forms of discrimination against women and LGBTs, and women empowerment, as follows:

A. INTERNATIONAL LAWS

1. United Nations Convention on the Elimination of All Forms of Discrimination Against Women (UNCEDAW);
2. Beijing Platform for Action (BPfA);
3. Millennium Development Goals (MDG);
4. International Convention on Economic, Social and Cultural Rights (ICESCR);
5. International Covenant on Civil and Political Rights (ICCPR);
6. Universal Declaration of Human Rights.

B. NATIONAL AND LOCAL LAWS

1. Article II, Section 14 of the 1987 Constitution recognizing the role of women in nation-building and shall ensure the fundamental equality before the law of women and men;
2. Article XIII, Section 14 of the 1987 Constitution recognizing women’s maternal and economic role;
3. Article XIII, Section 11 of the 1987 Constitution recognizing women’s special health needs;
4. Republic Act No. 7192 or the Women Development and Nation-Building Act promoting the integration of women as full and equal partners of men in development and nation building;
5. Republic Act No. 9710 or the Magna Carta for Women;
6. Executive Order (EO) 273 directing 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 financial plans;
7. Local Budget Memorandum No. 28 directing LGUs to mobilize resources to mainstream and implement gender and development programs using the five (5) percent development fund;
8. Joint Circular 2012-01 of the PCW-NEDA-DBM or the Guidelines for the Preparation of Annual Gender and Development (GAD) Plans and Budgets, Accomplishment Report to Implement the Magna Carta for Women;
9. Joint Memorandum Circular No. 2013-01 of PCW-DILG-DBM-NEDA or the Guidelines in the Localization of the Magna Carta for Women;

10. Civil Service Commission Memorandum Circular No. 12, S-2005 encouraging 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 its official documents, communications and issuances;
11. Philippine Plan for Gender-responsive Development (PPGD), 1999–2025 which envisions a society that promotes gender equality and women's empowerment, and upholds human rights, among other development goals;
12. Framework Plan for Women (FPW) which encourages agencies to promote gender-responsive governance, protect and fulfill women's human rights, and promote women's economic empowerment;
13. Republic Act No. 6725 or the Act Strengthening the Prohibition on Discrimination Against Women with Respect to Terms and Conditions of Employment;
14. Republic Act No. 7877 or the Act Declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment;
15. Republic Act No. 8042 or the Migrant Workers and Overseas Filipino Act of 1995;
16. Republic Act No. 8972 or the Solo Parent Welfare Act;
17. Republic Act No. 9208 or the Act which institutionalize 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 Violation and for Other Purposes;
18. Republic Act No. 9262 or the Anti-Violence Against Women and their Children Act;
19. Republic Act No. 10354 or the Responsible Parenthood and Reproductive Health Act of 2012;
20. Republic Act No. 8551 or the New Police Act of 1998;
21. Republic Act No. 6972 or the Act Establishing a Day Care Center in Every Barangay;
22. Republic Act No. 7600 which provides incentives to all government and private health institutions with rooming-in and breastfeeding practices;
23. Republic Act No. 6949 which declares March 8 of every year as a working holiday to be known as National Women's Day;
24. Republic Act No. 10398 which declares November 25 of every year as the "National Consciousness Day for the Elimination of Violence Against Women and Children";
25. Mandaluyong City Ordinance No. 432, S-2009 or "An Ordinance Creating the GAD Council or GAD Focal Group";
26. Mandaluyong City Ordinance No. 405, S-2012 or "Children's Code";
27. Mandaluyong City Ordinance No. 535, S-2014 or "Code of Parental Responsibility".

SECTION 3. GAD POLICIES AND PRINCIPLES. It shall be the declared policy of the City Government of Mandaluyong to:

- a. recognize the equality of women and men, and eliminate all forms of discrimination against women and LGBTs;
- b. implement the strategy of gender mainstreaming in local policy-making, planning, programming and budgeting, in local legislation, project development, implementation, monitoring and evaluation;
- c. adopt a policy of eliminating gender discrimination in the local government systems, structures, policies, programs, process and procedures;
- d. pursue women empowerment in political, economic, social, cultural, civil or any other field;
- e. deepen their knowledge and build their competencies on GAD-related laws and international commitments, gender mainstreaming, gender analysis, gender-responsive planning and budgeting, and other GAD-related tools as a strategy in their mainstreaming efforts;
- f. strengthen their monitoring and evaluation systems to assess the effectiveness and efficiency of their response to gender-related issues in the locality;
- g. institutionalize mechanisms for oversight, technical and coordination support on gender and development.

SECTION 4. DEFINITION OF TERMS. For purposes of this Ordinance, the following terms are defined:

- a. BUREAU OF JAIL MANAGEMENT AND PENOLOGY-INMATES PRE-REINTEGRATION REFERRAL SYSTEM (BJMP-IPRS) – is a system of helping inmates to help them transform through proper classification, evaluation and referral to concerned government agencies and NGOs/volunteer workers or groups having capability and commitment to provide sustained inmate's welfare and development service to inmates from entry to jail, release from confinement and mainstreaming process to society;
- b. CHILDREN – refers to those who are below eighteen (18) years of age or over but are unable to fully take care of themselves or protect themselves from abuse, neglect, cruelty, exploitation, or discrimination because of a physical or mental disability or condition;
- c. CLIENTELE – refers to a person, children or women who is receiving the benefits and services of the City Government or persons who were rescued by the City Social Services Department or under their care and custody from dire condition of the society or violation of any laws or ordinances;
- d. DETAINEE – an offender who is accused before a court of law or competent authority who is under preventive imprisonment or temporarily confined in jail or prison while undergoing investigation or trial or awaiting final judgment;
- e. DEVELOPMENT – the improved well-being, or welfare, of people and the process by which this is achieve; the sustained capacity to achieve a better life;

- f. **DISCRIMINATION AGAINST WOMEN** – refers to any gender-based distinction, exclusion, or restriction which has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil, or any other field.

It includes any act or omission, including by law, policy, administrative measure, or practice, that directly or indirectly excludes or restricts women in the recognition and promotion of their rights and their access to and enjoyment of opportunities, benefits, or privileges.

A measure or practice of general application is discrimination against women if it fails to provide for mechanisms to offset or address sex or gender-based disadvantages or limitations of women, as a result of which women are denied or restricted in the recognition and protection of their rights and in their access to and enjoyment of opportunities, benefits, or privileges; or women, more than men, are shown to have suffered the greater adverse effects of those measures or practices. Provided, finally, that discrimination compounded by or intersecting with other grounds, status, or condition, such as ethnicity, age, poverty, or religion shall be considered discrimination against women pursuant to the Magna Carta for Women.

- g. **FAMILY PLANNING** – refers to a program which enables couples and individuals to decide freely and responsibly the number and spacing of their children and to have the information and means to do so, and to have access to a full range of safe, affordable, effective, non-abortionifacient modern, natural and artificial methods of planning pregnancy;
- h. **GAD BUDGET** – a portion of an agency's or a Local Government Unit's yearly appropriation which is not an additional amount over and above its regular budget; allocation of a substantial amount for implementing programs, projects and activities that address gender issues and the cost and sources of financing a GAD plan;
- i. **GAD FOCAL POINT SYSTEM** – a mechanism created in all government agencies and Local Government Units with the primary function of ensuring the development, implementation and monitoring and evaluation of agency/LGU GAD policies, programs and projects. It also serves as the advisory body on GAD-related matters; leads in assessing the policies, strategies and programs of agencies/LGUs with reference to the priority needs and concerns of women in their area/sector and the performance vis-à-vis GAD-related targets of their agency/LGU; generates statistics on the status of women personnel and clients; and, establishes strong linkages and partnerships with NGOs/POs that have integrated genders concerns in their institutions and promote their participation in the development planning cycle;
- j. **GENDER AND DEVELOPMENT (GAD)** – refers to the development perspective and process that are participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices; seeks to transform society's social, economic, and political structures and questions the validity of the gender roles ascribed to women and men; contends that women are active agents of development and not just passive recipients of development assistance; and stresses the need of women to organize themselves and participate in political processes to strengthen their legal rights;

- k. **GENDER DISCRIMINATION** – overt behavior in which people are given different and unfavorable treatment on the basis of their race, class, sex, and cultural status; any practice, policy or procedure that denies equality of treatment to an individual or group. In the terminology of the United Nations CEDAW, it is any distinction, exclusion or restriction made on the basis of sex, which has the purpose or effect of denying equal exercise of human rights and fundamental freedoms in all fields of human endeavor;
- l. **GENDER EQUALITY** – refers to the principle asserting the equality of women and men and their right to enjoy equal conditions realizing their full human potentials to contribute and benefit from the result of development, and with the State recognizing that all human beings are free and equal in dignity and rights. It entails equality in opportunities, in the allocation of resources or benefits, or in access to services in furtherance of the rights to health and sustainable human development among others, without discrimination;
- m. **GENDER IDENTITY** – is each person's internal and individual experience of gender. It is their sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex. Gender identity is fundamentally different from a person's sexual orientation;
- n. **GENDER ISSUES AND CONCERNS** – problems and concerns that arise from the unequal status of women and men including the differential characteristics, roles and expectations, attributed by society to women and men. These societal expectations and perceptions, which are reflected in and perpetuated by laws, policies, procedures, systems, programs, projects and activities of government, could impede women's full development and their participation in and equal enjoyment of the fruits of development. Common gender issues are political subordination, economic marginalization, disempowerment, discrimination, stereotyping, multiple burdens, violence against women and personal dehumanization;
- o. **GENDER MAINSTREAMING** – refers to the strategy for making women's as well as men's concerns and experiences integral dimensions of the design, implementation, monitoring, and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. It is the process of assessing the implications to women and men of any planned action, including legislation, policies, or programs in all areas and at all levels;
- p. **INMATE** – refers to a person being held for confinement inside the jail either to an offense charged or for safekeeping purposes;
- q. **MATERNAL HEALTH** – refers to the health of a woman of reproductive age including, but not limited to, during pregnancy, childbirth and the postpartum period;
- r. **MIGRANT WORKERS** – refers to Filipinos who are to be engaged, are engaged, or have been engaged in a remunerated activity in a State of which they are not legal residents, whether documented or undocumented;
- s. **PERSONS WITH DISABILITIES** – refers to those who are suffering from restriction or different abilities, as a result of a mental, physical, or sensory impairment to perform an activity in the manner or within the range considered normal for a human being;

- t. REPRODUCTIVE HEALTH (RH) – refers to the state of complete physical, mental and social well-being and not merely the absence of disease or infirmity, in all matters relating to the reproductive system and to its functions and processes. This implies that people are able to have a responsible, safe, consensual and satisfying sex life, that they have the capability to reproduce and the freedom to decide if, when, and how often to do so. This further implies that women and men attain equal relationships in matters related to sexual relations and reproduction;
- u. REPRODUCTIVE HEALTH CARE – refers to the access to a full range of methods, facilities, services and supplies that contribute to reproductive health and well-being by addressing reproductive health-related problems. It also includes sexual health, the purpose of which is the enhancement of life and personal relations. The elements of reproductive health care include the following:
 - 1. Family planning information and services which shall include as a first priority making women of reproductive age fully aware of their respective cycles to make them aware of when fertilization is highly probable, as well as highly improbable;
 - 2. Maternal, infant and child health and nutrition, including breastfeeding;
 - 3. Proscription of abortion and management of abortion complications;
 - 4. Adolescent and youth reproductive health guidance and counseling;
 - 5. Prevention, treatment and management of reproductive tract infections (RTIs), HIV and AIDS and other sexually transmittable infections (STIs);
 - 6. Elimination of violence against women and children and other forms of sexual and gender-based violence;
 - 7. Education and counseling on sexuality and reproductive health;
 - 8. Treatment of breast and reproductive tract cancers and other gynecological conditions and disorders;
 - 9. Male responsibility and involvement and men's reproductive health;
 - 10. Prevention, treatment and management of infertility and sexual dysfunction;
 - 11. Reproductive health education for the adolescents; and
 - 12. Mental health aspect of reproductive health care.
- v. SENIOR CITIZENS – refers to those sixty (60) years of age and above;
- w. SEX – either male or female;
- x. SEXUAL ORIENTATION – refers to the emotional or sexual attraction or inclination of a person towards persons of his/her own sex, or both masculine and feminine sexes;
- y. SEXUALITY – refers to the expression of a person's thoughts, feelings, sexual orientation and relationships, as well as the biology of the sexual response system of that person;
- z. SOLO PARENTS – refers to those who fall under the category of a solo parent defined under Republic Act No. 8972, otherwise known as the "Solo Parents Welfare Act of 2000";

- aa. VIOLENCE AGAINST WOMEN (VAW) – refers to any act of gender-based violence that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or in private life. It shall be understood to encompass, but not limited to, the following:
1. Physical, sexual, psychological, and economic violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, and other traditional practices harmful to women, non-spousal violence, and violence related to exploitation;
 2. Physical, sexual, and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment, and intimidation at work, in educational institutions and elsewhere, trafficking in women, and prostitution; and
 3. Physical, sexual, and psychological violence perpetrated or condoned by the State, wherever it occurs.

It also includes acts of violence against women as defined in Republic Act Nos. 9208 and 9262.

- bb. WOMEN'S EMPOWERMENT – refers to the provision, availability, and accessibility of opportunities, services and observance of human rights which enable women to actively participate and contribute to the political, economic, social, and cultural development of the nation as well as those which shall provide them equal access to ownership, management, and control of production, and material and informational resources and benefits in the family, community, and society.

ARTICLE II

DEVELOPMENT AREAS AND GAD INTERVENTIONS

SECTION 5. PROTECTION OF WOMEN AND CHILDREN AGAINST VIOLENCE.

- a. POLICE AND CIVILIAN VISIBILITY. Police and civilian visibility in the communities are keys in protection and prevention of women from violence in the grassroots level. Round the clock patrol of policemen assigned in community precincts together with Barangay authorities and volunteers shall be made in every Barangay in order to prevent domestic violence usually directed against women and children in the family;
- b. EXPANDED WOMEN'S DESK. The City Government shall request the Philippine National Police (PNP) to assign more women members of the police force to manage the women's help desk in every police precinct in Mandaluyong City, and accommodate and assist not only women-victims but also LGBT-victims of violence and discrimination;
- c. ASSISTANCE BY REGISTERED SOCIAL WORKERS. The City Government shall also assign social workers, as the need arises, in every police precinct to team up with police women in the conduct of investigation and treatment of women, children and LGBT victims of violence;

- d. **GENDER-SENSITIVE LAW ENFORCERS.** To develop a gender-sensitive police force and barangay enforcers, the City Government, in coordination with the NGAs and NGOs, shall assist in capability building of PNP personnel assigned at Police Stations in the City as well as local barangay authorities;
- e. **FREE LEGAL ASSISTANCE TO VAWC VICTIMS.** The City Government, through the Legal Department, shall render free legal assistance to women, children and LGBT victims of violence;
- f. **CARE AND PROTECTION FOR THE DISADVANTAGED WOMEN AND MARGINALIZED WOMEN SECTOR.** The City Government shall promote the welfare of the disadvantaged and marginalized women giving special attention on policies and programs for the elderly, differently-abled, girl child, women in extremely difficult circumstances, migrant workers geared towards the prevention, eradication of exploitation of women in any form including prostitution, trafficking and illegal recruitment;
- g. **RESISTANCE BUILDING ACTIVITIES FOR WOMEN AND LGBTs.** Resistance building activities against violence against women shall be conducted by the City Government to educate women and LGBTs in their rights and freedom from any form of violence, including the conduct of seminars on various national laws, ordinances, rules and regulations that afford protection of their rights;
- h. **PARENTAL RESPONSIBILITY.** The City Government shall treat and punish parents who abandon, neglect or abuse their children;
- i. **SHELTER FOR VAWC VICTIMS.** Support and strengthen the Bahay Tuluyan as Crisis Center for Women and Children, including LGBTs, and endeavor to create or establish more similar shelters in the effort towards protection, rehabilitation and integration of women-victims of violence to the community;
- j. **REHABILITATION FOR CICL.** Support and strengthen the Bahay Pag-asa as well as establish similar facilities, treatment care and rehabilitation centers for Children-in-Conflict with the Law (CICL) to prepare them for reintegration to the community;
- k. **REFORMATION/REHABILITATION OF DETAINEES/INMATES.** Support and strengthen the implementation of the BJMP-IPRS for the welfare of the women and men detainees/inmates to sustain their commitment on all aspects of reintegration to society;
- l. **COMMODIFICATION OF WOMEN.** Staging of beauty contests, fashion shows and similar competitions and activities shall only be allowed in the City if the same will present or project women not as sexual objects but as an individual with beauty, talents, skills and intelligence. The City Government abhors any discrimination, ridicule, abuse and exploitation of women, men and LGBTs in these events, and shall be dealt with accordingly.

SECTION 6. HEALTH CARE.

- a. **UPGRADING LOCAL HOSPITALS AND FACILITIES.** The City Government shall, upon its determination of the necessity based on well-supported data provided by the Health Department, endeavor to establish or upgrade local public hospitals and facilities with adequate and qualified personnel, equipment and supplies, including provisions for emergency obstetric and newborn care;

- b. **MATERNAL DEATH REVIEW AND FETAL AND INFANT DEATH REVIEW.** The City Government shall conduct an annual Maternal Death Review and Fetal and Infant Death Review in accordance with the guidelines set by the DOH. Such review should result in an evidence-based programming and budgeting process that would contribute to the development of more responsive reproductive health services to promote women's health and safe motherhood;
- c. **ACCESS TO MEDICAL SERVICES.** The City Government shall endeavor free, if not, affordable but reliable medical services in local public hospitals and health centers. The City Government shall be willing to provide incentives to private hospitals and medical service providers in Mandaluyong City that will render free medical services to Mandaluyong City residents;
- d. **AUGMENTING ACCESS TO MEDICAL SERVICES.** To ensure access to medical services and to promote employment of women nurses and health workers especially the fresh graduates, the City Government shall encourage establishment and operation of health clinics, health centers, lying-in hospitals, and other allied medical services within the Mandaluyong City;
- e. **HEALTH EDUCATION FOR ADOLESCENTS.** The City Government shall join and support the National Government in providing age and development-appropriate reproductive health education to adolescents which shall be taught by adequately trained teachers, informal and nonformal educational system, and integrated in relevant subjects such as, but not limited to, values formation, knowledge and skills in self-protection against discrimination, sexual abuse and violence against women and children and other forms of gender-based violence and teen pregnancy, physical, social and emotional changes in adolescents, women's rights and children's rights, responsible teenage behavior, gender and development, and responsible parenthood;
- f. **SUPPORT ON BARANGAY HEALTH CENTERS.** The City Government shall also support barangay health centers in all 27 barangays in Mandaluyong City by acquiring and supplying new, sufficient and reliable medical equipments and medicines, and augmenting the personnel;
- g. **ADDRESS MORTALITY AND MORBIDITY OF PREGNANCY AND WOMEN-RELATED ILLNESSES.** The City Government, through the Health Department and Mandaluyong City Medical Center, shall address the increasing mortality and morbidity of pregnancy and all serious and life-threatening reproductive health conditions such as HIV and AIDS, breast and reproductive tract cancers, and obstetric complications, and menopausal and post-menopausal-related conditions;
- h. **MATERNAL AND CHILD HEALTH CARE.** The City Government shall promote maternal and child health care by providing free prenatal and postnatal care, postpartum care, safe delivery, newborn screening and basic vaccinations for infants;
- i. **REPRODUCTIVE HEALTH AND FAMILY PLANNING.** The City Government shall educate both women and men on reproductive health and family planning, and shall endeavor to help reduce the incidence of "Batang Ina";

- j. **ADDRESS OVERWEIGHT AND OBESITY.** The City Government shall promote and advocate healthy lifestyle for both women and men to non-communicable diseases such as overweight and obesity through the conduct of lifestyle modification seminars, fun runs and fitness classes and programs;
- k. **SSS AND PHILHEALTH OF WOMEN EMPLOYEES.** The City Government shall ensure and monitor that private establishments and offices enroll their employees especially the women in the SSS and Philhealth, and encourage that the employees be given health cards;
- l. **MEDICAL MISSIONS BY THE PRIVATE SECTOR.** The City Government shall promote private sector partnerships in the conduct of medical missions as part of their corporate social responsibility with the indigent women and men of Mandaluyong City as primary beneficiaries;
- m. **HEALTH SERVICES ON WOMEN AND MEN DETAINEES/INMATES.** The City Government, through the City Health Department, shall conduct regular medical check up to all detainees/inmates in the City's jails and psychological evaluation for those newly committed, including the conduct of paramedic trainings for jail officers and personnel as well as to detainees/inmates with the view to equip them with the skills in first aid and even alternative healing modalities;
- n. **HIV/STD EDUCATION CAMPAIGN.** The City Government shall promote information and education of HIV and sexually transmitted diseases on both women and men, including LGBTs, and encourage voluntary counseling and testing for all HIV victims;
- o. **WOMEN'S CELEBRATIONS.** The City Government shall promote celebrations and activities of women such as Women's Month, Breastfeeding Month, Nutrition Month, Children's Month and other similar activities;
- p. **SOCIAL HYGIENE CLINIC.** The City Government will support the drop-in center or satellite treatment hub for men having sex with men, LGBTs and women to prevent the further spread of HIV/AIDS in the City.

SECTION 7. EDUCATION.

- a. **ALTERNATIVE LEARNING SYSTEM.** The City Government shall encourage less fortunate women and men earn their basic education diploma through Alternative Learning System (ALS);
- b. **SCHOLARSHIPS FOR TECHNICAL AND VOCATIONAL COURSES.** In partner with the private sector, the City Government shall provide scholarships for deserving OSYs and adults for training and seminar on technical and vocational courses;
- c. **OSYS TO SPORTS.** The City Government shall direct the attention of out-of-school youth (OSY) from gambling and drugs to sports, including health and fitness activities;
- d. **SPECIAL EDUCATION.** SPED centers and schools shall be encouraged in Mandaluyong City, and shall provide the needed support and assistance to capability building activities of SPED teachers;
- e. **ECARP PROGRAM.** The City Government shall institutionalize DepEd's ECARP Program to make every Filipino child a reader at his or her own level;

- f. BASIC LITERACY PROGRAM. The City Government shall promote Basic Literacy Program to eradicate illiteracy among out-of-school youths and adults by developing basic literacy skills of reading, writing and numeracy;
- g. ADDRESS SHORT-TERM HUNGER SYNDROME. The City Government shall address "short-term hunger syndrome" among public school children;
- h. STOP DISCRIMINATION AGAINST LGBTs AT SCHOOL. The City Government, in coordination with public and private educational institutions in Mandaluyong City, shall endeavor to stop all forms of discrimination, especially in terms of admission, expulsion, and disciplinary actions, against LGBTs at school;
- i. PROJECT TEACH. The City Government shall provide physical, occupational, speech therapy and special education services geared towards promoting independence and improving the child's quality of life and assimilation to the community.

SECTION 8. LABOR AND EMPLOYMENT.

- a. REGULAR CONDUCT OF JOB FAIRS. The City Government, through the Public Employment Service Office (PESO), shall establish linkages with the private sector and companies for diverse job opportunities for women and men, including the LGBTs;
- b. HIGHLY EMPLOYABLE SKILLS TRAINING AND NON-FORMAL COURSES. The City Government, through the various local agencies, shall provide the unemployed, undergraduate and OSYs highly employable skills training and non-formal courses geared towards local and overseas employment;
- c. CAREER ORIENTATION. The City Government shall assist and guide students and new graduates on what career to pursue given the demands of the market through the conduct of career orientation seminars;
- d. STRENGTHENED MANDALUYONG MANPOWER AND TECHNICAL-VOCATIONAL TRAINING CENTER. The City Government shall promote and make Mandaluyong Manpower and Technical-Vocational Training Center the premier Manpower Training Center in the City equipped with new, sufficient and reliable equipment, tools for training and development of participants to help them become world class, globally competitive workers and entrepreneurs;
- e. LIVELIHOOD AND JOB OPPORTUNITIES TO FORMER DETAINEES/INMATES. The City Government, through the PESO, shall assist former detainees/inmates in securing jobs or obtaining livelihood within the City to help them in their reintegration to society as well as sustain the basic needs of their family;
- f. DAY-CARE AND BREASTFEEDING STATIONS. The City Government shall encourage all private establishments and offices in Mandaluyong City to provide day-care stations for the children of their employees and breastfeeding stations for nursing-mom employees by allowing as business tax deduction from the gross income the cost of establishing, operating and maintaining day care and breastfeeding stations;

- g. STOP DISCRIMINATION AT THE WORKPLACE. The City Government shall endeavor to stop all forms of discrimination in whatever aspect of employment on women including the LGBTs in the workplace, whether public or private.

SECTION 9. SOCIO-ECONOMIC WELL-BEING.

- a. LIVELIHOOD PROGRAMS. The City Government shall assist and provide skills development programs for unemployed women and housewives to help them earn additional income for their family;
- b. REINTEGRATION OF OFWs. The City Government shall assist displaced and returning Overseas Filipino Workers (OFWs) in their reintegration to the community by providing them access to skills, training, wage employment and self-employment opportunities;
- c. TRIPARTISM. The City Government shall strengthen labor, management and government cooperation (*Tripartism*) to promote industrial peace in the companies in Mandaluyong City;
- d. ASSISTANCE TO OFW FAMILY, SOLO OR SINGLE PARENTS. The City Government shall provide counseling, guidance and legal assistance to the husband or wife of Filipino migrant workers and their children, solo parents and single parents to address their vulnerability to exploitation and poverty;
- e. ASSISTANCE TO RELATIVES OF DETAINEES/INMATES. The City Government shall render assistance on the immediate relatives of the detainees/inmates by providing counseling and guidance, including financial assistance in accordance with law, during the period of commitment in the jail;
- f. COMPLIANCE WITH ACCESSIBILITY LAW. The City Government shall ensure compliance of government and private establishments and offices of the Accessibility Law for the benefit of persons with disability (PWDs), elderlies and pregnant;
- g. EMPLOYMENT OF QUALIFIED PWDs. The City Government shall encourage private corporations and entities engaged in manufacturing, production or manpower to employ qualified PWDs up to the level of at least 5% of their human resources capital, and shall provide tax incentives to them;
- h. SIGN LANGUAGES. The City Government shall also promote the use of sign languages at the front line offices for deaf-mute women, men and children residents of Mandaluyong City.

SECTION 10. WOMEN IN GOVERNANCE.

- a. MAINSTREAM GAD IN LOCAL LEGISLATIONS. The City Government shall endeavor to mainstream gender and development in local legislations;
- b. PARTICIPATION OF WOMEN IN LEGISLATION. The Sangguniang Panlungsod and their committees, in the conduct of hearings in aid of legislation, shall always invite and solicit the comments and opinion of women's organizations in Mandaluyong City;
- c. GENDER-SENSITIVITY TRAININGS AND SEMINARS. The City Government shall conduct gender-sensitivity training seminars on all its employees and officials, including teachers in local public schools;

- d. REPRESENTATION FROM THE WOMEN SECTOR. The City Government shall ensure at least forty percent (40%) representation from women's organizations or women-dominated organizations in Local Government Councils, bodies or board to effectively represent the interests and sentiments of women;
- e. REVIEW OF DISCRIMINATORY ORDINANCES AND RESOLUTIONS. The City Government shall promote and enhance gender-sensitivity of legislative measures by observing the use of gender-sensitive or non-sexist language in the drafting and review of their priority legislative measures and implementing rules and regulations of laws;
- f. USE OF GENDER-FAIR LANGUAGES. The City Government shall encourage all its employees and officials to use gender fair languages in dealing with people.

ARTICLE III
IMPLEMENTATION, MONITORING AND EVALUATION MECHANISMS

SECTION 11. STRENGTHENED GAD FOCAL POINT SYSTEM (GFPS). To accelerate gender mainstreaming in the City, the GAD Focal Point System is hereby strengthened as follows:

- A. CREATION OF THE EXECUTIVE COMMITTEE (EXECOM).** There shall be created an Executive Committee composed of the following:

a.	Chairperson	City Mayor
b.	Vice-Chairperson	(optional and to be appointed by the City Mayor)
c.	Members	i. all Department Heads; ii. Chair of the Sanggunian Committee on Social Services, Women and Family Relations; iii. Chair of the Sanggunian Committee on Appropriations iv. Representatives from the following groups: 1. PNP Women's Desk 2. Indigenous Peoples (IPs) (where existent) 3. Persons with Disabilities (PWDs 4. Women's Organization or recognized NGO 5. Private Sector 6. Academe v. President of the Liga ng mga Barangay vi. Sangguniang Kabataan (SK) Federation President

- B. CREATION OF THE TECHNICAL WORKING GROUP (TWG).** The Technical Working Group is also created composed of the following:
- 1. Chairperson – to be elected amongst the TWG members;
 - 2. Members – but not limited to the following:
 - i. key staff from the various LGU offices/departments or committees represented in the GFPS Executive Committee;
 - ii. representative from the Mayor's Office;

- iii. representatives from the private sector, academe and civil society organizations as appropriate.

- C. ORGANIZATION. Within thirty (30) days from effectivity of the GAD Code, all concerned heads of departments and offices shall submit the names of the representatives of the PNP Women's Desk, IPs, PWDs, Women's Organization/NGO, Private Sector and Academe who will be part of the EXECOM as well as their designated Key Staffs who will be part of the TWG;
- D. TRAININGS FOR EXECOM/TWG MEMBERS. All members of the GFPS, including elected local officials and department heads, shall undergo capacity building programs on GAD which shall include but not be limited to: gender sensitivity training (GST), gender-responsive planning and budgeting, gender analysis, gender audit and GAD tools such as the Gender Mainstreaming Evaluation Framework (GMEF), Gender Responsive LGU Ka Ba (GeRLKa Ba) Self-Assessment Tool, Harmonized Gender and Development Guidelines (HGDG) and other succeeding GAD tools;
- E. GAD OFFICE. A GAD Office is hereby created under the Office of the Mayor that will support and coordinate all GAD-related PPAs and concerns of the GFPS. The City Mayor may appoint or designate personnel to manage the GAD Office;
- F. GFPS SECRETARIAT. A Secretariat may be designated to assist the GFPS EXECOM and the TWG in the performance of their roles and responsibilities, specifically on the provision of administrative and logistical services, preparation of meeting agenda, and documentation of GFPS' meetings and related GAD activities.

SECTION 12. BARANGAY GFPS. Each twenty-seven (27) Barangays in Mandaluyong City are encouraged to establish their own GAD Focal Point System to facilitate gender mainstreaming in their respective areas.

SECTION 13. FUNCTIONS OF THE GFPS, EXECOM AND TWG.

- A. GENERAL FUNCTIONS OF THE GFPS. The GAD Focal Point System shall have the following functions:
 - a. Lead in mainstreaming GAD perspectives in City Government's policies, plans and programs;
 - b. Assist in the formulation of new policies such as the GAD Code in advancing women's empowerment and gender equality;
 - c. Lead in setting up appropriate systems and mechanisms to ensure the generation, processing, review, and updating of GAD Database;
 - d. Coordinate efforts of different divisions/offices/units of the City Government and advocate for the integration of GAD perspectives in all their systems and processes;
 - e. Spearhead the preparation of GAD Plan and Budget (GPB) following the form and procedures prescribed in the Joint Memorandum Circular. The GFPS shall likewise be responsible for submitting the consolidated GPBs of the City Government;
 - f. Lead in monitoring the effective implementation of the annual GPB, GAD Code, other GAD-related policies and plans;
 - g. Lead the preparation of the annual GAD Accomplishment Report (GAD AR) and other GAD reports;

- h. Strengthen linkages with other local government units, concerned agencies or organizations working on women's rights and gender and development;
 - i. Promote and actively pursue the participation of women and gender advocates, other civil society groups and private organizations in the various stages of development planning cycle giving attention to the marginalized sectors; and
 - j. Ensure that all personnel of the City Government including the planning and finance officers are capacitated on GAD.
- B. FUNCTIONS OF THE EXECOM. The Executive Committee shall have the following functions:
 - a. Provide policy advice to the City Mayor to support and strengthen the GFPS and the City's gender mainstreaming efforts;
 - b. 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 City and the gender issues and concerns faced by the City's constituents and employees;
 - c. Ensure the timely submission of the City's GPB, GAD AR and other GAD-related reports to the DILG which shall be consolidated for submission to the Philippine Commission on Women and appropriate oversight agencies;
 - d. Ensure the effective and efficient implementation of the GAD PPAs and the judicious utilization of the GAD budget;
 - e. Build and strengthen the partnership of the City with concerned stakeholders such as women's groups or CSOs, national government agencies, GAD experts and advocates, among others in pursuit of gender mainstreaming; and
 - f. Recommend awards and/or incentives to recognize outstanding GAD PPAs or individuals who have made exemplary contributions to GAD.
- C. FUNCTIONS OF THE TWG. The Technical Working Group shall have the following functions:
 - a. Facilitate the gender mainstreaming efforts of the City through the GAD planning and budgeting process;
 - b. Formulate the City's GPB in response to the gender gaps and issues faced by their constituents including their women and men employees;
 - c. Assist in the capacity and competency development of and provide technical assistance to the offices or units of the City Government. In this regard, the TWG shall work with the Human Resource Management Department (HRMD) on the development and implementation of a capacity development program on GAD for its employees, as necessary;
 - d. Coordinate with the various units/offices of the City and ensure their meaningful participation in strategic and annual planning exercises on GAD including the preparation, consolidation and submission of GPBs;

- e. Lead the conduct of advocacy activities and the development of information, education and communication (IEC) materials to ensure critical support of local elected officials, department heads and staff, and relevant stakeholders to the GFPS and to gender mainstreaming;
- f. Monitor the implementation of GAD-related PPAs and suggest corrective measures to improve their implementation;
- g. Prepare and consolidate the City's GAD ARs and other GAD-related reports; and
- h. Provide regular updates and recommendations to the City or GFPS EXECOM regarding GFPS' activities and the progress of the City in gender mainstreaming based on the feedback and reports of concerned city offices/units, stakeholders and constituents.

SECTION 14. CHANGE IN ADMINISTRATION. In the event of a change in local administration, the remaining members of the GFPS EXECOM and TWG shall facilitate the immediate reconstitution of the GFPS, and the conduct of GAD competency development activities for newly-elected local officials.

SECTION 15. GAD DATABASE. The City Planning and Development Department, in coordination with the Information Technology Division, shall spearhead the setting up and maintenance of the GAD Database to serve as basis for gender-responsive planning, programming and policy formulation. The GAD Database shall form part of the overall management information system (MIS) of the City.

The TWG shall provide technical assistance to the City Planning and Development Department in ensuring that the GAD Database is operational.

ARTICLE IV GAD BUDGET

SECTION 16. GAD BUDGET. At least five percent (5%) of the total budget appropriations of the City authorized under the Annual Budget shall correspond to activities supporting GAD PPAs. The GAD Budget shall be drawn from the City's Maintenance and Other Operating Expenses (MOOE), Capital Outlay (CO), and Personal Services (PS). The GAD Budget shall not constitute an additional budget over an LGU's total budget appropriations.

The five percent (5%) GAD Budget shall endeavor to influence the remaining 95% of the LGU budget toward gender-responsiveness.

To gradually increase the gender-responsiveness of the programs and projects, the City may attribute a portion or whole of their budgets to the GAD budget supporting gender-responsive PPAs.

The preparation of the GPB shall be synchronized with the planning and budgeting calendar pursuant to DILG-NEDA-DBM-DOF Joint Memorandum Circular No. 1, Series of 2007: Guidelines on the Harmonization of Local Planning, Investment Programming, Revenue Administration, Budgeting and Expenditure Management.

SECTIONS 5-11 shall comprise all programs, projects and activities that the City Government may conduct, wherein the said GAD fund is to be disbursed, subject to proper investment planning, programming and appropriation recommended by the EXECOM and as approved by the Sangguniang Panlungsod.

ARTICLE V MONITORING, EVALUATION AND OVERSIGHT MECHANISMS

SECTION 17. MONITORING AND EVALUATION MECHANISMS. The City Government of Mandaluyong shall establish, enhance, strengthen and maintain a gender responsive Monitoring and Evaluation (M&E) System. In establishing and/or strengthening the M&E System, the City Mayor shall issue an Executive Order or Administrative Order creating the M&E Team.

The M&E Team shall monitor the implementation of the annual GPB, and shall prepare annual status reports on the institutional mechanisms for gender mainstreaming and submit these to the DILG Regional Office for consolidation.

The M&E Team shall evaluate the outcomes of the City's GAD policies, programs and projects and submit a GAD Evaluation Report to the DILG Regional Office at the end of the City Mayor's three-year term.

SECTION 18. OVERSIGHT MECHANISM. The City Government shall establish an Oversight System to monitor and coordinate the implementation of the GAD Code, including its officials and employees charged or assigned tasks pertaining thereto. In establishing the Oversight System, the City Mayor shall issue an Executive Order or Administrative Order creating the Oversight Team in accordance with City Ordinance No. 437, S-2009.

The Oversight Team shall ensure that the preparation of the GAD Plan and Budget are made in accordance with the GAD Code. It shall also act as an advisory body on matters arising from the implementation of the GAD Code.

The Oversight Team shall submit an annual report on the status of implementation and results of the GAD Code to the City Mayor.

ARTICLE VI PENAL PROVISIONS

SECTION 19. ADMINISTRATIVE LIABILITY. Any official or employee of the City Government charged with, designated or assigned tasks in relation to the implementation of the GAD Code, policies and programs, who fails or refuses to perform the duties and responsibilities assigned on her or him, shall be dealt with administratively in accordance with Civil Service rules and regulations.

SECTION 20. PROHIBITED ACTS. Criminal liability shall attach to any person who shall:

- a. refuse employment of a job applicant on the basis of gender and sexual orientation;
- b. deny or limit access of an employee to opportunities for promotion, advancement, transfer, training, education or any other similar benefits which are otherwise granted to other employees similarly situated on the basis of gender and sexual orientation;
- c. fail and refuse to render medical services in public and private hospitals, clinics, health centres, lying-in centres and allied medical service providers to any person by reason of gender and sexual orientation;
- d. fail and refuse to admit, or impose punishment, suspension, dismissal or expulsion of any student from public or private educational institutions on the basis of gender and sexual orientation;
- e. Publicly ridicule, vilify, humiliate or otherwise show any act of rudeness or impolite behavior by reason of gender and sexual orientation;
- f. Discriminate a person as to full and equal enjoyment of the goods, services, facilities, privileges, advantages or accommodations in government, public and private establishments, offices, and other places by reason of gender and sexual orientation; and
- g. Failure and refusal by persons in authority or their agents, employees of government offices, whether national or local to render services and assistance given their respective offices to any person by reason of gender and sexual orientation.

SECTION 21. NO CONTEST PROVISION. Persons violating this Ordinance who wish not to contest their liability may pay the fine stated below corresponding to the violation with the City Treasury before the institution of formal complaint; Provided that, should the violator concerned already availed of the benefits of this Section three times, he/she can no longer avail of the same, and a complaint for violation of the Ordinance shall be filed:

FIRST VIOLATION :	Fine of One Thousand Pesos (P1,000.00)
SECOND VIOLATION :	Fine of Three Thousand Pesos (P3,000.00)
THIRD VIOLATION :	Fine of Five Thousand Pesos (P5,000.00)

SECTION 22. PENALTIES. Any person committing the acts mentioned in Section 20 hereof shall suffer the penalty of imprisonment from six (6) months to one (1) year, or fine ranging from One Thousand Pesos (P1,000.00) to Five Thousand Pesos (P5,000.00) or both, at the discretion of the court.

If the offender is a corporation, partnership, organization or any similar entity, the officials thereof directly involved such as the president, general manager, managing partner, or such other officer charged with the management of the business affairs shall be liable therefor.

If the offender is an alien or a foreigner, she/he shall be deported immediately after service of sentence.

Upon filing of an appropriate complaint, and after due notice and hearing, the proper authorities may also cause the cancellation or revocation of the business permit or license, franchise and other similar privileges granted to any person, establishment or business entity in Mandaluyong City that fails to abide by the provisions of this Ordinance.

SECTION 23. NON-PREJUDICE CLAUSE. Filing of the complaint for violation of this Ordinance shall be without prejudice to the institution of other criminal, civil and administrative actions under existing laws and Ordinances, rules and regulations.

Any criminal violation pertaining to this Ordinance shall be based on existing criminal laws.

ARTICLE VII MISCELLANEOUS PROVISIONS

SECTION 24. IMPLEMENTING RULES AND REGULATIONS. The City Legal Department, in coordination with the other City Departments and Offices, within thirty (30) days from approval, shall promulgate the implementing rules and regulations for the effective implementation of this Ordinance.

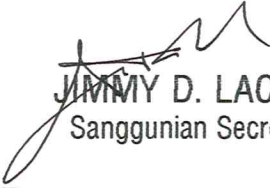
SECTION 25. SEPARABILITY CLAUSE. If for any reason or reasons, any part or provision of this Ordinance shall be held unconstitutional or invalid, other parts or provisions hereof which are not affected thereby shall continue to be in full force and effect.

SECTION 26. REPEALING CLAUSE. All Ordinances, rules and regulations, or part thereof, in conflict with, or inconsistent with any provisions of the Ordinance, shall be considered repealed, amended or modified accordingly.

SECTION 27. EFFECTIVITY CLAUSE. This Ordinance shall take effect immediately upon its approval.

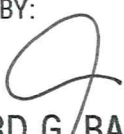
ADOPTED on this 11th day of May, 2015 in the City of Mandaluyong.

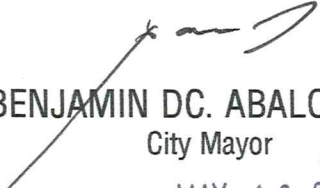
I HEREBY CERTIFY THAT THE FOREGOING ORDINANCE
WAS ENACTED AND APPROVED BY THE SANGGUNIANG
PANLUNGSOD OF MANDALUYONG IN REGULAR SESSION
HELD ON THE DATE AND PLACE FIRST ABOVE GIVEN.


JIMMY D. LACEBAL
Sanggunian Secretary

APPROVED:

PRESIDED BY:

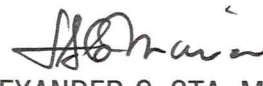

EDWARD G. BARTOLOME
Vice Mayor &
Presiding Officer


BENJAMIN DC. ABALOS, JR.
City Mayor

Date: MAY 13 2015



CHARISSE MARIE A. ABALOS
Councilor



ALEXANDER C. STA. MARIA
Councilor



ANTONIO DS. SUVA
Councilor



JESUS C. CRUZ
Councilor



GRACE MARIE V. ANTONIO
Councilor



CHERRY LYNN P. SANTOS
Councilor



AYLA V. ALIM
Councilor



FRANCISCO O. ESTEBAN
Councilor



ALEX I. SANTOS
Councilor



FERNANDO S. OCAMPO
Councilor



LUISITO E. ESRINOSA
Councilor



ROEHL B. BACAR
Councilor



MARLON R. MANALO
LnB President