



Republic of the Philippines
Province of Davao del Norte

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OFFICE OF THE SECRETARY TO THE SANGGUNIAN

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INDORSEMENT
February 1, 2023

Respectfully transmitted to Hon. Edwin I. Jubahib, Governor, this Province, copies of Provincial Ordinance No. 2022-018 dated December 5, 2022 and Resolution No. 912 dated December 12, 2022 of the Sangguniang Panlalawigan of Davao del Norte.

For his information and appropriate action.

DENNIS DEAN T. CASTILLO, MPA
PG Department Head

Transmittal No. 109
Date _____
Record Officer _____



Republika ng Pilipinas
Lalawigan ng Davao del Norte

Sangguniang Panlalawigan

Legislative Building, Mankilam, Tagum City, Davao del Norte



EXCERPTS FROM THE MINUTES OF THE 23RD REGULAR SESSION OF THE SANGGUNIAN PANLALAWIGAN OF DAVAO DEL NORTE (TERM 2022-2025) HELD AT THE SESSION HALL, PROVINCIAL GOVERNMENT CENTER, MANKILAM, TAGUM CITY, ON MONDAY, DECEMBER 05, 2022

Present:

Hon. De Carlo L. Uy, MBA	Vice Governor (Regular Presiding Officer)
Hon. Flopone Royle A. Catalan	Senior Board Member
Hon. Jannet N. Tanong-Maboloc	Member
Hon. Nicandro T. Suaybaguio, Jr., UAP	Member
Hon. Prospero E. Estabillo, Jr.	Member
Hon. Orly A. Amit	Member
Hon. Denise Marianne A. Lu, MD	Member
Hon. Robert L. So	Member
Hon. Emmanuel G. Pamisaran	Member
Hon. Shirley Belen R. Aala	Member
Hon. Francisco C. Remitar, MDMG	Member
Hon. Dindo C. Parangan	Member/FABC
Hon. Devona H. Jumamil	Member/PCL
Hon. Ariel S. Macla	Member/IPMR
Hon. Emerson Dave A. Silutan, LPT	Member/SKPPF

On Official Business: None

Absent: None

Author: Hon. Emerson Dave A. Silutan, LPT

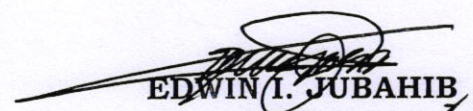
Sponsors: Hon. Jannet N. Tanong-Maboloc, Hon. Orly A. Amit, Hon. Shirley Belen R. Aala, Hon. Robert L. So, Hon. Flopone Royle A. Catalan, Hon. Denise Marianne A. Lu, MD and Hon. Emmanuel G. Pamisaran

EXPLANATORY NOTE

The Province adheres to National and International declarations regarding the rights of all individuals. With the Philippine Constitution that guarantees equal rights for men and women, the Province affirmed to recognize, respect, protect and promote the rights of all. Everyone has the right to be treated as equal partners in all efforts for the upliftment and development of a decent, progressive and happy life.

This Ordinance provided a set of policies that spelled out the Province' goal of promoting an effective and gender-responsive governance which responds to the needs of the time. It also included comprehensive interventions that will respond to the practical and strategic gender needs of men and women.

APPROVED:


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Governor

From the vantage point of the Provincial Government of Davao del Norte, much had already cropped up with the passage of time thereby relegating much of the provisions of the Province' five (5)-year-old Gender and Development Code into obsolescence, while recognizing also the need to adopt and incorporate into the said Code the substantial developments related to the plight of women, children, lesbians, gays, bisexuals, transsexuals, queer, intersex, asexual ++ (LGBTQIA++s), senior citizens and persons with disabilities. It is for this reason that Davao del Norte's own Gender and Development (GAD) Code was reprocessed for updating.

It is the earnest prayer therefore of the Provincial Government of Davao del Norte that the essence of this piece of legislative work will really serve to the hilt to those for whom it was intended. Hence, this ordinance.

PROVINCIAL ORDINANCE NO. 2022-018

**THE REVISED GENDER AND DEVELOPMENT CODE
OF THE PROVINCE OF DAVAO DEL NORTE, AND
PROVIDING FUNDS THEREFOR**

BE IT ORDAINED, by the Sangguniang Panlalawigan of Davao del Norte in Session Assembled, that:

**CHAPTER I
GENERAL PROVISIONS**

**ARTICLE I
TITLE, DECLARATION OF POLICY, PRINCIPLES AND DEFINITION OF
TERMS**

SECTION 1. TITLE. This ordinance shall be known as the "Revised GAD Code of the Province of Davao del Norte, and providing funds therefor".

SECTION 2. LEGAL BASES AND MANDATES. This ordinance is consistent with existing national laws, policies and international commitments hereunder enumerated, to address the prevailing issues and concerns on gender and development as hereinafter identified:

2.1. LOCAL LAWS AND ISSUANCES:

- a. Executive Order No. 43, Series of 2020 re: An order Reconstituting the GAD Focal Point System (GFPS) of the Provincial Government of Davao del Norte, issued by the Provincial Governor, Hon. Edwin I. Jubahib.

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- b. Executive-Legislative Agenda 2022-2025 of the Provincial Government of Davao del Norte
- c. Executive Order No. 01, Series of 2017 re: An order Reconstituting the GAD Focal Point System (GFPS) of the Provincial Government of Davao del Norte, issued by the Provincial Governor, Hon. Antonio Rafael G. del Rosario
- d. Executive Order No. 21, series of 2014 re: Creating the Gender and Development Focal Point System (GFPS) of the Provincial Government of Davao del Norte, issued by the Provincial Governor, Hon. Rodolfo P. del Rosario
- e. Provincial Development and Physical Framework Plan (PDPFP) 2014-2022
- f. Provincial Disaster Risk Reduction Management Plan (PDRRMP) 2017-2022 of Davao del Norte
- g. Forest Land Use Plan (FLUP) 2018-2023
- h. Provincial Tourism Master Plan (2021-2025)
- i. Provincial Solid Waste Management Plan (2015-2024)
- j. Local Nutrition Action Plan (LNAP) (2020-2023)
- k. Local Youth Development Plan (2022-2025)
- l. Environment Code of Davao del Norte
- m. Local Code on Children of Davao del Norte
- n. An Ordinance Providing Protective Measures on Domestic Violence and for Other Purposes
- o. An Ordinance Providing Free Annual Pap Smear Test for all Women age Thirty-Five (35) to Fifty-Five (55) Years Old in Davao del Norte
- p. An Ordinance Creating a Male Adolescent Clinic in all Rural Health Centers in the Province of Davao del Norte
- q. Health and Development Code of the Young People of Davao del Norte
- r. Employment Development Code of Davao del Norte

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- s. Revised Tourism Code of the Province of Davao del Norte
- t. One DavNor Responders of Davao del Norte

2.2. NATIONAL LAWS AND ISSUANCES:

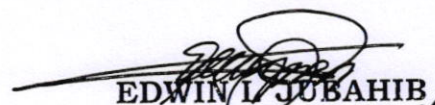
2.2.1. The 1987 Constitution of the Republic of the Philippines

- a. The State recognizes the role of women in nation building and shall ensure the fundamental equality before the law of women and men (Article II, Section 14, 1987 Philippine Constitution).
- b. The State recognizes women's maternal and economic role (Article XIII, Section 14, 1987 Philippine Constitution).
- c. The State recognizes women's special health needs (Article XIII, Section 14, 1987 Philippine Constitution).

2.2.2. National Laws

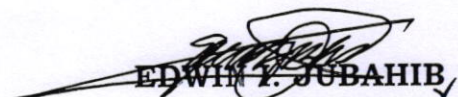
- a. Executive Order No. 209 as Amended of Executive Order No. 227 otherwise known as "The Family Code of the Philippines
- b. Philippine Commission on Women, Philippine Plan for Gender Responsive Development, 1995-2025, Adopted through Executive Order No. 273, Framework Plan for Women, 2002-2004
- c. Republic Act No. 11648: An Act Promoting for Stronger Protection Against Rape and Sexual Exploitation and Abuse, Increasing the Age for Determining the Commission of Statutory Rape, Amending for The Purpose Act No. 3815 As Amended, Otherwise Known As "The Revised Penal Code," Republic Act No. 8353, Also Known As "The Anti-Rape Law Of 1997," And Republic Act No. 7610, As Amended, Otherwise Known as the "Special Protection of Children Against Abuse, Exploitation and Discrimination Act"
- d. Republic Act No. 11596: "An Act Prohibiting the Practice of Child Marriage and Imposing Penalties for Violations Thereof"

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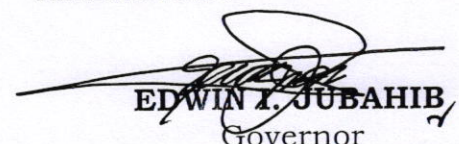
- e. Republic Act No. 9995: "An Act Defining and Penalizing the Crime of Photo and Video Voyeurism, Prescribing Penalties Therefor, And for Other Purposes"
- f. Republic Act No. 11148: "An Act Scaling Up the National and Local Health and Nutrition Programs Through a Strengthened Integrated Strategy for Maternal, Neonatal, Child Health and Nutrition in The First One Thousand (1,000) Days of Life, Appropriating Funds Therefor and for Other Purposes"
- g. Republic Act No. 11313: "An Act Defining Gender-Based Sexual Harassment in Streets, Public Spaces, Online, Workplaces, And Educational or Training Institutions, Providing Protective Measures and Prescribing Penalties Therefor"
- h. Republic Act No. 11210: "An Act Increasing the Maternity Leave Period to One Hundred Five (105) Days for Female Workers with an Option to Extend for an Additional Thirty (30) Days Without Pay, and Granting an Additional Fifteen (15) Days for Solo Mothers, and for Other Purposes"
- i. Republic Act No. 11261: "An Act Waiving Government Fees and Charges in the Issuance of Documents Required in the Application for Employment of First Time Jobseekers"
- j. Republic Act No. 11036: "An Act Establishing a National Mental Health Policy for the Purpose of Enhancing the Delivery of Integrated Mental Health Services, Promoting and Protecting the Rights of Persons Utilizing Psychosocial Health Services, Appropriating Funds Therefor and Other Purposes"
- k. 2017 Rules on Administrative Cases in the Civil Service (2017 RACCS)
- l. Republic Act No. 10906: "An Act Providing Stronger Measures Against Unlawful Practices, Businesses, and Schemes of Matching and Offering Filipinos to Foreign Nationals for Purposes of Marriage of Common Law Partnership, Repealing for the Purpose Republic Act No. 6955, Also Referred to as the "Anti-Mail Order Bride Law"

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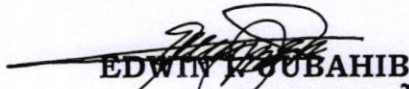
- m. Philippine Commission on Women Memorandum Circular No. 2016-07, "Allowing Married Women to Retain and Use their Maiden Name in Lieu of their Husband's Surname in Accordance to Existing Laws and Pertinent Jurisprudence"
- n. Republic Act No. 10742: "An Act Establishing Reforms in The Sangguniang Kabataan Creating Enabling Mechanisms for Meaningful Youth Participation in Nation-Building, And for Other Purposes"
- o. Philippine Commission on Women Memorandum Circular No. 2016-03, Enhanced Gender Mainstreaming Evaluation Framework (GMEF)
- p. Republic Act No. 10691: "An Act Defining the Role of the Department of Labor and Employment (DOLE), The Local Government Units (LGUs), And Accredited Nongovernment Organizations (NGOs) In the Establishment and Operation of the Public Employment Service Office (PESO), And the Operation of Job Placement Offices in Educational Institutions (EIs), Amending for The Purpose Sections 3, 5, 6, 7 and 9 of Republic Act No. 8759, Otherwise Known as the "Public Employment Service Office Act of 1999"
- q. Republic Act No. 10361, "Domestic Workers Act" or "Batas Kasambahay"
- r. Republic Act No. 10354: "The Responsible Parenthood and Reproductive Health Act of 2012"
- s. Joint Memorandum Circular No. 2013-01 of Philippine Commission on Women (PCW)- Department of the Interior and Local Government (DILG)- Department of Budget and Management (DBM)- National Economic and Development Authority (NEDA) or the Guidelines on the localization of the Magna Carta of Women
- t. Republic Act No. 10175: "An Act Defining Cybercrime, Providing for The Prevention, Investigation, Suppression and The Imposition of Penalties Therefor and for Other Purposes"
- u. Republic Act No. 10630: "An Act Strengthening the Juvenile Justice System in The Philippines, Amending for The Purpose Republic Act No. 9344, Otherwise Known As The "Juvenile Justice And Welfare Act Of 2006" And Appropriating Funds Therefor"

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- v. Republic Act No. 9994: "An Act Granting Additional Benefits and Privileges to Senior Citizens, Further Amending Republic Act No. 7432, As Amended, Otherwise Known as "An Act to Maximize the Contribution of Senior Citizens to Nation Building, Grant Benefits and Special Privileges and for Other Purposes"
- w. Republic Act No. 9775: "An Act Defining the Crime of Child Pornography, Prescribing Penalties Therefor and for Other Purposes"
- x. Republic Act No. 9710: "Magna Carta of Women of 2009 which provides for the comprehensive women's human rights and promote women's empowerment and gender equality"
- y. Civil Service Commission Memorandum Circular No. 12, Series of 2005 which encourages all heads of constitutional bodies, departments, bureaus, offices and agencies of the national government, local government units, state universities and colleges, government-owned and/or controlled corporations the use of non-sexist language in all its official documents, communications and issuances
- z. Republic Act No. 9262: "An Act Defining Violence Against Women and their Children, Providing for Protective Measures for Victims, Prescribing Penalties Therefor, and for Other Purposes"
- aa. Republic Act No. 9208: "An Act to Institute Policies to Eliminate Trafficking in Persons Especially Women and Children, Establishing the Necessary Institutional Mechanisms for the Protection, and Support of Trafficked Persons, Providing Penalties for its Violations, and for Other Purposes"
- bb. Republic Act No. 8972: "An Act Providing for Benefits And Privileges To Solo Parents And Their Children, Appropriating Funds Therefor And For Other Purposes"
- cc. Republic Act No. 8505; "An Act Providing Assistance and Protection to Rape Victims, establishing for the Purpose a Rape Crises Center in Every Province and City, Authorizing the Appropriation of Funds Therefor, and for Other Purposes"

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- dd. Republic Act No. 8353: "An Act Expanding the Definition of the Crime of Rape, Reclassifying the Same as a Crime Against Persons, amending for the Purpose RA No. 3815, as amended, otherwise known as the Revised Penal Code and for other Purposes"
- ee. Republic Act No. 8171: "An Act Providing for the Repatriation of Filipino Women Who Have Lost Their Philippine Citizenship by Marriage to Aliens and of Natural-Born Filipinos"
- ff. Executive Order No. 273, issued by President Fidel V. Ramos, which directs all government agencies to institutionalize GAD efforts in government by incorporating GAD concerns in their planning, programming and budgeting processes. It also mandates agencies to incorporate and reflect in their agency performance commitment contracts, annual budget proposals and financial plans
- gg. Republic Act No. 8042: "Migrant Workers and Overseas Filipino Act of 1995"
- hh. Republic Act No. 7882: "An Act Providing Assistance to Women Engaging in Micro and Cottage Business Enterprises, and for Other Purposes"
- ii. Republic Act No. 7877: "An Act Declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment, and for other Purposes"
- jj. Republic Act No. 7688: "An Act Giving Representation to Women in the Social Security Commission, amending for the Purpose Section 3 (A) of RA No. 1161, as amended"
- kk. Republic Act No. 7277: "An Act Providing for The Rehabilitation, Self-Development and Self-Reliance of Disabled Persons and Their Integration into The Mainstream of Society and for Other Purposes"
- ll. Republic Act No. 7322: "An Act Increasing Maternity Benefits in Favor of Women Workers in Private Sector, amending for the purpose Section 14-A of RA 1161, as amended"
- mm. Republic Act No. 7192: "An Act Promoting the Integration of Women as Full and Equal Partners of Men in Development and Nation Building and for other Purposes"

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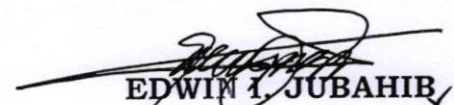

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- b. Beijing Platform for Action (BPfA)
- c. International Conference on Population and Development Program of Action (POA-ICPD)
- d. Sustainable Development Goals (SDG) 5 – Gender Equality

SECTION 3. DECLARATION OF POLICIES AND PRINCIPLES.

- 3.1** Davao del Norte recognizes, respects, protects and promotes the rights of women as enshrined in the Philippine Constitution and in the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and in other international conventions and agreements where the Philippines is a signatory.
- 3.2** In view thereto, the Provincial Government shall undertake appropriate measures to recognize, respect, protect, promote and fulfill the following rights of women:
- a. The right to affordable and quality education.
 - b. The right to comprehensive health services.
 - c. The right to access loans and other forms of financial credit.
 - d. The right to join leisure, sports and cultural activities.
 - e. The right to decide on the number of children and on the number of years between pregnancies.
 - f. The right to share in parenting activities.
 - g. The right to have equal access to jobs, benefits and social security.
 - h. The right to be paid commensurate to the work performed.
 - i. The right to be free from all forms of physical, sexual, mental, emotional, and economic violence.
 - j. The right to be free from involuntary servitude and prostitution.

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Governor

- k. The right to vote, run for election and hold public office.
- l. The right to represent the country internationally.
- m. The right to acquire, change or retain nationality and citizenship.

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

4.1. Battering is a series of physical, emotional and psychological abuse. It involves repeated and habitual cyclic patterns of intimidation and imposition of the perpetrator's will and control over the victim's life. It constitutes the kinds of behavior but not limited to the following:

- a. **Sexual Abuse** includes physical attacks on the woman's breast and genitals or forced sexual activity.
- b. **Psychological Abuse** includes threats of suicide, violence against women or her family, punching holes in the walls, threatening to take away the children, threatening deportation of wives with foreign citizenship, threatening to kidnap children or taking them to another country and forcing the victim to do degrading things, it may also include controlling the victim's lawful or usual activities, the use of foul words or statements and threats of abandonment and expulsion such as forcing the wife to leave the conjugal dwelling.
- c. **Economic Abuse** includes deprivation of women of their economic resources, their means of income generation and mobilization so as to create dependency and submissiveness to men and to any established structures of domination.
- d. **Emotional Abuse** refers to the premeditated and intentional destruction of property and pets, usually the victim's favorite.


4.2. Commodification of Women is a practice which puts women in a subordinated situation which results in the treatment of women as both consumers and objects of consumption. As consumer, women are enticed to buy, sell or give beauty products to enhance their physical attractiveness. As objects of consumption, women are reduced to a sexual commodity.

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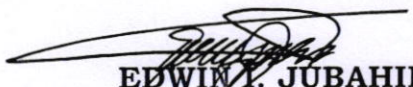
- 4.3. **Discrimination Against Women** pertains to any distraction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women of their rights irrespective of their marital status.
- 4.4. **Empowerment** is the process by which men and women are mobilized to understand, identify and overcome gender discrimination.
- 4.5. **Fund Raising Initiatives** refer to any activity integrated, in whole or in part, such as 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 cash prizes won, a companion package for an award, prize, or recognition, or any manner, activity, come-on display, or exhibit which depicts women as central, partial or special focus in order to raise funds.
- 4.6. **GAD Budget** means a portion of an agency or local government unit's annual appropriation which is not an additional amount over and above its regular budget; the allocation of a substantial amount for implementing programs, projects and activities that address gender issues; the cost and sources of financing a GAD Plan.
- 4.7. **GAD Focal Point System** refers to an interacting and interdependent group of people in all government instrumentalities tasked to catalyze and accelerate gender mainstreaming. It is a mechanism established to ensure and advocate for, guide, coordinate, and monitor the development, implementation, review and updating of their GAD plans and GAD-related programs, activities and projects (Philippine Commission on Women).
- 4.8. **GAD Plan** is a systematically designed set of programs, activities and projects with clear objectives for addressing gender issues and appropriate strategies and activities with monitoring and evaluation indicators; a blueprint of how an agency can achieve gender responsiveness; a set of interventions designed to transform gender-blind agencies into organizations with a gender perspective; an instrument to make all aspects of the agency and its work gender-responsive; it provides the basis for the GAD budget; the utilization of at least 5% of the agency's total budget.
- 4.9. **Gender** refers to the differentiated social roles, behavior, capacities and intellects, emotional and social characteristics attributed by a given culture to women and men.

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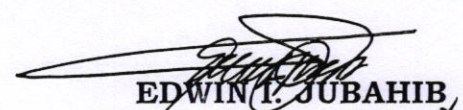
- 4.10. Gender Analysis** is a tool to identify the status, roles and responsibilities of women and men in society as well as their access to and control of resources, benefits and opportunities.
- 4.11. Gender and Development (GAD)** is an approach to or paradigm of development focusing on social, economic, political and cultural forces that determines how differently women and men participate in, benefit from, and control resources and activities. It shifts the focus from women as a group to the socially determined relationship between women and men.
- 4.12 Gender Awareness** means the ability to identify problems arising from gender inequality and discrimination, even if these are not evident on the surface and are “hidden” or are not part of the general and commonly accepted explanation of what and where the problem lies; means high level of gender consciousness.
- 4.13. Gender-Based Streets and Public Spaces Sexual Harassment** refer to crimes committed through any unwanted and uninvited sexual actions or remarks against any person regardless of the motive for committing such action or remarks
- 4.13. Gender Discrimination** refer to as situation when women and men are treated differently in the family, in the work place and in society due to biological differences and socializing pattern.
- 4.14. Gender Equality** is the goal of equilibrium of roles required by or expected of women and men as prescribed by society. As the key to development, gender equality means the equal empowerment and participation of men, women and other subgroups of society, i.e., homosexuals and transsexuals, in all spheres of public and private life.
- 4.15. Gender Equity** pertains to the concept of distributive justice which is remedial and intended to overcome bias, favoritism and inequality.
- 4.16. Gender Fair** is a term used to refer to a situation where women and men share equally in responsibilities, power, authority and decision-making.

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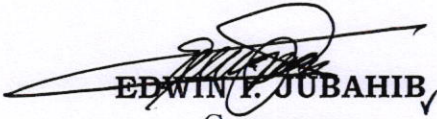
- 4.17 Gender Issues and Concerns** include issues, concerns and problems arising from the distinct roles of women and men and the relationships between them; affairs and involvement arising from societal expectation and perception on the roles of women and men reflected in and perpetuated by law, policies, procedures, systems, programs, activities and projects of the government. These impede the opportunities for women to participate in the development process and enjoy its benefits.
- 4.18. Gender Mainstreaming** refers the strategy of integrating gender and development concerns and issues at all levels of government undertaking.
- 4.19. Gender Perspective** is a way of viewing issues and problems that take into consideration the different realities of women and men's lives, and recognizing that there is an unequal relationship between the two.
- 4.20. Gender Responsive Development Planning** means the integration of gender concerns into the entire development planning cycle. It rests on the premise that introducing gender consideration makes development planning and programming more people-oriented and people-focused.
- 4.21. Gender-Sensitive** appertains to having an understanding of the marginalized position of women and consciously challenging the attitudes and behavior that reinforce women's subordinate status.
- 4.22. Gender Sensitization** is the experiential and critical process of learning and unlearning by an individual, female or male, of the causes and effects of the culturally determined roles of women and men.
- 4.23. Gender Statistics** are current data which are collected and computed for women and men, and which facilitated gender-based analysis of problems and decision-making in planning.
- 4.24. Indecent Shows** are shows which include nudity or other provocative gestures which further project and exhibit men and women as sex objects.
- 4.25. Indigenous People** refers to a group of people who have continuously lived as organized community of communally bounded and defined territory, and who have under claims of ownership since time immemorial, occupied, possessed and utilized such territories sharing common bonds of language, customs and traditions and other distinctive cultural traits.

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Governor

- 4.26. Land-Based Projects** are activities designed systematically in order to provide women the opportunity to have full access and control over the maximum utilization of land and other indigenous resources.
- 4.27. Children** refer to persons below (18) years old (RA 9344, as amended).
- 4.28. Entertainment Establishments** include theatres, cinemas, concert halls, carnivals, circuses and other places hosting big events purposely for entertainment where one seeks admission to be entertained by seeing or by viewing the show or performances.
- 4.29. Other Entertainment Establishments** include all other places of amusement not specifically enumerated or otherwise provided in this Code, including but not limited to night clubs, cocktail lounges, super or family clubs, disco houses, *videoke* houses, bars or beer houses/gardens, fast food centers showing sports competition, whether live, delayed telecast or replays by direct hook up via satellite or those showing DVD films/movies and other places of amusement where one seeks admission to be entertained whether by seeing or by viewing or by direct participation.
- 4.30. Persons with Disability** refer to persons suffering from restriction or different disabilities, as a result of a mental, physical or sensory impairment, to perform an activity in a manner or within the range considered normal for human being (Section 4, Republic Act No. 7277).
- 4.31. Prostitution** is the sale, purchase and exchange of women and minors for sexual exploitation, cash profit or other economic consideration by an individual, including but not limited to the pimp, procurer of the services, parents, owners of establishment, such as disco, bars, sauna bath, *videoke*, massage clinics, hotel and restaurant, and any other person who use various schemes to prostitute women and minors.
- 4.32. Psychiatric Program** pertains to the support program provided to clients/patients in psychosocial and psychiatric crises.

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EDWIN F. JUBAHIB
Governor

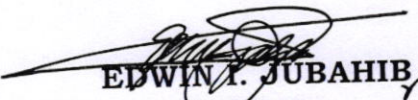
4.33. Public Spaces refer to streets and alleys, public parks, schools, buildings, malls, bars, restaurants, transportation terminals, public markets, spaces used as evacuation centers, government offices, public utility vehicles as well as private vehicles covered by app-based transport network services and other recreational spaces such as, but not limited to, cinema halls, theaters and spas, bars and clubs, resorts and water parks, hotels and casinos and all other areas regardless of ownership, openly accessible or offered to be accessed by the public.

4.33. 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 process (as defined in the International Conference on Population and Development and World Health Organization, and affirmed in the Beijing Platform for Action (BPfA). It constitutes ten (10) elements, namely:

- a. Maternal and Child Health, and Nutrition
- b. Family Planning
- c. Prevention and Treatment of Reproductive Tract Infection (RTIs) including Sexually Transmitted Diseases (STDs), Human Immunodeficiency Virus (HIV) and Acquired Immunodeficiency Syndrome (AIDS)
- d. Prevention and Management of Abortion Complications
- e. Education and Counselling on Sexuality and Sexual Health
- f. Breast and Reproductive Tract Cancers and other Gynecological Conditions
- g. Prevention and Treatment of Infertility and Sexual Disorders
- h. Men's Reproductive Health
- i. Adolescent Reproductive Health
- j. Violence Against Women

4.34. Sex refers to the natural distinguishing variable based on the biological characteristic of being a male or a female. Or implied.

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

4.36. Sexuality is defined as one's total expression of personhood on the basis of self-appreciation (body, mind and feelings) and satisfaction of needs. Also considered as physical expression of intimate relationship with others through various life stages.

4.37. Sex Trafficking refers to a covert or overt recruitment of men, women and children into the sex trade industry. It includes new forms of sexual exploitation such as sex tourism, the illegal recruitment of domestic labor to work in developed countries, and organized marriages between women from third world countries and foreign nationals. It is then considered as a system where men, women and children are movable properties and objects of exchange or commerce.

- a. **Trafficking in Persons** refers to the recruitment, obtaining, hiring, providing, offering, transportation, transfer, maintaining, harboring, or receipt of persons with or without the victim's consent or knowledge, within or across national borders by means of threat, or use of force, or other forms of coercion.

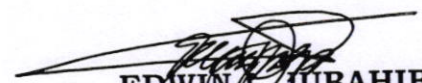
4.38. Survivors' Support Group pertains to any organized group of women to whom a woman-survivor of violence voluntarily agrees to establish a professional helping process.

4.39. Violence Against Women includes any act of gender-based violence that results in, or is likely to result in physical, sexual or psychological harm or suffering to women and children, threats of such act, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.

- a. **Violence Against Women and their Children shall include, but not limited to:**

- a.1. Physical, sexual and psychological violence occurring in the family and other close relationship, including battering, sexual abuse of female children in the household,

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dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation.

a.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 forced prostitution.

a.3 Physical, sexual and psychological violence perpetuated or condoned by the state, wherever it occurs.

a.4. Other acts of violence against women, men and children include:

a.4.i. Violation of the human rights of women, men and children in situation of armed-conflict, in particular murder, systematic rape, sexual slavery and forced pregnancy.

a.4.ii. Forced sterilization and forced abortion, coerced or forced use of contraceptives, prenatal sex selection and female infanticide.

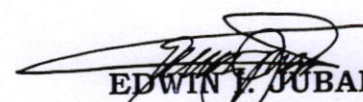
a.4.iii. **Feminization of poverty** refers to growing female share of the population living under the poverty line; is a change in the levels of poverty biased against women or female headed households. More specifically, it is an increase in the difference in the levels of poverty among women and men or among female versus male and couple headed households.

4.40. Women as Sex Objects pertains to a condition when women become things or properties to be manipulated, utilized or used for one's sexual desire or interest, usually in exchange of money or goods and other consideration where women have no control or power to reject such utilization or use.

4.41. Women Empowerment is defined as the process by which women are mobilized to understand, identify and overcome gender discrimination.

4.42. Unemployed is term used to refer to those who are not gainfully employed.

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4.43. Under-employed pertains to those who have jobs but are receiving below minimum wage.

ARTICLE II GENDER-RESPONSIVE GOVERNANCE

SECTION 5. PROVINCIAL GAD FOCAL POINT SYSTEM. The Provincial GAD Focal Point System is an interacting and interdependent group of people from the different provincial government offices, national agencies and heads of identified civil society organizations tasked to catalyze and accelerate gender mainstreaming. It is a mechanism established to ensure and advocate for, guide, coordinate, and monitor the development, implementation, review and updating of the provincial government's GAD plans and GAD-related programs, projects and activities (PPAs).

The GFPS is tasked to ensure and sustain the LGU's mandate to support gender and development, women's empowerment and respond to gender issues. It shall take a lead role in direction-setting, advocacy, planning, capacity development, monitoring and evaluation, and technical advisory in mainstreaming GAD perspectives in the LGU programs, projects, activities, and processes.

The provisions of Executive Order No. 43, Series of 2020 shall form part of the Implementing Rules and Regulations of this Code.

SECTION 6. GENDER AND DEVELOPMENT AWARENESS-RAISING ORIENTATION. All schools, offices, establishments or companies, department and agencies including Provincial, City, Municipal and Barangay officials within Davao del Norte and Sangguniang Kabataan shall initiate gender sensitivity awareness-raising orientation to equip them with theoretical and practical knowledge on gender issues and concerns. Similarly, all establishments and schools shall utilize tools for gender-related purposes. Other GAD-related topics for orientation include but are not limited to:

- 6.1.** ERPAT or Empowered and Reaffirmation of Paternal Abilities Training shall be conducted to all male employees in public and private organizations/agencies
- 6.2.** Sexual Orientation, Gender Identity, and Expression and Sex Characteristics (SOGIE)
- 6.3.** Anti-Violence against Women and their Children (Republic Act No. 9262)
- 6.4.** Anti-Sexual Harassment Law (Republic Act No. 7877)
- 6.5.** Magna Carta of Women (Republic Act No. 9710)

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- 6.6. Safe Spaces Act (Bawal Bastos Law) (Republic Act No. 11313)
- 6.7. Cybercrime and Online Child Exploitation (Republic Act No. 10175)
- 6.8. Anti-Human Trafficking (Republic Act No. 9208)

SECTION 7. SUPPORT TO GENDER STUDIES. A sufficient amount shall be allotted to gender-related documentation and research which shall form part of the Province' sex disaggregated data-based program development. The Provincial Planning and Development Office shall be responsible in the keeping and maintenance of a databank relative to GAD concerns. All the other local government units in the province shall endeavor to maintain their respective GAD databanks.

SECTION 8. POPULARIZATION OF GENDER-FAIR MATERIALS. There shall be an active promotion and publication of gender-fair materials in popular forms in Davao del Norte.

SECTION 9. SUFFICIENT BUDGET FOR BASIC SOCIAL SERVICES. An amount necessary to underwrite the basic social services for all in extremely difficult circumstances shall be allocated from any available source of funds. The Provincial Social Welfare and Development Office (PSWDO) shall allocate funds for the assistance to individuals in crisis situation for marginalized groups like women in difficult circumstances.

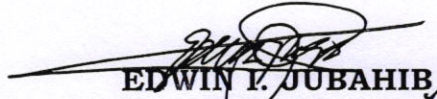
SECTION 10. OVERSEAS CONTRACT WORKERS SUPPORT. The Provincial Government shall conduct a survey of overseas contract workers who are residents of Davao del Norte, and who became survivors of abuses, results of which shall serve as basis in identifying special support to all Overseas Contract Workers (OCWs) and take the list of legitimate placement agencies for monitoring services. The Services shall include limited financial assistance to distressed Overseas Filipino Worker (OFW). This is an assistance intended to provide relief for returning OFWs (distressed/displaced) with a start-up or additional capital worth.

SECTION 11. SPECIAL COURSE ON OVERSEAS CONTRACT WORKERS. In coordination with the Department of Labor and Employment (DOLE), special course on overseas contract workers to primarily orient them on the issues and concerns relative to migration shall be systematically introduced to all especially at the Municipal level.

SECTION 12. TRAINING ON NON-TRADITIONAL OCCUPATION. Women shall be given opportunity to acquire training on non-traditional occupation such as those related to science and technologies.

SECTION 13. INTEGRATION OF DEVELOPMENT PROGRAMS. The local government units, through the GAD Focal Point System, shall integrate programs and activities into the Local Development Plans that shall facilitate the empowerment of women.

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SECTION 14. GAD RESOURCE CENTER (GRC). The Provincial Government of Davao del Norte shall establish a GAD Resource Center. It shall have the capacity to respond to all the needs for GAD mainstreaming and shall provide the following services and resources:

- 14.1 Updated library materials on GAD and women's studies
- 14.2 Capacity development programs
- 14.3 Technical assistance on policy development plans, projects, programs, monitoring and evaluation and other related concerns
- 14.4 Research programs

ARTICLE III SUPPORT SERVICES

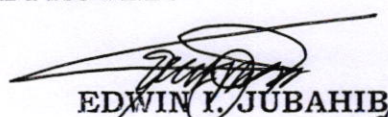
SECTION 15. SUPPORT PROGRAMS FOR THE VICTIMS OF ABUSE AND VIOLENCE. The Provincial Government of Davao del Norte shall provide financial, legal, medical, psychosocial, temporary shelter and other forms of support services to women and children who are survivors of abuse and violence. The support programs and assistance include operation and maintenance of residential care for abused and neglected women.

The Provincial Government shall endeavor to make the support program for the victims of abuse and violence work in coordination with the different city and municipal governments of Davao del Norte together with the other involved agencies. A memorandum of joint undertaking for this purpose shall be entered into by and among the different local government units and the other involved agencies in order to concretize a cost-sharing scheme for the maintenance and sustainability of the support program.

SECTION 16. THE BARANGAY VIOLENCE AGAINST WOMEN AND THEIR CHILDREN (VAWC)/ANTI-SEXUAL HARASSMENT DESK. All Barangays shall establish their respective Violence Against Women and Children's and Anti-Sexual Harassment (ASH) Desk. The Provincial, City and Municipal Governments shall assist and support for the establishment and functionality of this Desk.

The appointment of a VAWC and ASH Desk Officer in the barangay shall be done by the Sangguniang Barangay concerned as a collegial body. The appointed VAWC and ASH Desk officer shall be given the necessary appointment with the corresponding allowable remuneration, which shall not be in a way onerous to the barangay. This is under the provision of

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Republic Act No. 9710, otherwise known as the Magna Carta for Women (MCW), amongst its provision is the establishment of a VAW Desk and Republic Act No. 11313, Safe Space Act, to establish an (ASH) Anti-Sexual Harassment Desks which endeavors to be incorporated to VAW Desk in all barangays, city and municipal halls, preferably staff by a woman. In partnership with the Department of Interior and Local Government, VAWC/ASH Desk shall be regularly assessed in terms of its functionality. This is in line with the DILG issued Memorandum Circular No. 2017-114. Regarding the Guidelines in Monitoring the Functionality of Barangay VAW/ASH Desk.

SECTION 17. PROGRAMS FOR SURVIVORS OF VIOLENCE AND ALL FORMS OF ABUSE. Women and children who are survivors of any form of violence shall be provided with comprehensive, gender-sensitive, women-centered and holistic case management, which shall be carried out by the Provincial/Municipal/City Social Welfare and Development Office.

SECTION 18. SERVICES OF EXPERTS AND PROFESSIONALS. For purposes of convenience, immediate response in consideration to situations that time is of the essence, in coordination with all local government units, the provincial government shall endeavor to provide the availability of a psychiatrist or a psychologist, and legal adviser/lawyer to attend to rape victims.

Similarly, an interpreter for those hearing impaired or deaf and mute violence/rape victims shall also be provided.

SECTION 19. PROGRAM FOR RAPE VICTIMS. The capability and capacity of the Women Development Center shall be enhanced to case management, psychosocial support, referral to legal assistance and health services. WDC shall ensure the privacy and safety of rape survivors being temporarily housed therein.

The preceding paragraph shall not, however, be a bar for the establishment, equipping and maintenance of a separate but especially designed Crisis Intervention Center which shall serve as a half-way home or temporary shelter with appropriate support services for women and children in crisis.

SECTION 20. ANTI-CHILD PORNOGRAPHY PROGRAM. The provincial government shall strengthen its advocacy on anti-child pornography by being partners with the law enforcement agencies in preventing exploitation of children in pornography as stipulated under RA 9775, Anti-Child Pornography Act of 2009 & RA 10175, Cybercrime Prevention Act of 2012.

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SECTION 21. TEEN HUB/ADOLESCENT FRIENDLY HEALTH FACILITIES. The provincial government, through the Provincial Health Office-Population Management Division, shall cause the establishment of Health Facility Based Teen Hub at all levels of health care, Community Based Teen Hub in all barangays, and School Based Teen Hub at all private and public secondary schools in the province, and shall provide service trainings to all health and other allied personnel who shall be assigned in this unit.

SECTION 22. SUPPORT FROM THE LAW PRACTITIONERS. The provincial government shall establish a system that is intended to have a coordinative work with the Provincial Prosecutor's Office, Public Attorney's Office and the local chapter of the Integrated Bar of the Philippines to provide support to the plight of women-victims of violence.

SECTION 23. GENDER-SENSITIVE CRISIS INTERVENTION UNIT. The Provincial Government of Davao del Norte shall cause the establishment of a Gender-Sensitive Crisis Intervention Unit at all levels of health care, and shall provide service trainings to all health and other allied personnel who shall be assigned in this unit.

SECTION 24. THE WOMEN AND CHILDREN PROTECTION UNIT (WCPU). The provincial government, through the Provincial Social Welfare and Development Office, in coordination with the Provincial Economic Enterprise and Development Office, shall strengthen a WCPU in each of the three district hospitals of Davao del Norte. Similarly, the Davao Regional Medical Center is enjoined to establish the same in their own premises.

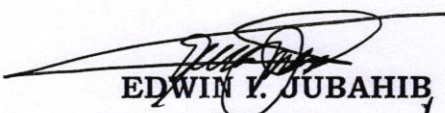
SECTION 25. BLOOD PROGRAM FOR ALL. The Provincial Economic Enterprise Development Office and Blood Center in coordination with the Provincial Health Office is committed in ensuring the availability of blood products and adopts a protocol responsive to the needs of the people for an easy access in securing or availing the services of the local blood bank. To avail of the benefits of this blood program, the PEEDO Blood Center shall prepare the requirements thereof or its criteria.

ARTICLE IV LEADERSHIP AND POLITICAL PARTICIPATION OF WOMEN

SECTION 26. REPRESENTATION OF WOMEN IN LOCAL DEVELOPMENT COUNCIL AND OTHER SPECIAL BODIES. Pursuant to Republic Act 9710, all local government units shall ensure that women are duly represented as follows:

- a. **Local Development Councils** – at least 40% of membership of all development councils from the provincial, city, municipal and barangay levels shall be composed of women to strengthen government recognition of women's potentials

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Governor

in the formulation and planning of local development programs. Provided, however, that the women representatives belonged to a duly accredited women organization and registered with the Securities and Exchange Commission.

- b. **Other Local Special Bodies** – all local government units shall ensure, through an ordinance or executive/administrative order, the participation and equitable representation of women particularly in decision-making and policy-making processes in the government to fully realize their role as agents and beneficiaries of development consistent with the provisions of the Local Government Code.
- c. **Other Decision/Policy-Making Bodies** - all civil society organizations are encouraged to promote equal representation of women and men in planning and in policy/decision making processes and activities.

SECTION 27. ROLE OF THE ONE DAVNOR COUNCIL OF WOMEN.

The One DavNor Council of Women as the federation of women organizations in the province shall encourage all other women organizations in the province to become members thereof. It (One DavNor Council of Women) shall take the lead role in the conduct of programs and activities related to and for the benefit of women.

SECTION 28. WOMEN'S DAY CELEBRATION. Republic Act No. 6949 which declares **March 8** of every year as a National Women's Day shall be observed by all local government units and private sectors in the province.

SECTION 29. WOMEN'S SUMMIT. A Women's Summit shall be held at the city, municipality and province at least once every year, which shall be convened and managed by the One DavNor Council of Women

**ARTICLE V
LABOR AND EMPLOYMENT**

SECTION 30. EQUAL ACCESS TO EMPLOYMENT, TRAINING AND PROMOTION. Pursuant to Republic Act 6725, otherwise known as the Labor Code of the Philippines, as amended, "No one shall be denied of employment opportunity, training and promotion."

Moreover, Republic Act 10691, otherwise known as the Public Employment Service Office (PESO) Act of 1999, "An Act Defining the Role of the Department of Labor and Employment (DOLE), the Local Government Units (LGUs), and Accredited Non-Government Organizations (NGOs) in the Establishment and Operation of the PESO, and the Operation of Job Placement Offices in Educational Institutions (EIs) as

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Governor

amended, in section 3 that every PESO shall undertake holistic strategies, programs and strategies to transform the PESO into a modern public employment service intermediary that provides multi-dimensional employment facilitation services.

SECTION 31. WAGE AND BENEFITS. Every employer, whether government or private entity, shall comply with the minimum wage to workers as prescribed by the Regional Wage Board, and shall grant all benefits to all employees such as maternity/paternity leave, sick and vacation leave, retirement, termination and other benefits provided for by law.

Pursuant to Republic Act 11261 otherwise known as the First Time Jobseekers Assistance Act, "An Act Waiving Government Fees and Charges in the Issuance of Documents Required in the Application for Employment of First Time Jobseekers."

SECTION 32. FACILITIES AND SUPPORT SYSTEM FOR ALL EMPLOYEES. Both private and public establishments shall ensure the health and safety of their employees. They shall establish separate and gender-sensitive restrooms, lavatories, lounge, and provide at least a dressing room.

A Home Care Center/Child Minding Center shall be established in the workplace to temporarily cater the needs for breastfeeding mothers, child-rearing and early childhood care for working parents while on their respective jobs.

The qualifications, criteria or procedure for the use of the Home Care Center/Child Minding Center shall be properly incorporated in the Implementing Rules and Regulations of this Code.

SECTION 33. ORIENTATION ON WOMEN AND CHILD PROTECTION. All local offices, schools, agencies and establishments or companies, government and private institutions in Davao del Norte shall conduct or sponsor orientation seminar on women and children protection with their respective personnel as part of popularizing women and children protection Laws such as Republic Act No. 7877 or Anti-Sexual Harassment Law, Republic Act 9262 or Violence Against Women and their Children, Republic Act 7610 or Child Abuse Law, Republic Act 8353 or Anti-Rape Law, Republic Act; Republic Act 9208 or Anti-Trafficking in Persons Act as amended by Republic Act 10364 also known as Expanded Anti-Trafficking in Persons Act, and other laws that protection women and children.

SECTION 34. GENDER-SENSITIVE PHYSICAL PLAN. A physical plan appropriate for a gender-sensitive environment shall be adopted by all offices, agencies and establishments or companies which shall help prevent sexual harassment, sexual abuse and other forms of maltreatment in workplaces.

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EDWIN V. JUBAHIB,
Governor

SECTION 35. SPECIAL LEAVE BENEFITS FOR WOMEN. Any female employee in the public or private sector, regardless of age and civil status shall be entitled to a special leave maximum of two (2) months with full pay based on her gross monthly compensation subject to existing laws, rules and regulations caused by gynecological disorders under such terms and conditions as provided for under Section 18 of Republic Act No. 9710, otherwise known as the Magna Carta of Women of 2009 (enhanced):

- a. She has rendered at least six (6) months continuous aggregate employment service for the last twelve (12) months prior to surgery.
- b. In the event that an extended leave is necessary, the female employee may use her earned leave credits.
- c. This special leave shall be non-cumulative and non-convertible to cash.

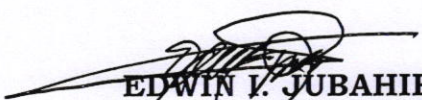
SECTION 36. CHILDREN AS PART OF THE WORKFORCE. No child shall be allowed and become a part of the adult workforce, subject to the exception as provided for by law. Children shall be protected pursuant to Republic Act No. 9231 and its Implementing Rules and Regulations which prohibits the employment of child/minor that subjects him/her to any form of exploitation or is harmful to her/his health and safety or physical, mental or psychosocial development.

ARTICLE VI NUTRITION AND REPRODUCTIVE HEALTH

SECTION 37. WOMEN'S RIGHT OVER THEIR BODIES. Without the risk of abortion, women shall decide on when to get pregnant, especially on the family's observance on child-spacing and child limiting. Appropriate support and guidance on overall or holistic health at minimal cost shall be provided by health service providers in private institutions but shall be free of charge at all public institutions.

SECTION 38. MANDATORY SEAT FOR PREGNANT WOMEN. Public utility vehicles are mandated to reserve a specific seat for pregnant women. PUV drivers and conductors shall advise their passengers of this order, otherwise, they shall be held liable including the erring passengers. Occupants to the reserved seat for pregnant women shall at all times voluntarily vacate the same and transfer to other vacant seats. Provided, however, that the vacating passenger is not either a person with disability or a senior citizen. This provision shall also apply to both the persons with disability and the senior citizens.

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Stickers or *signages* shall be stuck at any conspicuous area within the PUVs relative to this mandate in deference to the situation of pregnant women, persons with disabilities and the senior citizens.

All local government units within Davao del Norte are enjoined to observe, incorporate this provision to their own legislation and implement the same.

SECTION 39. PRIMARY HEALTH CARE DELIVERY. In consonance with the Department of Health's Universal Health Care, all local government units are enjoined to strengthen their respective Primary Health Care Service Provision. The same shall be strengthened in the context of reproductive health and rights. Quality health care and nutrition services that are not discriminatory on account of gender, age, sex, religion and ethnicity shall be implemented.

SECTION 40. REPRODUCTIVE HEALTH AND OTHER HEALTH CONCERNS. All local government units shall endeavor to establish a mandatory program designed to provide Pap Smear or Visual Inspection using Acetic Acid (VIA), Responsible Parenthood and Family Planning Services, and Maternal and Child Health and Nutrition Services including immunization for women and children.

SECTION 41. MEN IN REPRODUCTIVE HEALTH. Men shall be involved in all health programs and projects to emphasize their indispensable role in ensuring women's health and well-being. Training and seminars on the crucial role of men in reproductive health shall be conducted by all local government units on a regular basis.

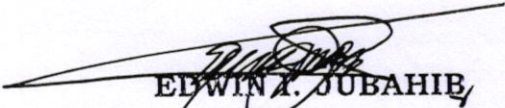
SECTION 42. REPRODUCTIVE HEALTH SERVICES FOR ALL. All hospitals and clinics in the province shall offer equitable and affordable reproductive health services for all, regardless of sex and social status.

SECTION 43. REPRODUCTIVE HEALTH SERVICES. Establishments within the Province of Davao del Norte as well as labor intensive establishments shall provide access to reproductive health services to workers regardless of sex and civil status as a manifestation of concern for both sexes in their role in procreation (joint fertility).

SECTION 44. REPRODUCTIVE HEALTH CARE APPROACH. Reproductive Health Care Approach shall be adopted at all levels of health care delivery. The same shall be anchored on the following elements in reference to Republic Act No. 10354, otherwise known as "The Responsible Parenthood and Reproductive Health Act of 2012."

SECTION 45. OTHER REPRODUCTIVE HEALTH CONCERNS. Pursuant to Republic Act No. 8504, also known as the Philippine Acquired Immunodeficiency Syndrome (AIDS) Prevention and Control Act of 1998, all government units shall promote public awareness about the causes, modes of transmission, consequences, means of prevention and control

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of HIV/AIDS through a comprehensive educational and information campaign in all schools, training centers, workplaces and communities; promotion of safety and universal precautions in practices and procedures that carry the risk of HIV transmission; eradicate conditions that aggravate the spread of HIV infection, including but not limited to, poverty, gender inequality, prostitution, marginalization, drug abuse and ignorance; and promote a safe and discrimination-free environment to all perceived or suspected person with HIV.

All government-operated hospitals in the province shall provide a free check-up/examination and medicines to persons afflicted with any of the dreaded sexually-transmitted disease like HIV/AIDS. A continuous monitoring of the afflicted or carriers of HIV/AIDS, including those persons believed to have the same.

SECTION 46. PREGNANT WOMEN. All local government units shall strengthen and promote in full force their Maternal and Child Health and Nutrition Program (MNCHN) by enforcing all pregnant women to complete required pre-natal care.

SECTION 47. LACTATING MOTHERS. All local government units shall strengthen their nutrition programs for lactating mothers.

SECTION 48. ACCESS TO SAFE WATER. All barangays in the Province shall provide easy access to safe water supply. Appropriate water system shall be strategically installed to minimize the burden of fetching water and to ease the workload of men, women and children.

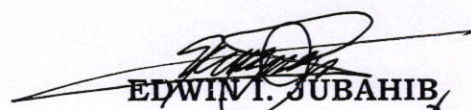
SECTION 49. ACCESS TO INFORMATION ON GENDER FOR PROGRAM OPERATIONS, DEVELOPMENT PLANNING AND EDUCATIONAL PROGRAM. The Province shall ensure availability and accessibility on age and sex disaggregated data in all programs or interventions. This will be facilitated by establishing and maintaining an updated population data bank for program operations, development planning, and educational program to ensure the people's participation in and understanding of population development.

SECTION 50. GENDER SENSITIVE AND RESPONSIVE HEALTH SERVICE. All health service providers shall extend gender-sensitive and gender-responsive service in the delivery of health services.

All public health care facilities shall provide gender-sensitivity training to its personnel at least once a year.

SECTION 51. COMPREHENSIVE NUTRITION PLAN. The Provincial Health Office, together with the Provincial Nutrition Council, in coordination with Municipal Nutrition Councils and Barangay Nutrition Committees shall formulate a comprehensive nutrition plan (Provincial Nutrition Action Plan) to ensure effective and efficient implementation of various nutrition programs and to promote nutritious diet for neonates, children, pregnant, lactating mothers, elderly, persons with disability and the sick.

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EDWIN I. SUBAHIB,
Governor

SECTION 52. PROMOTION OF BREASTFEEDING. Lactating mothers are encouraged to exclusively breastfeed their babies at least six (6) months from birth. All provincial hospitals and rural health units are mandated to ensure breastfeeding of newborns at the time of the confinement/delivery of mother at the said health facilities.

SECTION 53. CAPABILITY BUILDING FOR HEALTH WORKERS. Capability building activities for health personnel and health care providers shall be undertaken which shall include Gender Sensitivity Training to ensure efficiency and gender responsiveness in health care management and delivery.

SECTION 54. PROMOTION OF HEALTHY LIFESTYLE PROGRAM. All government and private agencies/offices and schools shall come-up and sustain the conduct of healthy lifestyle programs and physical fitness activities.

The Provincial Government and all Local Government Units (LGUs) shall initiate the healthy lifestyle information and education campaign.

SECTION 55. FACILITATING ENROLMENT TO PHILIPPINE HEALTH INSURANCE. Recognizing the importance of social security/protection measures against life contingencies, the provincial government through the Provincial Social Welfare and Development Office (PSWDO) in coordination with the Provincial Economic Enterprise Development Office (PEEDO) shall encourage all associations, cooperatives, people's organizations and non-government organizations to facilitate enrolment of their members to PhilHealth.

SECTION 56. BUDGET FOR HEALTH. All local government units are encouraged to provide sufficient allocation for health care, nutrition programs and related services.

ARTICLE VII EDUCATION, ARTS, SPORTS AND CULTURE

SECTION 57. WEEKEND CLASSES. The provincial government with the support of all LGUs, in coordination with the Department of Education (DepEd), Commission on Higher Education (CHED) and Technical Education Skills and Development Authority (TESDA), shall allow the conduct of alternative classes during weekends.

There shall be a Gender-Sensitive counselling and career education programs to promote career education that will encourage women to pursue academic and technical courses in order to widen their opportunities.

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Governor

All local government units shall encourage all sectors to provide support to the Alternative Learning System as a strategy to improve access to education for men and women.

SECTION 58. ADULT EDUCATION. Anyone desiring to engage in functional and practical education shall be enlisted in adult education program which shall be set up in all Municipalities of the Province.

SECTION 59. PROMOTION OF GENDER-SENSITIVE CURRICULA. The schools and concerned agencies within the Province of Davao del Norte shall enhance and promote a curriculum that incorporates concepts relative to gender and development such as but not limited to understanding and awareness of Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC) (DepEd Order 32, s. 2017, Gender Inclusive and Sensitive Basic Education)

SECTION 60. PROMOTION OF GENDER-SENSITIVE TEACHING APPROACHES. All schools in the province shall actively promote gender-sensitive teaching approaches and shall exert efforts to end gender biases and stereotypes in instructions and learning. Encourage the adoption of gender-inclusive or gender-neutral language around gender and sexual adversity by updating learning materials and resources.

All educators and personnel shall be properly oriented and trained on gender and development related policies and programs. All administrators, teachers, guidance counselors shall be equipped with technical competence to address gender inclusivity issues that may arise in institutions, pursuant to Anti-Bullying Act of 2013.


SECTION 61. RESPONSIBILITY OF LEARNING FACILITATORS. Learning Facilitators in all levels, whether in public or private schools, are enjoined to integrate non-sexist language in their lessons. They are also encouraged to initiate changes on learning materials with sexist languages by eradicate gender-stereotyping through gender-fair and gender-inclusive education.

SECTION 62. GENDER-SENSITIVE POLICIES IN LEARNING INSTITUTIONS AND ESTABLISHMENTS. Learning institutions and establishments are enjoined to integrate gender-sensitive policies in their respective areas of responsibilities.

All schools and concerned agencies shall promote equal opportunities for training, self-development, promotion and rewards regardless of gender identity and gender expression of an individual.

SECTION 63. WOMEN IN SPORTS. The provincial government, in coordination with its component cities and municipalities, shall pursue the development and enhancement of the skills and potentials of women in sports and shall include a gender inclusive conduct of sports programs and activities.

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Governor

SECTION 64. CULTURAL IDENTITY OF WOMEN. Indigenous and Muslim women shall be encouraged to wear their respective costumes. Wearing of their respective costumes may be done daily, or as they wished, and not only during special occasions, activities or celebrations.

All Local Government Units of Davao del Norte are enjoined to establish the necessary mechanisms to motivate and/or inspire the Indigenous and Muslim women relative to the regular wearing of their respective costumes in public.

SECTION 65. MONITORING, EVALUATION AND REPORTING SYSTEM. All schools and concerned agencies shall establish a monitoring and evaluation system to ensure progress in the implementation of GAD policies.

A monitoring and reporting system shall be established to render close monitoring and reporting of any stereotyped portrayal of the role of women and men as projected in any learning reading materials.

ARTICLE VIII WOMEN'S ECONOMIC EMPOWERMENT

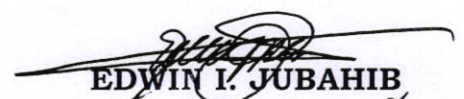
SECTION 66. FINANCIAL CAPITAL ASSISTANCE FOR WOMEN. All local government departments and agencies engaged in socio-economic programs shall increase their capital assistance and/or subsidy to women.

SECTION 67. TECHNICAL-VOCATIONAL TRAINING CENTER. In coordination with all local government units, the provincial government shall establish a Technical-Vocational Training Center. It shall be used for skills enhancement gearing towards employability or production of value-added marketable outputs.

SECTION 68. WOMEN ENTREPRENEURS. Women shall have co-equal rights and access to provincial, city, municipal or barangay entrepreneurial projects, technologies, livelihood training, credits, loans, financial and marketing assistance.

SECTION 69. FORMULATION OF WORKFORCE DEVELOPMENT PLAN (WDP) FOR WOMEN. All local government units shall, within their respective political jurisdictions, spearhead the formulation of their respective Workforce Development Plan for women entrepreneurs in coordination with the women micro entrepreneurs themselves, and in collaboration with the civil society organizations, business sector and government agencies.

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SECTION 70. FINANCIAL LITERACY PROGRAM. The provincial government and all local government units, through their designated offices shall facilitate the conduct of financial literacy training or seminars to include OFWs, women organizations and other disadvantaged sectors to educate them on financial management.

SECTION 71. IDENTIFICATION OF LOAN AND INVESTMENT PROGRAMS. The provincial government and all LGUs shall establish linkages with financing institutions to determine and identify Investments, Grants and Loan Programs for women entrepreneurs.

The policies and procedures in availing the benefits of the Loan and Investment Programs shall be aptly formulated and the criteria clearly enumerated to make the program accessible to all women entrepreneurs.

Safety mechanisms shall be set up to protect the women entrepreneurs against iniquitous and excessive interest rates.

SECTION 72. BANKS, FINANCIAL INSTITUTIONS, AND COOPERATIVES SUPPORT SYSTEM. An avenue on the formation or affiliation to any cooperatives or an organization for men and women are encourage and facilitated to attain growth and development as stated in the RA 9520, Art 2 known as Cooperative Code of the Philippines.

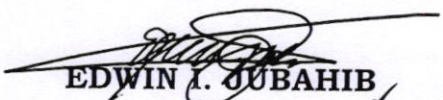
All banks, financial institutions and cooperatives are encouraged to open special windows designed to extend financial loans to women who lack access to traditional sources of capital. This process ensures and protects the economic rights of women.

ARTICLE IX RURAL WOMEN'S RIGHT

SECTION 73. PROMOTION OF COMMUNITY-BASED PROJECTS. The Provincial Government and all LGUs shall develop, promote and support women's participation in community-based projects utilizing scientific and appropriate technology to ensure food security for rural women.

SECTION 74. ACCESS TO SCIENCE AND ALTERNATIVE TECHNOLOGY EDUCATION. The Provincial Agriculturist's Office, in coordination with the Department of Science and Technology, Technical Education and Skills Development Authority and other related line agencies, shall provide a science and alternative technology education for rural women in each Municipality/City.

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ARTICLE X
SECTORS OF SPECIAL CONCERN

SECTION 75. SPECIAL EDUCATION FOR PERSONS WITH DISABILITY. There shall be a special education for persons with disability in the Province, which shall include appropriate curriculum especially designed for PWDs. The Provincial Government of Davao del Norte through the Disability Affairs Office (PDAO) shall ensure the establishment of holistic programs and services for children with disabilities.

SECTION 76. ADVOCACY ON THE RIGHTS OF PERSONS WITH DISABILITY. Active advocacy on the rights of persons with disability shall be conducted by the Provincial Social Welfare and Development Office in coordination with the Department of Education through the Disability Affairs Office (PDAO).

SECTION 77. CREATIVE EMPLOYMENT OPPORTUNITIES FOR PERSONS WITH DISABILITY. The Provincial Government and all LGUs shall develop creative employment opportunities for persons with disability recognizing their condition and full potentials as human beings.


SECTION 78. REPORTING OF CASES OF HARASSMENT COMMITTED AGAINST PERSONS WITH DISABILITIES. The Provincial Government, through the Provincial Social Welfare and Development Office, shall direct all city/municipal/barangay government to monitor and report cases of harassment committed against persons with disability to the proper authorities pursuant to Republic Act No. 7277 otherwise known as the Magna Carta for Disabled Persons.

SECTION 79. SUPPORT FUNDS FOR THE PERSONS WITH DISABILITY AND SENIOR CITIZENS. Funds shall be allocated for livelihood assistance, routine physical check-up, social protection programs and other appropriate socio-economic activities for PWDs and senior citizens.

SECTION 80. WOMEN AND CHILDREN IN ARMED CONFLICT AREAS. All Local Government Units in all levels, through the Provincial Social Welfare and Development Office, in collaboration with the concerned agencies, shall address the special needs of women and children in times of armed conflicts, and provide facilities and services that are responsive to their specific needs like psychosocial services, provision of food and non-food, medical assistance, especially for pregnant women and lactating mothers.

Pursuant to Republic Act No. 11188, otherwise known as the Children in Situation of Armed Conflict, every local government should recognize the vulnerable status of children, especially those in situations of armed conflict, the Law further declares children as "Zones of Peace" and special protection should be provided.

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Executive Order No. 20-2018 or the Order Institutionalizing the Whole-of-Nation Approach in attaining Inclusive and Sustainable Peace. This Order mandates the harmonization of basic services and social development packages in conflict affected and vulnerable communities in pursuit of the country's peace and development agenda.

SECTION 81. CHILD DEVELOPMENT CENTERS. The Provincial Government and all LGUs shall ensure that Child Development Centers shall be gender-responsive and child-friendly in its infrastructure and curriculum.

All level of Local Government Unit shall support the implementation of Early Childhood Care and Development which refers to the full range of health, nutrition, early education and social services development programs that provide for the basic holistic needs of young children from 0 to age 4, and to promote their optimum growth and development.

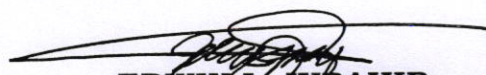
SECTION 82. CHILD MINDING CENTER. A Child-Minding Center shall be established in the provincial government center of Davao del Norte. This facility aims to help working employees in ensuring that they a safe place to leave their child while they are at their workplaces. Further, the employees can entrust their children to avoid frequent absences from work. Through this, employees can still hold their jobs and perform tasks in delivering efficient public service.

SECTION 83. BREASTFEEDING SPACE AND ROOM. All establishments and offices within the province shall provide an appropriate breastfeeding space and lactation room for their women workers and clients. Pursuant to Section 10 of the Implementing Rules and Regulations of Republic Act 10028 otherwise known as the Expanded Exclusive Breastfeeding in the Workplace Law, mandates health and non-health facilities, establishments or institutions, including public places, shall establish lactation stations as appropriate. Lactation stations shall be accessible to the breastfeeding women. It shall be adequately provided with the necessary equipment and facilities and other items, the standards of which shall be defined by the Department of Health.

SECTION 84. ROLE OF MEDIA. Media shall police its own ranks and self-regulate itself to protect women against derogatory and discriminatory portrayal of women in media and films. Pursuant to the Gender Fair Media document which was released by the Gender Equality Committee of the Philippines, duly spearheaded by the Presidential Communications Operations Office (PCOO) and the Philippine Commission on Women (PCW), members of the media are therefore enjoined to adhere and equip themselves with the principles embodied the three books: (1.) Code of Ethics for Media; (2.) Guidelines to Protect Women from Discrimination in Media and Films; and (3.) Gender Equality Guide.

There shall be a periodic meeting or evaluation to review existing policies and the role of media to be participated in by the GAD Focal Point System of the provincial government and the local media practitioners.

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**CHAPTER II
MISCELLANEOUS**

**ARTICLE I
VIOLENCE AGAINST WOMEN**

SECTION 85. SOLICITING SEXUAL SERVICES. It shall be unlawful for any person to solicit services 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 act without prejudice to the provisions of the Revised Penal Code.

SECTION 86. SEX TRADE. Any person, whether natural or juridical, who shall engage in keeping persons for sex for a fee shall suffer the penalty as provided for under Republic Act No. 9208, as amended by Republic Act No. 10364.

SECTION 87. SEX TOURS. No hotels, beach resorts, sauna baths, and related establishments shall be allowed to operate as conduit for sex tours.

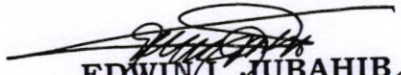
SECTION 88. PROHIBITION OF LEWD SHOWS AND INDECENT ACTIVITIES. Any activity including but not limited to beauty contests which tend to commodify, abuse, humiliate and treat anybody as sex objects shall be strictly prohibited in schools, communities, barangays, local government units and in the province of any celebration.

SECTION 89. OTHER FORMS OF TRAFFICKING IN PERSON. Any person, whether natural or juridical, who, with the use of deceit, lures a person to work abroad or in another province, city or municipality in the Philippines for a particular job with a promise of a good pay, instead landed in a prostitution den, domestic help, other odd jobs or made as a source of human organs for transplantation to another person shall suffer the penalty in accordance with Republic Act No. 9208, as amended by Republic Act No. 10364.

SECTION 90. COMPREHENSIVE SUPPORT TO WOMEN-SURVIVORS OF VIOLENCE. In coordination with the local Philippine National Police Office, the Provincial Government of Davao del Norte, through the Provincial Social Welfare and Development Office and the Provincial Health Office shall provide a comprehensive support to women-survivors of violence, which consists but not limited to the following:

- a. Conduct an immediate investigation, within 24 hours.
- b. Provide counselling and medical services for the offended party.

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- c. Gather evidence for the arrest and prosecution of the offenders.
- d. Prepare a report of the investigation on the basis of the offended party's testimony and additional evidence, if any, endorse the same to the State Prosecutor's Office within 36 hours from the time of filing, regardless of the evaluation of the case.
- e. The investigating officer or the examining physician, if possible, shall be 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 victims-survivors of all forms of violence shall be registered in a community-based psychological program that shall provide said women the appropriate assistance.
- g. All investigations/hearing involving rape cases and other forms of violence against women that are conducted in police stations, prosecutor's office and the trial courts shall recognize the survivors' social support group as expressly allowed or requested by the offended party.

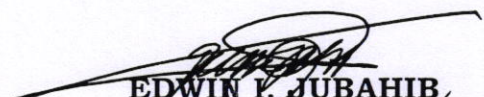
**ARTICLE II
SEXUAL HARASSMENT**

SECTION 91. ORIENTATION ON SEXUAL HARASSMENT. All local offices, agencies, and establishment or companies, government and private sectors in the province, shall conduct orientation on sexual harassment. This includes salient points on Republic Act No. 7877, otherwise known Anti-Sexual Harassment Act of 1995 as well as the Republic Act No. 11313 or the Safe Spaces Act.

SECTION 92. ESTABLISHMENT OF ANTI-SEXUAL HARASSMENT COMMITTEE AND INVESTIGATION. Pursuant to Republic Act No. 7877, otherwise known as the Anti-Sexual Harassment Act of 1995, sexual harassment in the employment, education or training environment is punishable by law.


Every company or establishment, educational or training institution shall organize a sexual harassment grievance committee and prescribe the procedures for the investigation of sexual harassment cases.

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- i. Persistent telling of jokes, such as green jokes or other analogous statements to someone who finds them offensive or humiliating.
- ii. Taunting a person with constant talk about sex and sexual innuendos.
- iii. Displaying offensive or lewd pictures and publications in the workplace.
- iv. Interrogating someone about sexual activities or private life during interviews for employment, scholarship grant or any lawful activity applied for.
- v. Making offensive hand or body gestures at someone.
- vi. Repeatedly asking for dates despite rejections.
- vii. Staring or leering maliciously.
- viii. Touching, pinching or brushing up against someone's body unnecessarily or deliberately.
- ix. Kissing or embracing someone against one's will.
- x. Requesting sexual favors in exchange for a good grade, obtaining a good job or promotion, etc.
- xi. 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 "*punyeta*", "*puta*", "*buring*", "*peste*", etc.
- xii. Any other unnecessary acts during physical examinations.
- xiii. Requiring women to wear suggestive or provocative attire during interviews, such as job hiring, promotion and admission.

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- b. Commission of any of the abovementioned acts shall subject the perpetrator to an imprisonment of one week to six months or a fine of Two Thousand Pesos (P2,000.00) to Five Thousand Pesos (P5,000.00) or both, at the discretion of the Court.
- c. **GENDER-BASED STREETS AND PUBLIC SPACES SEXUAL HARASSMENT.** As provided under Republic Act No. 11313 or the Safe Spaces Act of 2018, All local offices, agencies and establishment or companies, government and private in the province, shall create measures to efficiently respond to the issue such as orientation on the law, clear protocols of reporting and responding to GBSH, and programs to help the victims as well as perpetrators and ensure that there are mechanisms, people and budget to effectively respond to Gender-Based Sexual Harassment.

SECTION 99. FUND RAISING INITIATIVES. All fund-raising initiatives, whether in whole or in part, integrated in any raffle draw, benefit or disco dance, premier showing of movies, or any similar fund-raising undertaking where women are used as donor prize, substitute for prizes won, a companion package for an award, prize, or recognition, or any manner, activity, come-on display, or exhibition which depicts a woman as central, partial or special focus in order to raise funds shall be strictly prohibited. Violators of this provision shall pay a fine of not less than Five Thousand Pesos (P5,000.00) or imprisonment of not less than one year, or both, at the discretion of the Court.

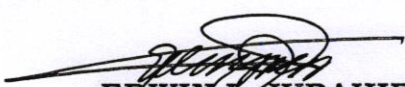
SECTION 100. HUSBAND AND WIFE BATTERING. Husband and wife battering shall be punishable from one month to one-year imprisonment, or a fine of Two Thousand Pesos (P2,000.00) to Five Thousand Pesos (P5,000.00) or both, at the discretion of the Court. Other forms of battering as defined in this Code shall be covered by the same penalty.

ARTICLE III RAPE

SECTION 101. WHEN AND HOW RAPE IS COMMITTED. Rape is committed by having carnal knowledge with a woman under any of the following circumstances: (as provided in Article 335 of the Revised Penal Code as amended by Republic Act No. 7659),” An Act Expanding the Definition of the Crime of Rape. Reclassifying the same as a Crime Against Persons, amending for the purpose Republic Act No. 3815, as amended, otherwise known as the revised Penal Code, and for other purposes.”

- a. By using force or intimidation.

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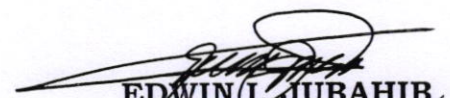
- b. When the woman is deprived of reason or otherwise unconscious.
- c. When the woman is under twelve years of age or is demented.
- d. When the woman is raped by sexual assault.

Through Republic Act No. 8353, known as the Anti-Rape Law of 1997, the definition of rape was expanded, from being classified as a Crime against Chastity to a Crime against Persons. The amendment also recognized that males can be raped by both males and females, and that both the victim and the rapist can be either male or female. Moreover, Republic Act No. 11648, raised the minimum age of sexual consent from twelve (12) years old to sixteen (16) years old.

SECTION 102. PENALTY FOR THE CRIME OF RAPE. Republic Act No. 7659 provides that the crime of rape shall be punished by *reclusion perpetua*. However, the penalty of death shall be imposed if the crime of rape is committed with any of the following attendant circumstances:

- a. When by reason or on the occasion of rape, the victim has become insane.
- b. When the reason or on the occasion of rape, homicide is committed.
- c. When the victim is under eighteen (18) years of age and the offender is a parent, ascendant, step-parent, guardian, relative by affinity or consanguinity.
- d. When the victim is under the custody of police or military authorities.
- e. When rape is committed in full view of the husband, parent, any of the children of other relatives within the third degree of consanguinity/affinity.
- f. When the offender knows that he is infected with Acquired Immune Deficiency Syndrome (AIDS) disease.
- g. When committed by any member of the Armed Forces of the Philippines or the Philippine National Police or any Law Enforcement Agency.
- h. When the victim is a religious engaged in legitimate religious vocation or having and is personally known to be such by the offender before or at the time of the commission of the crime.
- i. When the victim is a child below seven (7) years old.

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- j. When by reason or on the occasion of rape, the victim has suffered permanent physical mutilation.

SECTION 103. RAPE IN INTIMATE RELATIONS. Intimate or marital relation shall not be impediment to any complaint against acts to rape as provided in Section 6 of this article. Further, marital relationship shall not serve as a legal impediment to the prosecution of rape where:

- a. Spouses are legally separated.
- b. There is separation in fact for at least six months.

SECTION 104. PARDON AND/OR MARRIAGE OF THE OFFENDED PARTY WITH THE OFFENDER. The marriage of the offender with the offended party shall extinguish the criminal action or remit the penalty already imposed upon him. The provision of this paragraph shall also be applicable to the co-principals, accomplices and accessories after the act of the crime of rape.

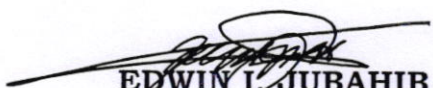
SECTION 105. WHO MAY FILE COMPLAINT. Complaint may be filed by any of the following persons:

- a. The offended party
- b. Her/his parents or legal guardian
- c. Her/his grandparents or collateral relatives
- d. The officer or social worker of the DSWD, or of a duly-licensed child caring institution, orphanage, home for the aged, mental hospital or other similar institutions whose care or custody the offended party is committed
- e. A concerned, responsibility resident of the barangay where the crime was committed, but only if any of the persons mentioned have expressly given their consent

SECTION 106. SUPPORT FROM LAW ENFORCER. The law enforcer, preferably of the same sex or her/his authorized alternate as the offended party, upon receipt of a complaint for rape shall:

- a. Immediately conduct an investigation within 24 hours.
- b. Arrange for counselling and medical services for the offended parties.
- c. Gather evidence for the arrest and prosecution of the offender.
- d. Make a report of her/his investigation and, on the basis of the offended party's testimony and additional evidence, if any, endorse the same to the proper prosecution office of her/his evaluation of the case.

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SECTION 107. INVESTIGATION/EXAMINATION OF RAPE SURVIVORS. It shall be the duty of the investigating officer or the examining physician, to ensure that only persons expressly authorized by the examining physician and/or the rape survivor are allowed inside the room where the investigation of medical or physical examination is being conducted. Local Government Unit/Police Provincial Director must provide room for investigation of such cases.

SECTION 108. PROTECTIVE MEASURE. At any stage of the preliminary examination or investigation, prosecution and trial of a complaint for the following protective measures shall be observed:

- a. The right to a close door hearing unless expressly waived by the offended party.
- b. The right of the social support group to witness hearing as expressly allowed or requested by the offended party.
- c. Non-disclosure of the name and personal circumstances of the offended party, or any information tending to establish his or her identity.
- d. Any other analogous measure that will ensure the protection of the identity of the offended party and her/his family from undue and sensationalized publicity.

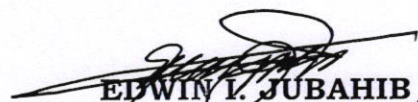
SECTION 109. PREVENTION AND AWARENESS OF CRIMES ON SEXUAL ABUSE AGAINST WOMEN AND CHILDREN. The Provincial Government of Davao del Norte in collaboration with the law enforcement agencies shall undertake programs that aim at reducing if not totally eliminating crimes on sexual abuse against women and children.

Among these programs is the Women Responsible to Act, Protect and Enforce Laws for Children's Growth and Development (WRAPPED) between the Family Juvenile Gender and Development Section of the Philippine National Police and the Provincial Government of Davao del Norte that conducts trainings, seminar and workshops and awarding of the implementers and beneficiaries of the program in every barangay of the province to intensify the campaign against crimes on sexual abuse.

ARTICLE IV BULLYING

SECTION 110. ADOPTION OF ANTI-BULLYING POLICIES IN SCHOOLS. All elementary and secondary schools in the province are hereby directed to adopt policies to address the existence of bullying in their respective institutions. Such policies shall be regularly updated as provided in Republic Act No. 10627 also known as the "Anti-Bullying Act of 2013".

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SECTION 111. PREVENTION AND MONITORING OF ACTS OF BULLYING. Heads of schools and educational institutions in the province shall be mainly responsible in the prevention and monitoring of acts of bullying in their respective jurisdiction, to include ensuring the enforcement of the provisions of Republic Act No. 10627 otherwise known as the Anti-Bullying Act of 2013 and its Implementing Rules and Regulations. In the case of the public school's system in the province, these responsibilities lie in the Schools Division Superintendents through their District Supervisors, Principals, and/or School Heads.

**ARTICLE IV
SPECIAL GROUP OF PERSONS**

SECTION 112. ORGANIZATIONS OF LESBIANS, GAYS, BISEXUALS, TRANSSEXUALS, QUEER, INTERSEXUAL, ASEXUAL ++ (LGBTQIA++). All component municipalities and cities of the Province shall organize, mobilize and strengthen LGBTQIA++ Programs and projects that will improve their economic conditions to foster and promote their rights.

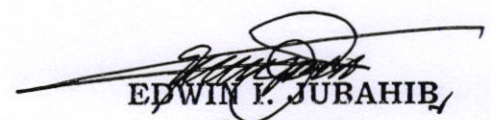
- a. All local government units are enjoined to establish a separate comfort room or rest rooms for LGBTQIA++s.
- b. Rehabilitation centers for offenders are mandated to house the LGBTQIA++s in a separate detention cell.

SECTION 113. SOLO PARENTS. Pursuant to Republic Act No. 8972 or the Solo Parent Welfare Act as amended by Republic Act No. 11861, otherwise known as Expanded Solo Parents Act, mandates various agencies including local government units in all levels to provide benefits and privileges to solo parents and their children. It aims to develop a comprehensive package of social development and welfare services for solo parents and their children.

No single parent shall be deprived of the privileges being provided through the Comprehensive Package of Social Development Services such as livelihood development services, counselling, parent effectiveness services, critical incidence stress debriefing and special projects for individuals in need of protection and others.

The provincial, city and municipal governments, through their respective Social Services and Development Office, in collaboration with the concerned offices and departments shall adopt and enforce Republic Act No. 8972, otherwise known as "The Solo Parents' Welfare Act of 2000" which is also further amended through Republic Act No. 11861.

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- 113.1 Support to Solo Parents and Under Poverty Threshold. Any solo parent whose income falls below the poverty threshold shall be eligible for assistance and support which include but not limited to livelihood, provision of seed capital, job placement, value orientations, basic business skills, trainings, educational benefits for them and for their children and medical assistance. Hence, the provincial government, city and municipal local government units shall provide funds for this purpose.
- 113.2 Support to employed solo parents. All local government units of the province, employers of both public and private corporations shall grant parental leave privileges of not more than seven (7) working days of every year to solo parent-employees pursuant to Section 8 of Republic Act No. 8972.

SECTION 114. FOCAL PERSONS FOR SOLO PARENTS. All component local government units of the province shall ensure the designation of a focal person to attend, accommodate, facilitate the needs, concerns or benefits of solo parents.

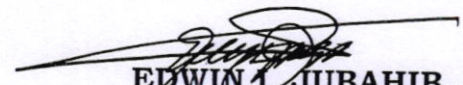
The municipal or city social services and development offices are hereby enjoined to designate from among their personnel the needed focal person.

ARTICLE V GENDER AND YOUTH

SECTION 115. YOUTH INVOLVEMENT IN MAINSTREAMING GENDER AND DEVELOPMENT. Pursuant to Republic Act No. 10742, also known as the Sangguniang Kabataan (SK) Reform Act of 10742, the Provincial Government through its Provincial Sports and Youth Development Office and Sangguniang Kabataan Provincial Federation shall carry out programs and activities among youth that promotes equitable access to employment, education, skills training, health services, sports development and other social protection. Sangguniang Kabataan shall partner with the local youth development council in planning, executing projects and programs that advocates gender sensitivity among youth.

SK funds in Barangay level shall be allocated in an annual budget, and if the funds allow, in a supplemental budget in accordance with the adopted Annual Barangay Youth Investment Program (ABYIP). Both the Comprehensive Barangay Youth Development Plan (CBYDP) and ABYIP shall give priority to Programs, Projects and Activities (PPAs) that will promote

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and ensure the equitable access to quality education, environmental protection, climate change adaptation, disaster risk reduction and resiliency, youth employment and livelihood, health, including health services and adolescent sexual and reproductive health, anti-drug abuse, gender sensitivity, sports development, and capability building which emphasizes leadership training.

All SK Barangay Offices are required to submit monitoring report on implementation to the Provincial SK Federation Office for consolidation and validation.

ARTICLE V
GENDER IN INFRASTRUCTURE PROJECTS AND FACILITIES

SECTION 116. GENDER-SENSITIVE BUILDINGS AND STRUCTURES. All public buildings and private commercial structures shall be designed in a manner that helps prevent sexual harassment and sexual abuse, and facilitates easy mobility and accessibility for women and children. As such, all city and municipal building officials and all other concerned individuals shall ensure that building and structural plans and designs conform to the minimum requirements prior to the issuance of building permits.

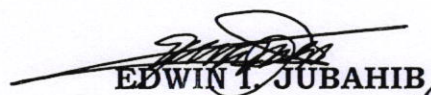
SECTION 117. GAD-COMPLIANT SCHOOL-BUILDINGS. Plans for school buildings to be constructed within the province shall pass through the GAD Committee of the local office of the Department of Education for scrutiny and proper evaluation.

The GAD Committee, in coordination with the provincial Local School Board (LSB) shall formulate the standard criteria for a GAD sensitive or GAD responsive school building. The GAD Compliance Certificate may not be limited to school buildings and may be issued to all public and private buildings.

SECTION 118. PERSONS WITH DISABILITIES (PWDs). Pursuant to Batas Pambansa Bilang 344, otherwise known as the Accessibility Law, the plight of persons with disabilities shall be taken into consideration as regards their easy access to the inner sections of buildings, roads, pavements whether private or public.

The city or municipal engineers are enjoined to observe and implement a standard design to public and private buildings (e.g., comfort rooms) with accessibility features such as but not limited to handrails at entrance/exit, special lift/elevator, wheelchair-accessible toilets with grab bars, and with appropriate turning space (non-skid flooring and signages).

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All local government units within Davao del Norte shall designate a parking area within their respective government center compounds, which shall be for the exclusive use of the Persons with Disabilities (PWDs).

SECTION 119. CENTER FOR PERSONS WITH DISABILITY. All local government units, including the provincial government, shall allocate funds for the construction of a PWD Center. It shall serve as the meeting place for PWDs where they can discuss plans, projects and activities beneficial to their sector.

SECTION 120. PRODUCTION SUPPORT FACILITIES AND EQUIPMENT. The provincial government shall ensure that the engineering design, the construction of post-production support facilities and the installation of appropriate technology equipment shall be women and person with disability-friendly while promoting hazard-free and safe working environment for all employees.

ARTICLE VI ENVIRONMENT AND NATURAL RESOURCES

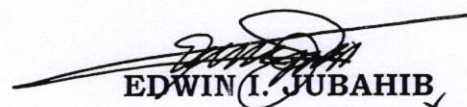
SECTION 121. GENDER-SENSITIVE NATURAL RESOURCE-BASED MANAGEMENT PROGRAMS. The provincial government shall work out for the development of gender-sensitive natural resource-based management programs.

SECTION 122. COMMUNITY-BASED ENVIRONMENTAL PLANS AND PROGRAMS. Men and women shall both participate in pollution control, zero-waste technology development and management, preservation of the forest, marine and aquatic resources and indigenous reforestation with due respect to the indigenous people's culture and Muslim people's culture and rights to self-determination.

SECTION 123. GENDER-SENSITIVE AND ENVIRONMENT-FRIENDLY RESETTLEMENT PLAN. The provincial government shall encourage the city and municipal governments to consider the following in their Resettlement Plan:

- 123.1. Relocation of communities shall not deprive anyone of their sources of livelihood.
- 123.2. Relocation sites shall not contribute to an increase in anyone's burden in economic, home and social production.
- 123.3. Housing and industrial project sites shall not be those productive lands suitable for agricultural purpose.
- 123.4. Relocation sites shall not be within the identified geo-hazard areas.

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Governor

SECTION 124. INTEGRATED GENDER-SENSITIVE AND ENVIRONMENT FRIENDLY ZONIFICATION PLAN. An integrated Gender-Sensitive and Environment-Friendly Zonification Plan of Davao del Norte shall be established/prepared by the concerned agency taking into consideration of what is being provided under the immediately preceding Section.

SECTION 125. GENDER-SENSITIVE NATURAL RESOURCE-BASED MANAGEMENT PROGRAMS. The Provincial Government shall engage itself in the development of gender-sensitive natural resource-based management programs.

SECTION 126. ROLE OF WOMEN IN ENVIRONMENT IMPACT ASSESSMENT PROJECTS. The Provincial Government shall promote the active role of women in environment impact assessment projects.

SECTION 127. PROMOTION OF ALTERNATIVE TECHNOLOGIES. The Provincial Government shall actively promote alternative technologies appropriate and safe for everybody's well-being.

**ARTICLE VII
JUSTICE, PEACE AND ORDER**

SECTION 128. CONTINUOUS REVIEW OF THE GENDER-RESPONSIVENESS OF LAWS AND POLICIES. The provincial government shall encourage the continuous review of local laws and policies for the purpose of detecting and eliminating any form of discrimination on the basis of sex and provisions that are gender-based.

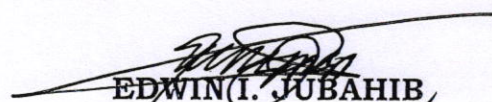
SECTION 129. PROMOTION OF LEGAL RIGHTS. Information on GAD-related women laws and relevant national and local laws and its impact on women and men; offices responsible for the administration of justice; and guidelines on how to use the justice system shall be made accessible to all.

SECTION 130. PERSONS IN ARMED CONFLICT SITUATION.

- a. No person shall be deprived of the basic social services in armed conflict areas.
- b. No peace officer, whether in military detachment/police checkpoint or any analogous quarter, shall keep a woman therein for the purpose of having a company except she is military personnel or support enlisted staff.

SECTION 131. MANAGEMENT AND HANDLING OF GIRL CHILD AT RISK (CAR) AND CHILDREN IN CONFLICT WITH THE LAW (CICL). Pursuant to Republic Act No. 9344, otherwise known as the Juvenile Justice Welfare Act, as amended by Republic Act No. 10630,

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Governor

Children in Conflict with the Law (CICL) and Children at Risk (CAR) are victims of abuse, of dysfunctional families and insensitive communities. They should be treated as individuals with problems who need help and need to be provided with appropriate assistance and services, to ensure the full protection of their rights for survival, protection, development, and participation.

The Provincial Government of Davao del Norte shall establish and operate Bahay Pag-asa, a 24-hour child-caring institution that offers intensive juvenile intervention and support for male CICL and the establishment of Bahay Pag-asa for female.

SECTION 132. SEPARATE FACILITY FOR FEMALE DETAINEES AND MINOR OFFENDERS. The rights of women under detention shall be protected, as well as the rights of minor offenders which shall be treated in accordance with Republic Act No. 9344, otherwise known as the Juvenile Justice Welfare Act of 2006. Offenders that identify themselves as part of the LGBTQ++ shall also be given the equal protection.

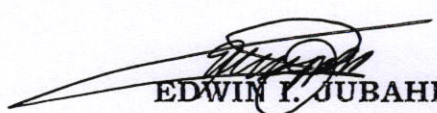
The provincial government, through the Provincial Social Welfare and Development Office, in collaboration with concerned agencies, shall provide appropriate programs designed to respond to their specific needs and problems. It shall also ensure that a separate structure and space for detention and rehabilitation shall be provided.

ARTICLE VIII AGRICULTURE, LIVESTOCK AND FISHERIES

SECTION 133. FOOD PRODUCTION AND OTHER AGRICULTURAL PRODUCTS. The province shall recognize the significant contribution of women to the production of food and other agricultural products, and shall prioritize food sustainability and sufficiency with the active participation of women farmers.

- a. The province shall ensure access for women to avail farm inputs and resources by promoting equal rights and opportunities to credit, infrastructure support, farm equipment, post-harvest facilities, Agri-skills enhancement and technical training and technological and marketing assistance in accordance with provisions of relevant laws.
- b. The province shall ensure equal rights of women and men to membership in farmers' organizations.
- c. The province shall ensure wider access for all to the means of production.

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Governor

SECTION 134. FISHERY PRODUCTION SUPPORT. The province shall ensure equal access of women fisherfolks to fishery services, and shall endeavor to provide opportunities for empowering them to be involved in the control and management, not only on fishery production but also to engage in entrepreneurial activities which will add value to production and marketing ventures as well as in the implementation of fishery law enforcement.

SECTION 135. RESEARCH AND DEVELOPMENT. The province shall undertake to introduce innovations for effective and efficient women-friendly agricultural technologies for increase production, in coordination with the Department of Agriculture, Department of Science and Technology, and other allied government agencies and Agri-research institutions and academe.

SECTION 136. AGRICULTURE AND FISHERY INSTITUTIONAL DEVELOPMENT. The province shall recognize and provide support to organized rural-based organizations/associations such as the Rural Improvement Clubs for rural women and 4H Clubs for rural youth and to other organized farmers' associations and cooperatives to effectively achieve and benefit economies of scale in production, post-harvest activities as well as marketing.

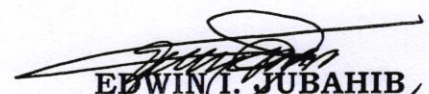
SECTION 137. PROMOTION OF ENVIRONMENT-FRIENDLY TECHNOLOGIES. Pursuant to Republic Act No. 10068, An Act Providing for the Development and Promotion of Organic Agriculture in the Philippines and for Other Purposes, all heads of government agencies within the province are enjoined to adhere and shall consider themselves as agents for the propagation of organic farming in Davao del Norte.

ARTICLE IX TRADE, INDUSTRY AND TOURISM

SECTION 138. WOMEN'S ECONOMIC EMPOWERMENT. The provincial government shall promote and support women's endeavors for self-employment in Micro, Small, and Medium Enterprises (MSMEs), indigenous industries and other entrepreneurial opportunities including facilitating access to capital funds from every available source.

- a. Investment Promotion Center. The provincial government shall strengthen Investment Promotion Center to promote and support entrepreneurial efforts and activities in the province. The center shall take the lead in the following:
 - i. Develop social marketing strategies on entrepreneurship towards strengthening entrepreneurial values and attitudes of the province's entrepreneurs, local officials, and others. It shall lead in the implementation of social marketing strategies within the Province.

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Governor

- ii. Disseminate information on investment options.
- iii. Provide assistance to women who wish to establish micro enterprise, in the form of conducting market feasibility studies, project proposal making, entrepreneurial and financial consultancy, product development, packaging and labeling and market linkage.
- iv. Build partnership with the different organizations and groups that provide microfinance, rural enterprise development and institution building services.
- v. Assist women entrepreneurs in accessing loans and financial assistance from Government Financing Institutions (GFIs), private institutions, and donor agencies that would help to flourish their respective enterprises and alleviate its economic status.

SECTION 139. PROMOTION FOR ECO-TOURISM AND FAMILY-ORIENTED ACTIVITIES. The provincial government shall strengthen its tourism thrusts towards promoting equality of women and men and providing full opportunities for both women and men such as focusing on minimum wage employment, labor force participation for women, safety in the workplace and social protection.

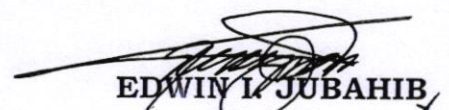
**ARTICLE X
GENDER IN DISASTER RISK REDUCTION AND MANAGEMENT**

SECTION 140. GENDER IN DISASTER RISK REDUCTION AND MANAGEMENT. The province commits and adopts disaster risk reduction and management program by implementing activities during pre-disaster, during disaster and post-disaster consistent with the provisions of Republic Act 10121 and its Implementing Rules and Regulations.

SECTION 141. SPECIAL NEEDS OF WOMEN DURING DISASTER. The provincial government shall continually address the special needs of women in times of disaster by providing facilities and services that are responsive to the specific needs of women.

SECTION 142. LOCAL DISASTER RISK REDUCTION AND MANAGEMENT FUND (LDRRMF). The provincial government shall ensure that portion of the 5% LDRRM fund is allocated to meeting the special needs of the vulnerable groups, especially women and children in the emergency and relief phase up to the recovery and rehabilitation stages.

APPROVED:


EDWIN L. JUBAHIB,
Governor

**CHAPTER III
PROVISION FOR IMPLEMENTATION**

**ARTICLE I
IMPLEMENTATION, MONITORING AND EVALUATION**

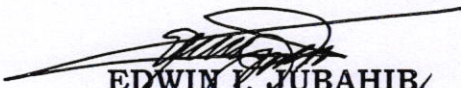
SECTION 143. GENDER MAINSTREAMING. The provincial government, city/municipal and barangay local government units shall endeavor to establish mechanisms to ensure the implementation of this Code, and to ensure that gender issues and concerns shall be appropriately addressed in legislations, plans, programs and projects. In like manner, all city/municipal governments are enjoined to establish and sustain similar mechanisms pursuant to existing laws and rules on gender mainstreaming, in support to the realization of this Code.

SECTION 144. GAD FOCAL POINT SYSTEM. ITS COMPOSITION. Consistent with the PCW-DILG-DBM-NEDA JMC 2013-01, the GAD Focal Point System of the province, city, municipality and the barangays shall be composed of the following:

The Executive Committee:

Chairperson	:	Local Chief Executive
Vice Chairperson	:	(Optional)
Members	:	Department Heads & Other Offices relevant to Gender mainstreaming
		Sanggunian Committee Chairperson
		a.) Committee on Gender Equality and Development
		b.) Committee on Women, Children and Family Relations
		c.) Committee on Finance, Budget and Appropriations
		Sanggunian Indigenous Peoples Mandatory Representative (IPMR)
		President, Liga ng mga Barangay (for the Province)
		President, League of Municipalities (for the Province)
		President, League of Component Cities (for the Province)
		President, Liga ng mga Barangay (for cities and municipalities)
		Sangguniang Kabataan Provincial Federation President
		Representative, PNP Women's Desk
		Representative, Persons With Disability
		Representative, Davao del Norte Council of Women

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Governor

Representative, Accredited LGBTQIA+ Organizations
Representative, Private Sector/Academe

Pursuant to the afore-cited JMC 2013-01, the GFPS Executive Committee may be expanded as may be deemed necessary.

Barangay GFPS Composition:

Chairperson : Punong Barangay

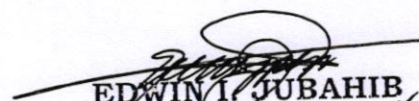
Co-Chairpperson : Chairperson, Sangguniang Barangay Committee on Women, Children and Family Relations

Members : Chairperson, Sangguniang Barangay Committee on Appropriations
Barangay Health Worker
Barangay Human Rights Action Officer
Barangay Nutrition Scholar
Barangay Treasurer
Day Care Worker
Lupong Tagapamayapa Member
Tanod Executive Officer
Desk Officer, Barangay VAWC
Representative, Barangay Council of Women
Representative, Accredited Barangay LGBTQIA+ Organizations
IPMR Barangay Representative
Barangay SK Chairperson

The Barangay Secretary shall provide secretariat support to the Barangay GAD Focal Point System.

- a. Roles and Functions of the LGU GAD Focal Point System. Pursuant to the Implementing Rules and Regulations of Republic Act No. 9710 otherwise known as the Magna Carta of Women, the GAD Focal Point System shall ensure and sustain the critical consciousness of the LGUs and their support on women and gender issues. They shall take the lead in mainstreaming the GAD perspectives in the LGU programs, policies, projects, activities, and processes. It shall perform the following specific functions:
- i. Take the lead in assessing the policies, strategies and programs of the local government unit based on the priority needs and concerns of the employees and the people.

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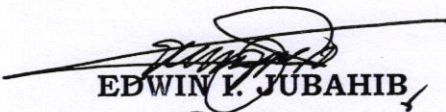

EDWIN I. JUBAHIB,
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- ii. Assist in the formulation of new gender-related policies such as the GAD Code and other local ordinances that can support to the advancement of the women's status.
- iii. Take the lead in setting-up appropriate systems and mechanisms to ensure the generation, processing, review and updating of sex disaggregated data or GAD database to serve as basis in the performance-based gender-responsive planning.
- iv. Coordinate efforts of the different local government offices as advocate for the integration of GAD perspectives in all programs, projects and processes.
- v. Lead the preparation of the LGU's Annual GAD Plan and Budget in response to the gender issues of women, employees and constituents.
- vi. Lead the monitoring in the effective implementation of the LGU's Annual GAD Plan and Budget, GAD Code, and other GAD-related policies and plans.
- vii. Lead in strengthening linkages with other LGUs, concerned agencies or organizations working on gender and development.
- viii. Lead the preparation of the LGU's Annual Accomplishment report on GAD programs, projects and activities, and other GAD reports that may be required under the Magna Carta of Women and JMC 2013-01.
- ix. Actively promote and pursue the participation of women and gender advocates, civil society groups and private organizations in development planning process, giving attention to the marginalized sectors.
- x. Ensure that all personnel of the LGU are capacitated on GAD. The GFPS shall recommend and plan an appropriate capacity development program on GAD for its employees as part of and implemented under its regular human resource development program.

- b. **The GAD Focal Point System-Technical Working Group.** The GFPS-TWG of the provincial, city and municipal government shall be composed of the key staff of the committees/offices represented in the Executive Committee as enumerated in the Executive Order constituting/reconstituting the GAD Focal Point System of the provincial government, and that of the rest of the LGUs.

The chairperson of the GFPS-TWG may be designated by the Local Chief Executive or may be elected from among its members.

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 Governor

c. Duties of the GFPS-TWG:

The Technical Working Group shall provide technical assistance to the GAD Executive Committee in the discharge of their duties and functions, specifically the performance of specific duties and functions as provided for under RA 9710 and its Implementing Rules and Regulations:


- i. Facilitate the gender mainstreaming efforts of the Local Government Unit (LGU) through the GAD planning and budgeting process.
- ii. Formulate the LGU's Annual GAD Plan and Budget.
- iii. Assist/facilitate in the provision of capacity development programs on GAD for the LGU employees and officials, as may be deemed necessary.
- iv. Assist in the preparation of LGU's Annual Accomplishment Report on GAD.
- v. Assist in the establishment and maintenance of gender responsive database management system in the LGU.
- vi. Spearhead, assist and monitor the implementation of GAD programs and projects in the LGU.
- vii. Perform such other related functions as may be directed by the GAD Executive Committee.

SECTION 145. MONITORING AND EVALUATION. Local government units (LGUs) must establish and/or strengthen their monitoring and evaluation mechanisms to see how well their efforts to mainstream gender and development. Pursuant to Philippine Commission on Women (PCW)-Department of the Interior and Local Government (DILG)-Department of Budget and Management (DBM)-National Economic and Development Authority (NEDA) Joint Memorandum Circular No. 2013-01, all LGUs shall establish, enhance, strengthen and/or maintain a gender responsive Monitoring and Evaluation (M&E) system. The Local Chief Executive (LCE) of Provinces, Cities and Municipalities shall issue an Executive Order or Administrative Order creating the M&E Team.

Pursuant to the aforesaid Joint Management Committee (JMC), M&E Team shall be composed of the following:

1. GAD Focal Point System (GFPS)- Technical Working Group (TWG) Chairperson
2. P/C/M/ Planning and Development Coordinator
3. Human Resource Management Officer

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Governor

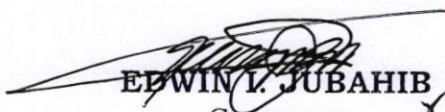
4. Budget Officer
5. Department of the Interior and Local Government (DILG)
Local Government Operations Officer (LGOO)
6. Representative of the Local Chief Executive (LCE)
7. Civil Society Organizations Representatives/s specifically
from women's organizations and the academe

The GAD M&E Team shall invite the concerned implementing office or unit of the GAD Programs, Projects and Activities (PPAs) during the monitoring and evaluation period.

Roles and Responsibilities of M&E Team:

- a. The LGU GFPS shall monitor the implementation of the annual GPB and assess the status of the LGU's institutional mechanisms on gender mainstreaming annually.
- b. LGUs, through their GFPS, shall prepare annual status reports on the institutional mechanisms for gender mainstreaming and submit these to the DILG Regional Office for consolidation.
- c. LGUs shall submit their annual GAD Accomplishment Reports formulated based on their GPBs to the City/Municipal Government in case of barangays, to the Provincial Government, in case of the cities and municipalities and to the DILG Regional Offices in case of province not later than end of January of the ensuing year for review and consolidation.
- d. The GAD M&E Team shall evaluate the outcomes of the LGU GAD policies, programs and projects and submit a GAD Evaluation Report to the DILG Regional Office at the end of the LCE's three-year term. The submission shall be done not later than June of the next term.
- e. The GAD M&E Team must ensure that all M&E activities shall be included in the annual GPB.

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EDWIN I. JUBAHIB
Governor

ARTICLE II
THE PROVINCIAL GENDER AND COMMUNITY DEVELOPMENT
OFFICE

SECTION 146. CREATION OF THE OFFICE. The Provincial Gender and Community Development Office shall be created specifically to realize the provision of this ordinance, subject to the availability of funds.

SECTION 147. PROVISION OF PERSONNEL. The Provincial Gender and Community Development Office shall be headed by a Department Head who shall be assisted by two (2) Division Heads, one (1) for Gender and Development Division and one (1) for the Community Organizing and Development Division. Other positions as may be deemed necessary shall also be provided to ensure effective and efficient delivery of services of the office.

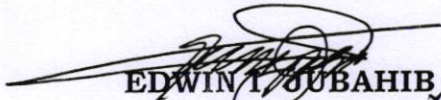
SECTION 148. APPOINTMENT AND QUALIFICATION. The Provincial Gender and Community Development Officer, which is a position equivalent to that of a Provincial Government Department Head Salary Grade (SG)-26 shall be appointed by the Provincial Governor but shall possess the following qualifications:

- a. Must be a graduate of any relevant baccalaureate degree.
- b. Must be a *bona fide* resident of the Province of Davao del Norte.
- c. Must have at least a 3-year experience in Gender and Development Works.
- d. Must have the required Civil Service Eligibility.
- e. Other qualifications relevant and necessary therefor.

SECTION 149. PERSONNEL. Upon recommendation of the Provincial Governor, the Sangguniang Panlalawigan shall create positions that will assist in the implementation of this Code and handle the operation of the Provincial Gender and Community Development Office taking into consideration the service requirement and financial capability of the Provincial Government, subject to the minimum standard prescribed by the Civil Service Commission as well as the appropriate position titles and salary grades prescribed by the Department of Budget and Management.

It shall be the coordinating, regulatory, planning, implementing, monitoring and evaluation arm of the Provincial Government of Davao del Norte who shall focus on the gender and community development concerns of the Province.

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EDWIN T. SUBAHIB
Governor

SECTION 150. FUNCTIONS OF THE PROVINCIAL GENDER AND COMMUNITY DEVELOPMENT OFFICE. The Office shall have the following functions to ensure consistency in the implementation of the provisions of this Code.

Functions of the Gender and Development Division:

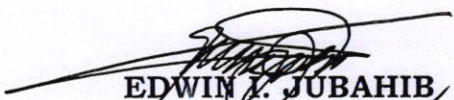
Monitoring and Coordinative Functions. These functions shall ensure the realistic, measurable and tangible results in the implementation of this Code. These include, but not limited to:

- a. **Gender-Sensitive Watch.** A system of services and facilities in order to monitor status of men, children and women in the Province wherein all departments and agencies therein shall develop practical methodologies for incorporating gender perspectives into all aspects of economy and policy making. It shall collect sex and age disaggregated data on poverty situation and all aspects of economic activity and develop qualitative statistic indicators to facilitate the assessment of economic performance from a gender fair perspective. It shall also serve as the data bank of the Provincial Government on Gender and Development.
- b. **Legal Aid Services Check.** A coordinated service for any legal action needed to protect women, children and special group of persons' rights shall be installed.
- c. **Advocacy and Campaign Management.** A coordinated Advocacy and campaign on all forms of discrimination and Violence against any person shall be programmed.

SECTION 151. SUSTAINABLE AND GENDER SENSITIVE PROJECT DEVELOPMENT. Development programs and projects must be in consonance with gender responsive indicators cited in circulars, memoranda and issuances of the National Economic Development Authority, Department of the Interior and Local Government, Department of Budget and Management, Philippine Commission of Women, National Council of Women of the Philippines and other agencies.

- a. **Regulatory Function.** This function shall include the establishment of protocol and standards relevant to the following concerns:
- b.
 - i. **Sectoral Development Programs and Projects and Services.** Gender responsive indicators must be fully employed in the planning and implementation of provincial programs, projects, activities and services such as infrastructure, livelihood, social services and similar government activities. The provisions of all laws and ordinances stated in this ordinance and other applicable statutes and Ordinances must be observed.

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EDWIN L. JUBAHIB,
Governor

- ii. It shall be involved in all the process related to the conceptualization, development, assessment and evaluation of population and gender development and advocacy programs of the Provincial Government.

SECTION 152. FUNCTIONS OF THE COMMUNITY ORGANIZING AND COMMUNITY DEVELOPMENT DIVISION. A System of services shall be established to facilitate people and Communities to participate in the process of development steering them to become main actors of change. As such, it shall design, introduce and develop concepts, mechanism and systems that are more attuned to the level and characteristics of the communities for them to imbibe participatory processes in development rather than relying on academe-based or technocrat-driven processes. It shall facilitate the project beneficiaries to be initiated into self-help groups and associations and monitor the status of the projects as well as the individual beneficiaries and their aggrupation. It shall also be vital in linking the communities with the provincial government.

Further, it shall document and keep a data bank of project beneficiaries and maintain and update a poverty map. It shall lead in the implementation of the following programs and project on:

- a. Comprehensive and Gender Responsive Barangay Development Planning and Budgeting
- b. Spiritual and Moral Recovery Program
- c. Interfaith Dialogue
- d. Indigenous Peoples (IPs) and Muslim Women Affairs Program

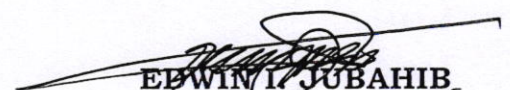
ARTICLE III PENAL CLAUSE

SECTION 153. APPLICABILITY OF THE REVISED PENAL CODE AND SPECIAL STATUTES. Any act or comission violative of any provision of this Code, which is defined and penalized under the Revised Penal Code or any special penal statute shall be prosecuted and penalized under the applicable law.

ARTICLE IV TRANSITORY PROVISIONS

SECTION 154. FUNDING. An initial amount of Five Million Pesos (Php 5,000,000.00), purposely for operation, shall be allocated for the proper implementation of this Code. The same shall be allocated from the mandated five percent (5%) GAD Budget of the provincial government, subject however, for augmentation whenever the same is exhausted.

APPROVED:


EDWIN I. JUBAHIB
Governor

All offices in the provincial government may endeavor to increase their GAD budget beginning with the mandated five percent (5%) GAD budget.

SECTION 155. AMENDMENTS. This Code shall be reviewed, updated or amended not later than five (5) years after its approval, or as may be deemed necessary.

SECTION 156. IMPLEMENTATION OF THE CODE. To properly implement this Code, the GAD Focal Point System-Technical Working Group shall formulate the necessary rules and regulations which shall be embodied in an appropriate Executive Order to be issued by the Provincial Governor.

**ARTICLE V
FINAL PROVISIONS**

SECTION 157. REPEALING CLAUSE. All ordinances, resolutions, circulars, memoranda, or rules and regulations inconsistent with the provision of this Code are hereby repealed or modified accordingly.

SECTION 158. SEPARABILITY CLAUSE. If for any reason any portion or provision of this Code is declared unconstitutional or invalid, the other sections or provisions hereof which are not affected shall continue to be in full force and effect.

SECTION 159. SUPPLEMENTARY CLAUSE. On matters not provided for in this Code, existing applicable laws and their corresponding implementing rules and regulations, as well as executive orders and other relevant issuances issued in *pari materia* shall apply in suppletory manner.

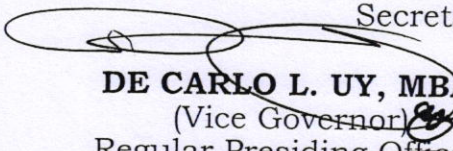
SECTION 160. EFFECTIVITY CLAUSE. This Code shall take effect upon compliance of the mandatory posting and publication requirements prescribed under Republic Act No. 7160 otherwise known as the Local Government Code of 1991.

ENACTED this 5th day of December, 2022 at Mankilam, Tagum City, Davao del Norte.

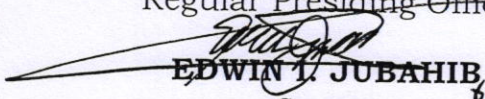
I hereby certify to the correctness of this ordinance.

DENNIS DEAN T. CASTILLO, MPA
(PG Department Head)
Secretary to the Sanggunian

ATTESTED:


DE CARLO L. UY, MBA
(Vice Governor)
Regular Presiding Officer

APPROVED:


EDWIN T. JUBAHIB
Governor

JAN 27 2023
Date Signed